

Resolved:

4. To guide the implementation of the municipality's annual budget, the Council of the City of Ekurhuleni **APPROVES** the amended policies and By-laws as contained in **Annexure E**.

POLICIES

- Annexure E1** Medium-term Budget Statement Policy (Reviewed)
- Annexure E2** Pricing Policy Statement (Reviewed)
- Annexure E3** Property Rates Policy (Reviewed)
- Annexure E4.1** Provision of Free Basic Electricity Policy (Reviewed)
- Annexure E4.2** Provision of free Basic Water supply services (Reviewed)
- Annexure E5** Waste Management Tariff Policy (Reviewed)
- Annexure E6** Consumer Deposit Policy (Reviewed)
- Annexure E7** Indigent Support Policy (Reviewed)
- Annexure E8** Credit Control & Debt Collection Policy (Reviewed)
- Annexure E9** Provision for Doubtful Debtor and Debtor Write-Off Policy (Reviewed)
- Annexure E10** Budget Implementation and Monitoring Policy (Reviewed)
- Annexure E11** Municipal Entity Financial Support Policy (Reviewed)
- Annexure E12** Accounting Policy (Reviewed)
- Annexure E13** Electricity Metering for Residential and business Customers (Reviewed)
- Annexure E14** Policy for the vending of pre-paid electricity (Reviewed)
- Annexure E15** Policy for Estimation and Correction of Energy or Demand Meter Reading and Billing Data (Reviewed)
- Annexure E16** Electricity Tariff policy (Reviewed)
- Annexure E17** Virements Policy (Reviewed)
- Annexure E18** Consumer Agreement (Reviewed)
- Annexure E19** Supply Chain Management Policy (Reviewed)
- Annexure E20** Treasury Policy (Reviewed)
- Annexure E21** Funds Transfer Policy (Reviewed)
- Annexure E22** Assets Management Policy (Reviewed)
- Annexure E23** Cost Containment Policy (Reviewed)
- Annexure E24** Policy for the wheeling of Electricity Ekurhuleni (Reviewed)
- Annexure E25** Policy for Embedded generation (Reviewed)
- Annexure E26** Ekurhuleni Community Enterprise Development Fund Policy (Reviewed)
- Annexure E27** Long Term Financial Strategy 2020/21-2029/30 (Reviewed)
- Annexure E28** Expanded Public Works Programme Policy (Reviewed)

**EXPANDED PUBLIC WORKS PROGRAMME
POLICY**

REVISED POLICY 2022

DEFINITIONS

EPWP:	Expanded Public Works Programme is a National Government initiative aiming at drawing significant number of previously disadvantaged unemployed and un-skilled individuals into productive work, accompanied by training to increase their capacity to earn an income
EPWP Participant:	Is a worker in an EPWP, who has signed a valid temporary contract of employment as required by the Code of Good Practice for employment and conditions of work for EPWP
Labour-Intensive:	Methods involving the use of an appropriate mix of labour and machines, with a preference for labour where technically and economically feasible, without compromising the quality of the product
Household:	All individuals who live together under the same roof or in the same yard, and who share resources such as food or money to keep the household functioning. In the case of residential type 2 and above which is zoned to accommodate two or more families, household refers to each
Work Opportunities:	Paid work created for individuals on any EPWP project for any period of time
Person-days of Employment:	The aggregate of number of people who worked on EPWP project multiplied by the number of days each person worked
Full Time Equivalent:	Person days of employment divided by 230 (working days in a year)
CAPEX:	Budgets used to create new assets or to increase the capacity of existing assets

OPEX:	Expenditure used to maintain assets in a usable condition or to bring it back to its original design capacity
Coordinating Officer:	Is the Head of Department which shall host EPWP at a given time and be Chairperson of the EPWP Steering Committee or any other person which may be delegated by the City Manager to perform in each and/or both of the above positions
Demographics:	The number of work opportunities created for women, youth and people with disabilities expressed as a ratio of the total number of work opportunities created for any given period
EPWP Daily Rates:	The rate of payment an individual receives in an EPWP projects on daily basis
EPWP Integrated Grant:	Annual grant funding received by the CoE based on the performance of the programme in the previous financial year and on availability of funds at the NDPWI
Basic Conditions of Employment Act:	Regulates labour practice and set out the rights and duties of employees and employers
Ministerial Determination:	Determination made by the Minister of Labour in terms of Section 50 of Basic Conditions of Employment Act (No 75 of 1997) establishing conditions of employment for employees in the EPWP

LIST OF ABBREVIATIONS

CoE	City of Ekurhuleni
EPWP	Expanded Public Works Programme
DPWI	Department of Public Works and Infrastructure
DORA	Division of Revenue Act
IDP	Integrated Development Plan
KPI	Key Performance Indicators
CAPEX	Capital Expenditure
OPEX	Operational Expenditure
CLO	Community Liaison Officer
PSC	Project Steering Committee
BCEA	Basic Conditions of Employment Act
CM	City Manager
EM	Executive Manager
HoD	Head of Department
COIDA	Compensation for injuries and Diseases Act
FTE	Full Time Equivalent (Total number of working days per project/230)

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The legal framework

- i. Constitution of the Republic of South Africa;
- ii. Public Finance Management Act (Act No.1 of 1999);
- iii. Public Service Act (Act No. 147 Of 1999);
- iv. Local Government: Municipal Finance Management Act (Act No. 56 of 2003);
- v. Division of Revenue Act (Act No 5 of 2012);
- vi. Local Government: Municipal Systems Act (Act No.32 of 2000);
- vii. Basic Conditions of Employment Act (Act No 75 of 1997);
- viii. Skills Development Act (Act No 97 of 1998);
- ix. Cabinet Memo 2003 approving the implementation of the EPWP;
- x. Ministerial Determination and the Code of Good Practice for Expanded Public Works Programme;
- xi. Expanded Public Works Programme (EPWP) Protocol Agreement;
- xii. National Development Plan 2011;
- xiii. New Growth Path 2010; and
- xiv. Steering Committee's terms of reference

1. BACKGROUND

Expanded Public Works Programme (EPWP) is a South African Government initiated programme which aims to create short-term work opportunities using both capex and opex projects. The programme is implemented in all the three spheres of government: National, Provincial and Local. EPWP is implemented across four (4) defined sectors, namely the Infrastructure, Social, Non-State and Environment and Culture sectors. This policy principles and applications shall also apply to the Community Works Programme and other related job creation programmes.

The Programme is co-ordinated by the National Department of Public Works and Infrastructure (NDPWI), as mandated by Cabinet. The Programme is one of the government's systematic responses to address socio-economic challenges particularly the job creation imperative as formally introduced during the State of the Nation Address in February 2003 and Cabinet adopted in November 2003.

Expanded Public Works Programme Protocol Agreement requires that local governments develop an EPWP policy that is embedded within the Integrated Development Plan (IDP). The policy is expected to promote EPWP principles, restructure and channel local government activities and budgets towards the facilitation and creation of employment opportunities per unit of expenditure - through the implementation of labour-intensive projects funded with capex, opex and grants in their respective municipal wards.

This policy shall pay particular focus towards the previously disadvantaged groups including women, youth and people living with disabilities. The disadvantaged factor is understood from the point of view of lack of skills, no income and no employment.

This policy is the revision of the original policy that was approved in November, 2016 to accommodate the new national requirements of EPWP Phase-4 which is implemented in the 2019 – 2024 financial years.

1.1 EPWP Policy Objectives

The main policy objectives towards implementation of EPWP are to:

- i. Comply with the Expanded Public Works Programme (EPWP) Protocol Agreement,
- ii. Empower the CoE to manage EPWP,
- iii. Guide the endeavour in creating employment and skills development opportunities in the Infrastructure, Social, Environmental and Non-Governmental Sectors,
- iv. Strengthen EPWP reporting compliance by participating CoE's departments and contracted service providers,
- v. Outline the recruitment and selection process of EPWP participants into the programme,

- vi. Standardise the EPWP rates for the use of participating parties within CoE,
- vii. Facilitate the formation of EPWP governance structures which shall define key performance indicators to monitor, evaluate and report on all EPWP initiatives.

2. EPWP GOVERNANCE

2.1 Below is the outline of the governance structures and relevant legal framework

- 2.1.1 This policy shall outline the roles, responsibilities and membership of EPWP Steering Committee as required by Protocol Agreement
- 2.1.2 Members of the Steering Committee shall be appointed by the City Manager in writing
- 2.1.3 The EPWP Steering Committee shall constitute of the Chairperson, Deputy Chairperson and the Secretary elected from the Host Department
- 2.1.4 Permanent members of the Steering Committee shall consist of senior representatives from the Social, Infrastructure, Environment and Culture sectors
- 2.1.5 Invited members of the committee shall comprise of senior representatives from Corporate and Legal; Finance; Institution Strategy, Monitoring and Evaluation; Human Resources and Development; Enterprise Project Management Office; Provincial and National departments as and when required
- 2.1.6 The quorum shall be based on common majority principle of 50% plus 1 member in attendance of the total appointed permanent members, which shall make necessary decisions.

2.2. The appointed EPWP Steering Committee shall be tasked with the following key roles and responsibilities:

- 2.2.1. Develop and adopt terms of references,
- 2.2.2. Setting internal EPWP KPIs for departments,
- 2.2.3. Facilitate reporting and monitoring of the EPWP performance,
- 2.2.4. Ensure effective and efficient EPWP implementation and application of operational and strategic controls,
- 2.2.5. Review and recommend EPWP policy and guidelines to Council for approval,
- 2.2.6. Facilitate the signing of the Protocol Agreement and all other National and Provincial EPWP related contractual documents,
- 2.2.7. Oversee the development of the EPWP ward-based database
- 2.2.8. Provide overall oversight on the implementation of EPWP amongst other things, and
- 2.2.9. Ensure attendance and participation in scheduled EPWP Steering Committee meetings

- 2.3. Key responsibilities of the Executive Mayor and/or relevant Member of Mayoral Committee in line with the EPWP Protocol Agreement:
 - 2.3.1. Provide leadership and direction on the implementation of the EPWP within CoE
 - 2.3.2. Appoint the EPWP Political Oversight team entailing of the Infrastructure, Social, Environment and Culture Sectors led by the MMC of the host department; and
 - 2.3.3. Ensure that CoE meets the targets specified in the Protocol Agreement

3. EPWP MANAGEMENT

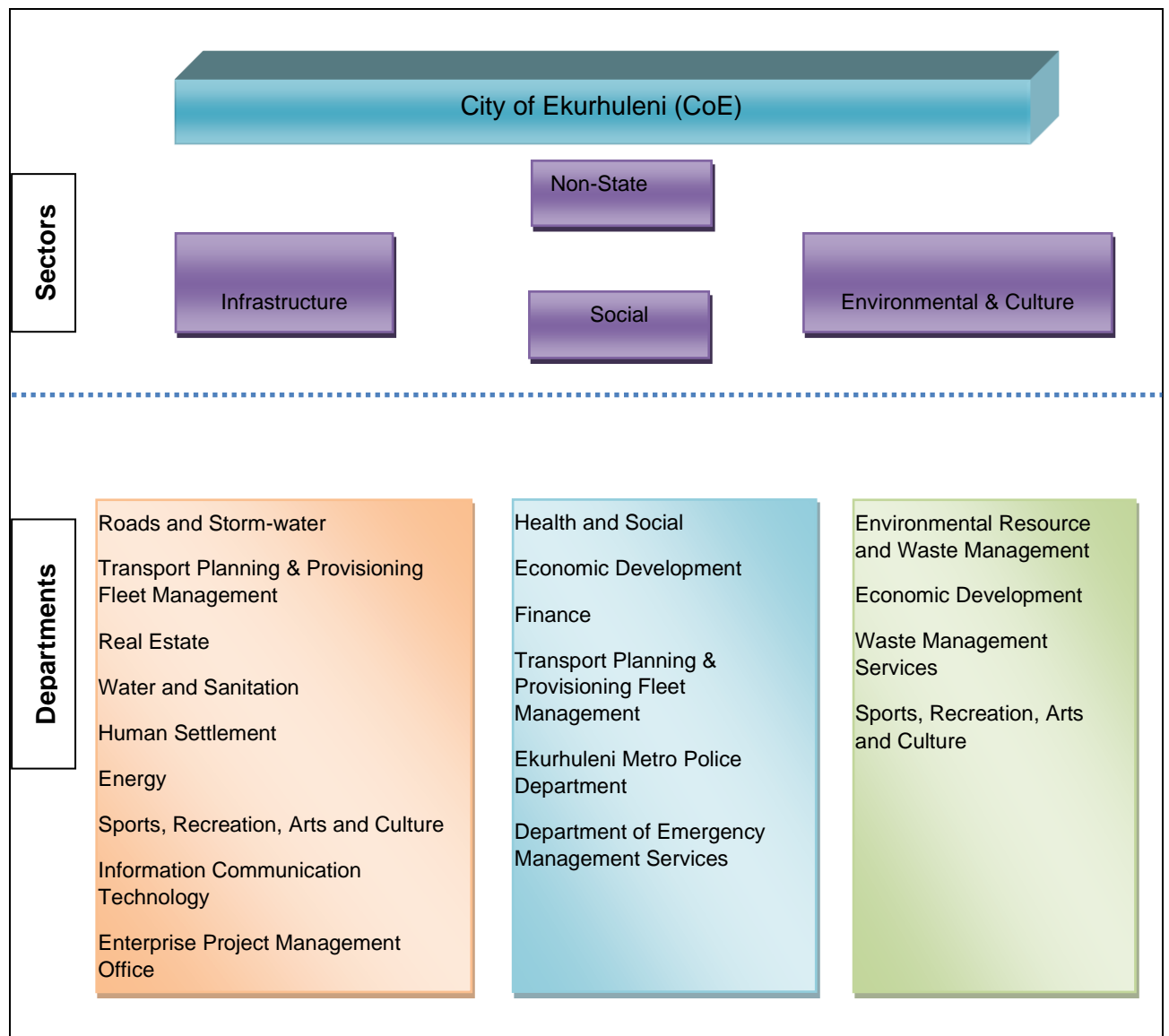
EPWP management shall consider the eight knowledge areas of project management field namely; (1) Scope, (2) Stakeholder, (3) Time-lines, (4) Human Resource, (5) Finance, (6) Procurement, (7) Risk, and (8) Communication Management - as they apply to EPWP specific functions and aspects.

3.1 Scope, Stakeholders and Time-Lines

3.1.1 EPWP Priority Clusters and Departments

- 3.1.1.1 The figure below describes the scope of EPWP along the lines of the four EPWP sectors namely; Environment and Culture, Social, Infrastructure and Non-State as they are associated with relevant departments
- 3.1.1.2 Although departments are clustered according to their core functions, projects shall be classified according their sectors

Figure 1: Departments - Sector Classification



3.1.2 Environment and Culture Sector Programmes

Environment and Culture Sector aims to build, preserve and maintain the City's natural, social and cultural heritage in order to dynamically use this to create both short, medium and long term work opportunities and community upliftment interventions such as:

- i. Sustainable land based livelihoods (greening, working for water & wetlands etc.);
- ii. Waste management (working on waste, food for waste);
- iii. Tourism and creative industries (working for tourism);
- iv. Parks and beautification (people and parks, cemetery maintenance);
- v. Sustainable energy (working for energy).

3.1.3 Social Sector Programmes

Social Sector programme aims to contribute to the overall objectives in the City to improve the delivery of health services, early childhood development, community crime prevention, school nutrition and other social development oriented services through the adoption of labour-intensive programmes such as:

- i. Community safety programmes (crime reporting, crowd control, school patrol, disaster emergency response, fire-fighting, floods Impact support and community safety officials);
- ii. Home-based community care (home-based community care services, HIV/Aids) and pharmaceutical assistants;
- iii. Early childhood development (early childhood development, homework services, literacy programs, peer education, social issues awareness and career guidance);
- iv. Sports and recreation (life guards, sports academy, seasonal employment: holiday resorts and nature reserves);
- v. Social services (domestic violence, rape counselling and support, child labour, suicide counselling, abuse counselling and support, substance abuse indigent register and debt collection); and
- vi. Youth work readiness and/or Graduate development programmes.

3.1.3 Infrastructure Sector Programmes

Infrastructure Sector aims to promote the use of labour-intensive methods in the construction, development and maintenance of public infrastructure and facilities as follows:

- i. Road construction and maintenance;
- ii. General construction and maintenance (construction of buildings, dams, reservoirs etc. and their maintenance);
- iii. Storm water programmes (storm water drainage systems);
- iv. Water and sanitation projects;
- v. National youth services (aimed at developing and training youth between the age of 18 and 35 years on artisan trades in the built environment);
- vi. Vukuphile programmes (Learnerships aimed at training and developing contractors and supervisors in labour-intensive methods of construction);
- vii. Large capital projects implemented by the three spheres of government and related state owned companies.

3.1.4 Non-State Sectors

The Non-State Sector aims to create an avenue where Not-for-Profit Organizations and private sector companies can assist the CoE in creating income-generation opportunities for local communities through socially constructive activities and/or social entrepreneurship initiatives

3.1.5 EPWP Targets Over Five Financial Years

This part of the policy shall be amended once the phase-5 targets are pronounced in the Protocol Agreement

EPWP Phase-4 targets are summarised in Table-1 below:

Year	Work Opportunities	FTE
2019/20	14 817	5 079
2020/21	14 878	5 117
2021/22	14 910	5 145
2022/23	14 896	5 160
2023/24	14 909	5 206
TOTAL	74 410	25 708

3.2 Human Resource Management

3.2.1 Recruitment and Selection Criteria

- 3.2.1.1 EPWP target group is unemployed and unskilled persons
- 3.2.1.2 Priority targets being women (60%), youth (55%) and persons with disabilities (2%)
- 3.2.1.3 South African citizens who holds a valid bar-coded ID
- 3.2.1.4 Verified residents of CoE Ward or within a radius of 5km of the project location; as stipulated in the EPWP Recruitment Guidelines
- 3.2.1.5 Households with no income and priority must be given to one individual per household
- 3.2.1.6 Must not be participants/workers of other poverty alleviation and/or Job Creation initiative
- 3.2.1.7 Recruitment and selection process shall be outlined in detail in the EPWP recruitment guidelines as per the attached (**Annexure A1: Recruitment Guidelines**); and
- 3.2.1.8 Priority shall be given to persons from registered indigent households

3.2.2 Recruitment Process

- 3.2.2.1 EPWP participants shall be recruited from a pre-approved EPWP ward-based database which shall be advertised annually, and priority will be given to persons who are registered as indigents as per the approved register by Health and Social Department
- 3.2.2.2 The Coordinating Officer and Steering Committee shall be responsible for the formation of the EPWP recruitment ward-based database

3.2.2 EPWP Conditions of Employment

- 3.2.1.1. All CoE EPWP participants/workers shall be employed under the basic conditions of employment as stipulated in the Ministerial Determination and Code of Good Practice for the EPWP
- 3.2.1.2. All departments of CoE shall ensure that projects fully comply with all Labour Legislation such as the Unemployment Insurance Fund Act (Act No.63 of 2001), the Compensation for Injuries and Diseases Act (COIDA), and the Occupational Health and Safety Act (Act No.130 of 1993).
- 3.2.1.3. All CoE EPWP participants/workers shall sign an employment contract that stipulates the daily wages and related conditions of employment
- 3.2.1.4. The principle of no work no pay shall apply, wherein the attendance register shall be signed by the supervisor/contractor
- 3.2.1.5. In the event of natural disaster and/or a pandemic and/or force majeure the applicable legislation in terms of disaster management shall apply
- 3.2.1.6. If work is stopped and workers are released they shall be paid as if the day's task was completed
- 3.2.1.7. If work is stopped temporarily and the site agent deems it possible to still complete the task on the same day the workers shall complete their task
- 3.2.1.8. If the workers are informed not to come to work the following and/or subsequent days they shall not be paid for the days not worked

3.2.3 Recruitment of the EPWP CLO

- 3.2.3.1 The Ward Committee shall nominate five suitably qualified candidates from the community where the contractor, Project Manager and the Consultant/Principal Agent shall interview and appoint the most competent candidate
- 3.2.3.2 The CLO shall be appointed by the contractor in consultation with the ward Councillor based in the ward where the project is implemented
- 3.2.3.3 The CLO shall be considered as an employee of the contractor
- 3.2.3.4 Project Steering Committee consisting of Ward Councillor(s), relevant community leaders and stakeholders (CLO, client department, contractor, and the Consultant) shall be established to provide support, guidance and project oversight (section 6 of Government Gazette #41237)

3.2.4 Responsibilities of the CLO

- 3.2.4.1 The CLO shall keep the community informed on the progress of the project
- 3.2.4.2 The CLO shall liaise between the client department, community and the contractor
- 3.2.4.3 The CLO shall keep the contractor informed on relevant community affairs and possible grievances
- 3.2.4.4 The CLO shall manage the recruitment of workers and/or local subcontractor(s)

3.2.5 Conflict Resolution

- 3.2.5.1 Where there's a dispute between the employer and participant, both parties shall discuss the nature of the dispute in good faith to achieve a common ground
- 3.2.5.2 Where the dispute remains unresolved the Project Steering Committee shall be invited to discuss and reach an amicable settlement
- 3.2.5.3 In the case where participants are employed directly by the City's departments and/or paid through EPWP grant or any other internal source of funding, then participants shall communicate with the appointing department
- 3.2.5.4 Where the dispute is between the CLO and the contractor, the Project Steering Committee shall be invited to resolve the dispute

3.3 Finance

3.3.1 EPWP Grant Allocation and Management

- 3.3.1.1 The City Manager shall sign the EPWP Grant Agreement with the National Department of Public Works and Infrastructure in which the CoE agrees to receive and utilise the grant based on the stipulations, requirements, conditions and obligations assigned to the agreement.
- 3.3.1.2 The Municipal EPWP Coordinating Officer shall after consulting the EPWP Steering Committee select viable projects that shall be funded through the EPWP Grant allocation subject to the approval of the City Manager.
- 3.3.1.3 On an annual basis the City's EPWP Coordinating Officer shall submit a list of projects for grant allocation and also propose the EPWP targets set out in terms of the Division of Revenue Act (DORA).

3.3.2 Capital and Operational Budget Expenditure (Capex and Opex)

- 3.3.2.1 All programmes and projects (CAPEX, OPEX and the procurement of goods and services) shall be structured to allow or accommodate elements suitable for inclusion in the CoE's EPWP.

3.3.2.2 Head of Department's Performance Agreements shall incorporate EPWP KPIs and reporting as per targets allocated by Steering Committee

3.3.3 EPWP Wage Rates

3.3.3.1 EPWP rates on Table 2 below, shall apply to all EPWP within CoE with effect from July, 2022 (beginning of FY 2022/23).

Table-2: EPWP Baseline Wage Rates of FY 2022/23

TYPE	CATEGORY	RATE PER DAY	MONTHLY PAYMENT (Over 21 Working days).
1	General workers Infrastructure Sector- Construction	R301.17	R6 324,55
2	General workers Infrastructure Sector- Maintenance	R204,42	R4 356,00
3	General Workers Environment and Social sector	R204,42	R4 356,00
4	Community Liaison Officer	N/A	R7 291,75
5	Team Leaders/Skilled Supervisors/EPWP Administrator	R414,86	R8 712,00

3.3.3.2 The flat rate approach shall apply for General workers Infrastructure Sector, the CLO and the Team Leaders/Skilled Supervisor/EPWP Administrator

3.3.3.3 In the Social and Environment Sector the CPI annual adjustment shall apply until the rates are in par with the Infrastructure Sector

3.3.3.4 The Steering Committee shall determine the approximate period of EPWP wage rates increase and communicate with all the Stakeholders

3.4 Procurement and Risk Management

3.4.1 All legislations and policies governing municipal sector procurement must be adhered to in the implementation of EPWP within the CoE. In this regards, The Municipal Finance Management Act (Act No 56 of 2003) and the CoE Supply Chain Management policies shall apply

3.4.2 EPWP implementing departments as well as their appointed service providers must ensure that a Mandatory Clauses imposing an obligation on all service providers doing business with the City are stipulated in all tender documents as well as the service level agreement to be signed

3.4.3 EPWP implementing departments and their service providers are obligated to ensure that EPWP related costs are included and priced in the BOQ in respect of PPE, sign board, SETA accredited training, EPWP reporting requirements.

- 3.4.4 EPWP implementing departments and their service providers are obligated to ensure monitoring, evaluation and reporting of work opportunities created per project as per NDPWIs reporting template/guidelines
- 3.4.5 All winning bidders will be allowed to employ at least 50% unemployed and unskilled labour and 20% semi- skilled labour from local community members per labour intensive project within the affected ward and/or within a 5km radius of project.
- 3.4.6 EPWP implementing departments and their service providers must ensure that EPWP reports as prescribed by the national template are submitted as part of payment certificate
- 3.4.7 No payment certificate should be approved without the submission of the EPWP reports as prescribed by the NDPWI
- 3.4.8 The Supply Chain Management Divisional Head must ensure that the mandatory requirements as prescribed in the *3rd Edition of the Guidelines for the Implementation of Labour-Intensive Infrastructure Projects under the EPWP* are incorporated in the tender document.
- 3.4.9 All EPWP participants shall be employed on task based appointment wherein the minimum period will be determined by operational requirements, budget availability, skills retention, maintain continuity and shall not exceed a maximum period of 24 months.
- 3.4.10 Participants shall not be allowed to benefit from other developmental and public employment programmes simultaneously
- 3.4.11 The transfer of EPWP participants from one programme to EPWP or Vice versa and from one project within EPWP to another must be done in writing and shall be considered for recommendation by the EPWP Executive Manager and approval by the EPWP Steering Committee
- 3.4.12 EPWP participant who want to do business with the City whilst they are in the EPWP shall apply in writing to the EPWP Executive Manager for consideration and for approval or rejection by the EPWP Steering Committee
- 3.4.13 EPWP participants are barred from participating in any supply chain related activities without declaring their participation with the Supply Chain Department whilst they are in the EPWP

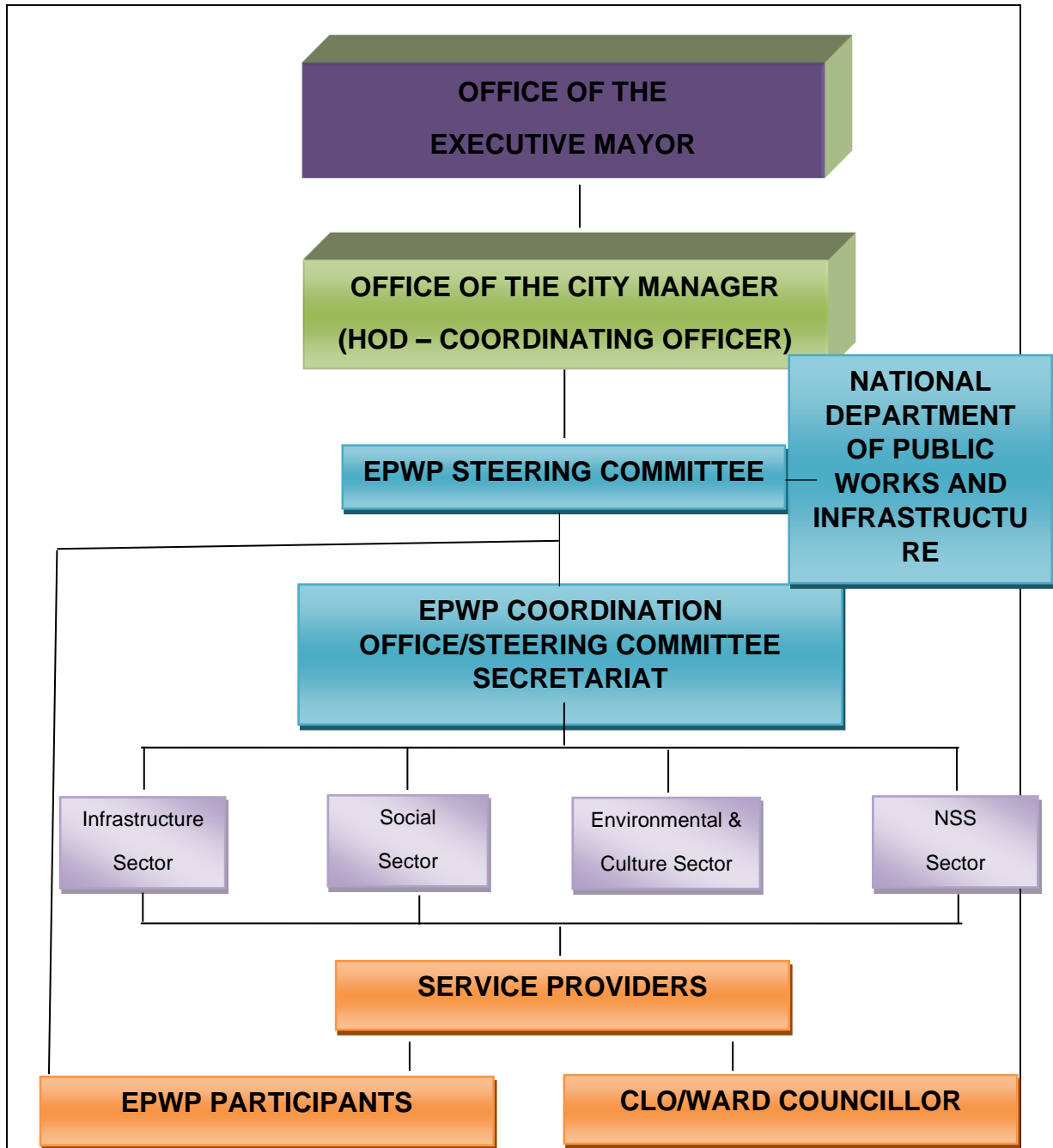
3.5 Communication Management

3.5.1 EPWP Communication

- 3.5.1.1 EPWP Steering Committee shall communicate all policy operation and process changes and requirements of the EPWP to stakeholder using a

formal mediums of communication. Communication protocol within the EPWP coordination shall be as shown on figure 2 below:

Figure 2



3.5.1.2 The office of the Executive Mayor shall communicate directly with the office of the City Manager

3.5.1.3 The CM’s office shall directly communicate with the Coordinating Officer

- 3.5.1.4 The Steering Committee and the National Department of Public Works and Infrastructure shall continuously interface in respect to legislative and policy direction as well as monitoring and evaluation aspects of the programme
- 3.5.1.5 In the beginning of the municipal financial year, the EPWP host department shall analyse the Capex and Opex budget of each department and target the number of work opportunities to be created by each department
- 3.5.1.6 Host department shall then communicate with Steering Committee to agree and approve the targets for each department
- 3.5.1.7 The City Manager shall appoint Roads and Stormwater Department as the Coordinator for Infrastructure Sector
- 3.5.1.8 The City Manager shall appoint Health and Social Development Department as the Coordinator for Social Sector
- 3.5.1.9 The City Manager shall appoint Environment Resources and Waste Management as the Coordinator for Environment and Culture Sector
- 3.5.1.10 The service providers shall communicate with the Project Managers in the relevant sectors
- 3.5.1.11 The CLO shall liaise with the community and the service provider
- 3.5.1.12 All departments shall ensure that all EPWP projects are branded, profiled and comply with EPWP Corporate Identity Manual as provided by the National Department of Public Works and Infrastructure
- 3.5.1.13 All departments shall ensure that the coordination office is invited to conduct inductions on-site before the implementation of projects.

3.5.2 Reporting Management

- 3.5.2.1 The service provider shall on a monthly basis submit EPWP reports to the Project Manager on a template as prescribed by the NDPWI
- 3.5.2.2 The Project Manager shall on a monthly basis submit all the EPWP reports to the EPWP Coordinator Officer
- 3.5.2.3 The EPWP Coordinating Officer shall report to the CM's office on the progress of the programme quarterly
- 3.5.2.4 The EPWP Coordinating Officer shall report to the Council on the progress of the programme on a quarterly basis
- 3.5.2.5 The EPWP Coordinating Officer shall on a monthly, quarterly and annual basis report to the NDPWI on the progress of the programme
- 3.5.2.6 The EPWP Coordinating Officer shall on a monthly, quarterly and annual basis report to the NDPWI on EPWP Integrated Grant progress
- 3.5.2.7 The Gauteng Provincial Department of Infrastructure Development shall monitor the progress of the programme and liaise with both the NDPWI and CoE through both the Administrative and Political structures
- 3.5.2.8 The Gauteng Provincial Department of Infrastructure Development shall also monitor progress on the programme through Inter-Governmental Relations

4. EPWP POLICY DURATION AND REVIEW CYCLE

This policy is valid for the period from the date of approval until end June 2026 after which it shall be reviewed or rescinded. Where the policy requires any amendments during the period of duration, in order to standardize with Council policies and/or to align with new National Legislation and Policies, such amendments shall be subject to approval by the Mayoral Committee.

5. CONCLUSION

The abovementioned comprise the full scope of the Ekurhuleni EPWP Policy, Strategy and Implementation Plan of Action for implementation and oversight by the relevant structures of the EMM Council.

