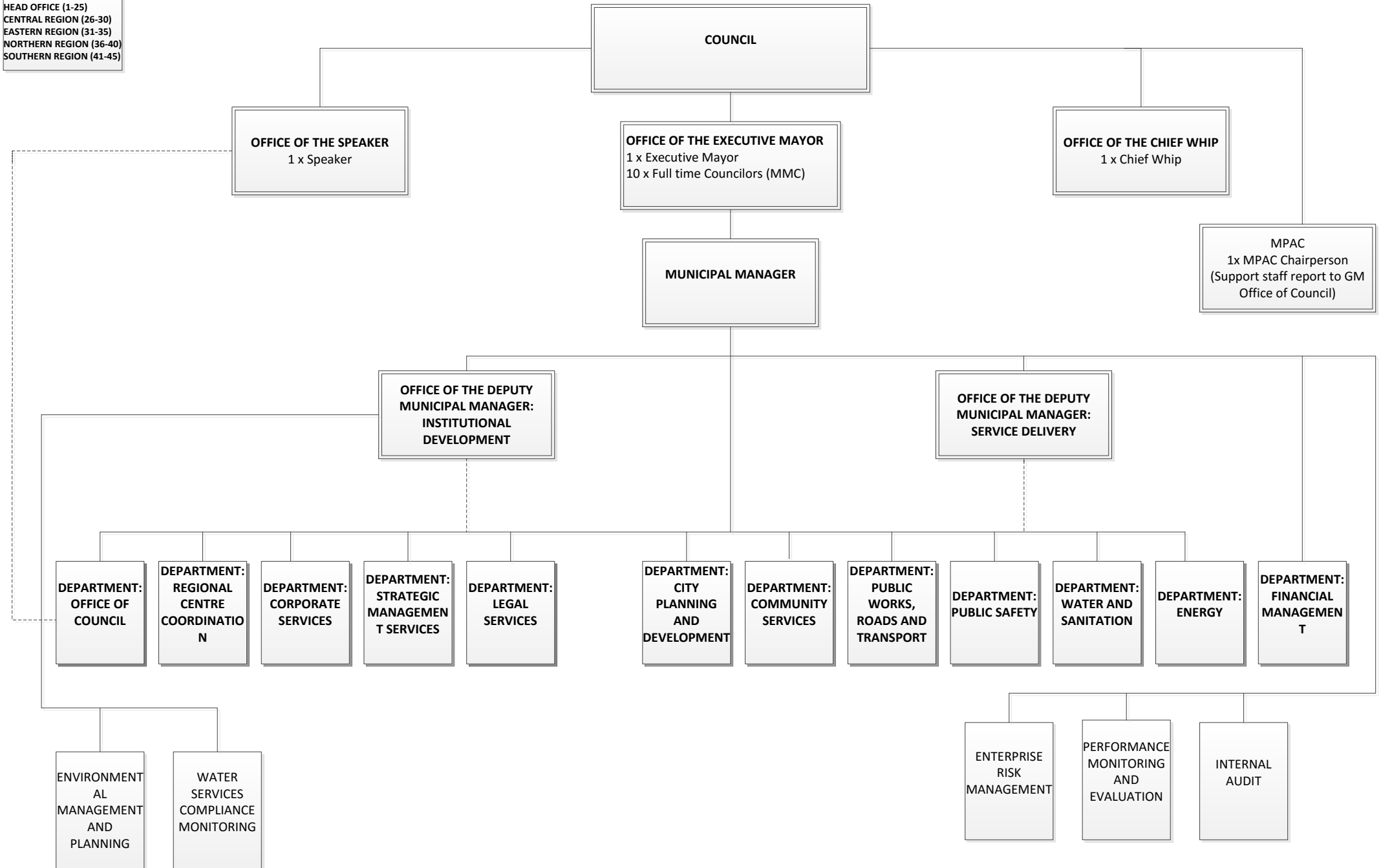


# PROPOSED ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

HEAD OFFICE (1-25)  
 CENTRAL REGION (26-30)  
 EASTERN REGION (31-35)  
 NORTHERN REGION (36-40)  
 SOUTHERN REGION (41-45)



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## OFFICE OF THE MUNICIPAL MANAGER

**PURPOSE:** TO PROVIDE STRATEGIC LEADERSHIP TO THE MUNICIPALITY

**FUNCTIONS:**

1. To render Financial Management
2. To render Corporate Support Services
3. To render Integrated Development Planning
4. To render Technical Services and Integrated Service Delivery Coordination
5. To render Internal Audit Services
6. To provide Strategic Management Services to the municipality
7. To coordinate special projects
8. To render Executive Secretariat support
9. To monitor and evaluate performance of the organization
10. To render Public Works, Roads and Transport services
11. To render Enterprise Risk Management services
12. To render Monitoring and Evaluation Services

- 1 x Municipal Manager
- 1 x Senior Manager T16
- 1x Personal Assistant T14
- 1x Office Attendant T3
- 1x Admin Assistant T10

**DEPARTMENT: OFFICE OF THE DEPUTY MUNICIPAL MANAGER: INSTITUTIONAL DEVELOPMENT**

**PURPOSE :** TO PROVIDE STRATEGIC SUPPORT TO THE MUNICIPALITY

**FUNCTIONS**

1. To coordinate environmental management services
2. To render Performance monitoring and evaluation
3. To render water services compliance monitoring
4. To give support to the following departments: Office of Council, Regional Centre Coordination, Corporate Services, Strategic Management Services, Legal Services and Regional Centre Coordination

- 1 x Deputy Municipal Manager
- 1 x Admin Assistant T10
- 1 x Office Attendant T3

**DEPARTMENT: FINANCIAL MANAGEMENT**

**PURPOSE:** TO RENDER FINANCIAL MANAGEMENT

**FUNCTION**

1. To render Supply Chain Management
2. To render financial planning and budgeting
3. To render management Accounting
4. To render revenue management
5. To provide asset management
6. To provide municipal valuations and ratings
7. To render fleet management services

- 1 x Chief Financial Officer
- 1 x Deputy CFO T17
- 2 x Admin Assistant T10
- 1x Manager T15
- 1 x Office Attendant T3
- 1 x Senior Verification Officer T14
- 1 x Verification Officer T13

SUPPORT STAFF PAGE 4-7

**DIVISION: INTERNAL AUDIT**

**PURPOSE:** TO PROVIDE INTERNAL AUDIT SERVICES

**FUNCTIONS**

1. To coordinate internal audit
2. To render performance audits
3. To render investigations
4. To render IT Audit

- 1 x Senior Manager T16
- 4 x Manager PL 3
- 4 x Senior Internal Auditor T14
- 2 x Senior Performance Auditor T14
- 1 x Admin Assistant T10
- 1x Performance Auditor T13
- 2 x Senior Investigative Officer T14
- 3 x Internal Auditor T13
- 2 x Junior Internal Auditor T10
- 2 x Information Systems Auditor T14

**DIVISION: PERFORMANCE MONITORING AND EVALUATION**

**PURPOSE:** TO FACILITATE ORGANISATIONAL PERFORMANCE MANAGEMENT SYSTEM

**FUNCTIONS**

1. To provide monitoring and evaluation services

- 1x Senior Manager T16
- 1x Admin Assistant T10
- 1x Administrative Officer T13
- 1x Office Attendant T3

**SUB-DIVISION: MONITORING**

**PURPOSE:** TO FACILITATE STRATEGIC AND PERFORMANCE MONITORING

**FUNCTIONS**

1. To monitor the Impact/outcome of strategy implementation
2. To report on monitoring results and findings and facilitate the introduction of improvement solutions

- 1x Manager T15
- 2x Monitoring Officer T13

**DIVISION: ENTERPRISE RISK MANAGEMENT**

**PURPOSE:** TO FACILITATE RISK MANAGEMENT SERVICES

**FUNCTIONS**

1. To identify risks of non- performance and develop solutions to address them in collaboration with key stakeholders involved
2. To monitor risks as well as implemented risk management solutions
3. To manage the short term insurance portfolio

- 1x Senior Manager T16
- 1x Admin Assistant T10
- 1x Manager (insurance)T15
- 1x Manager (Risk) T15
- 2x Senior Clerk T10
- 2x Risk Management Officer T13
- 1x Assistant Risk Officer T12
- 1x Administrative Officer T13 (insurance)

**SUB-DIVISION: EVALUATION**

**PURPOSE:** TO COORDINATE THE EVALUATION OF SERVICE DELIVERY PROJECTS AND PROGRAMS

**FUNCTIONS**

1. To evaluate service delivery programs and projects
2. To report on evaluation results and findings and facilitate the feedback into planning and decision making processes

- 1x Manager T15
- 2x Evaluation Officer T13

**DEPARTMENT: OFFICE OF THE DEPUTY MUNICIPAL MANAGER: SERVICE DELIVERY**

**PURPOSE:** TO COORDINATE SERVICE DELIVERY STRATEGIES

**FUNCTIONS**

1. To facilitate and oversight on service delivery departments i.e Water and Sanitation, Energy, Community Services, Public Safety, Public Works and Transport and City Planning and Development

- 1 x Deputy Municipal Manager
- 1 x Admin Assistant T10
- 1 x Office Attendant T3

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

DEPARTMENT: OFFICE OF THE DEPUTY  
MUNICIPAL MANAGER: INSTITUTIONAL  
DEVELOPMENT

FROM PAGE 2

## DIVISION: ENVIRONMENTAL MANAGEMENT AND PLANNING

PURPOSE: TO PROMOTE ENVIRONMENTAL  
MANAGEMENT AND PLANNING SERVICES

FUNCTIONS:

1. To render environmental  
management and planning  
services

1 x Senior Manager T16  
1 x Admin Assistant T10  
2 x Manager T15 (Climate Change,  
Environmental Compliance)  
4 x Environmental Officer T13  
4 x Environmental  
Management Inspector T13  
4 x Environmental Impact Assessment  
Officer T13  
1 x Senior Clerk T10

## DIVISION: WATER SERVICES COMPLIANCE MONITORING

PURPOSE: TO PROVIDE WATER SERVICES  
COMPLIANCE MONITORING

FUNCTIONS

1. To render water services compliance

1 x Senior Manager T16  
1 x Admin Assistant T10  
1 x Manager T15  
2 x Snr Engineering Technician  
(Non-concession) T13  
1 x Snr Engineering Technician  
(concession) T13  
2 x Technician T12  
1 x Clerk Gr1 T9

# ORGANISATIONAL STRUCTURE FOR CITY OF MBOMBELA

## FINANCIAL MANAGEMENT DEPARTMENT

FROM PAGE 2

### DIVISION: FINANCIAL PLANNING AND BUDGETING

PURPOSE: TO COORDINATE FINANCIAL PLANNING AND BUDGETING SERVICES

FUNCTIONS

1. To coordinate financial planning
2. To render budgeting services
3. To render Budget In-year reporting
4. To render cost management services
5. To render cash and bank management

1 x Senior Manager T16  
1 x Admin Assistant T10

SUPPORT STAFF PAGE 5

### DIVISION: ASSETS MANAGEMENT

PURPOSE: TO MANAGE MUNICIPAL ASSETS

FUNCTIONS

1. To render assets accounting services
2. To render fleet management services
3. To render asset register management

1 x Senior Manager T16  
1 x Admin Assistant T10

SUPPORT STAFF PAGE 7

### DIVISION: REVENUE MANAGEMENT

PURPOSE: TO COORDINATE REVENUE SERVICES

FUNCTIONS

1. To render customer relations
2. To render credit control and free basic services
3. To render debt collection services

1 x Senior Manager T16  
1 x Admin Assistant T10

SUPPORT STAFF PAGE 6

### DIVISION: MUNICIPAL VALUATION AND RATING

PURPOSE: TO MANAGE MUNICIPAL VALUATION AND RATING

FUNCTIONS

1. To render valuation services
2. To render property rating services

1 x Senior Manager T16  
1 x Admin Assistant T10

SUPPORT STAFF PAGE 6

### DIVISION: SUPPLY CHAIN MANAGEMENT

PURPOSE: TO COORDINATE SUPPLY CHAIN MANAGEMENT SERVICES

FUNCTIONS

1. To manage demand and acquisition services
2. To render logistics management
3. To render Contracts and Performance Management

1 x Senior Manager T16  
1 x Admin Assistant T10  
1 x Office Attendant T3

SUPPORT STAFF PAGE 7

### DIVISION: ACCOUNTING SERVICES

PURPOSE: TO COORDINATE FINANCIAL ACCOUNTING SERVICES

FUNCTIONS

1. To manage expenditure
2. To render financial accounting and reporting
3. To render payroll administration
3. To render financial reporting and information management

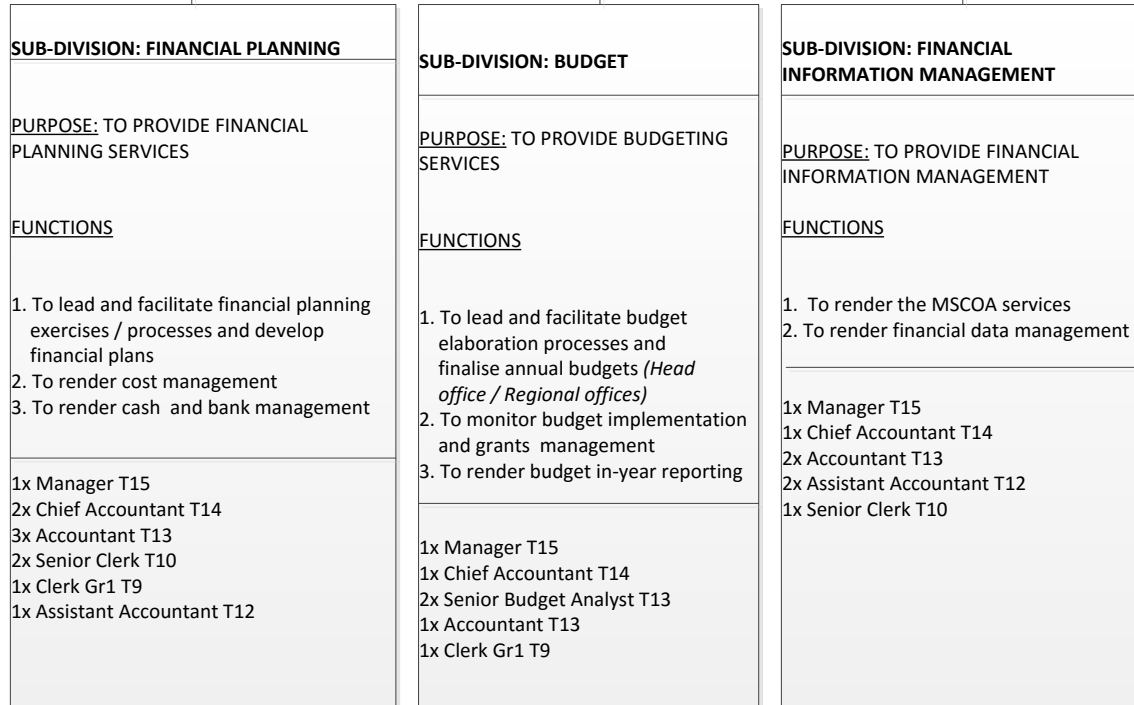
1 x Senior Manager T16  
1 x Admin Assistant T10

SUPPORT STAFF PAGE 5

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

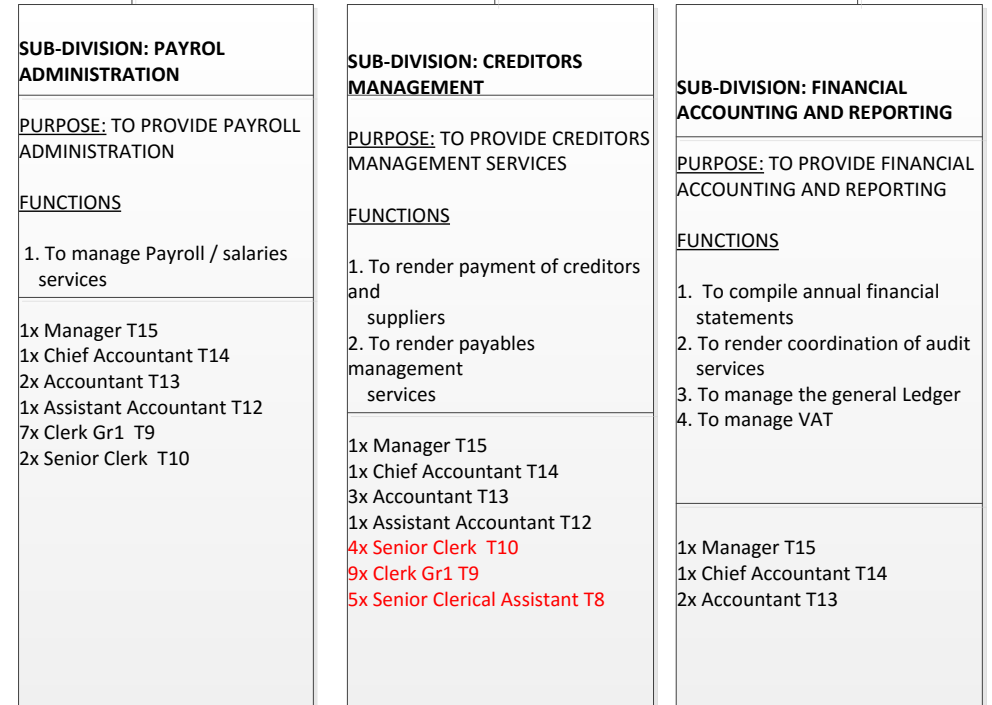
## DIVISION: FINANCIAL PLANNING AND BUDGETING

FROM PAGE 4



## DIVISION: ACCOUNTING SERVICES

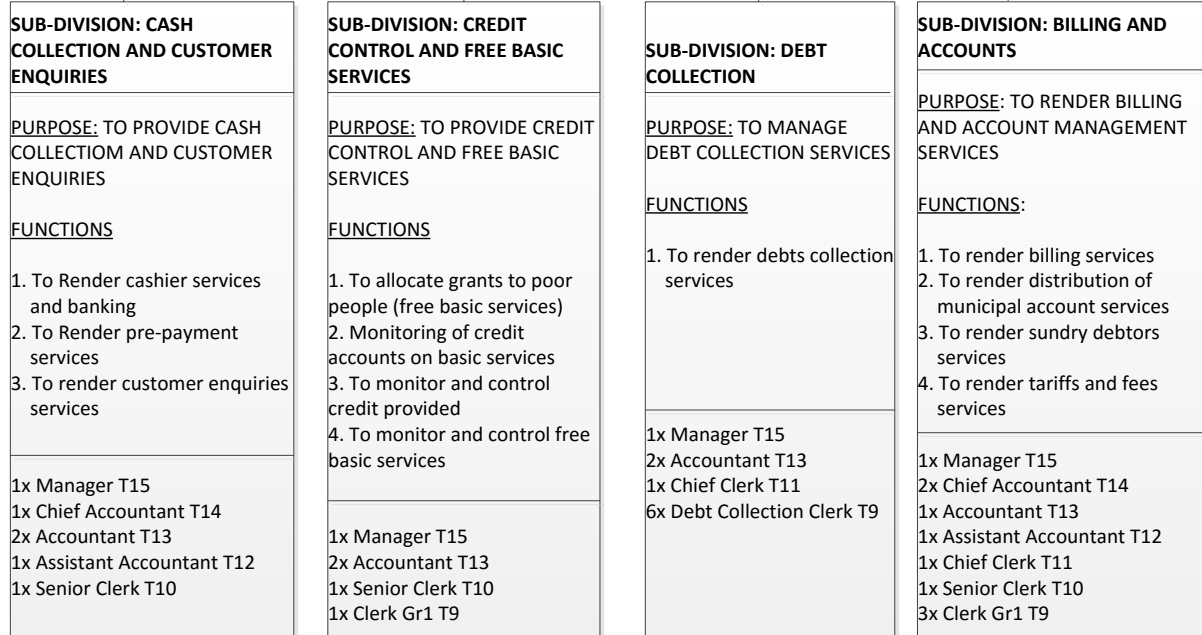
FROM PAGE 4



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

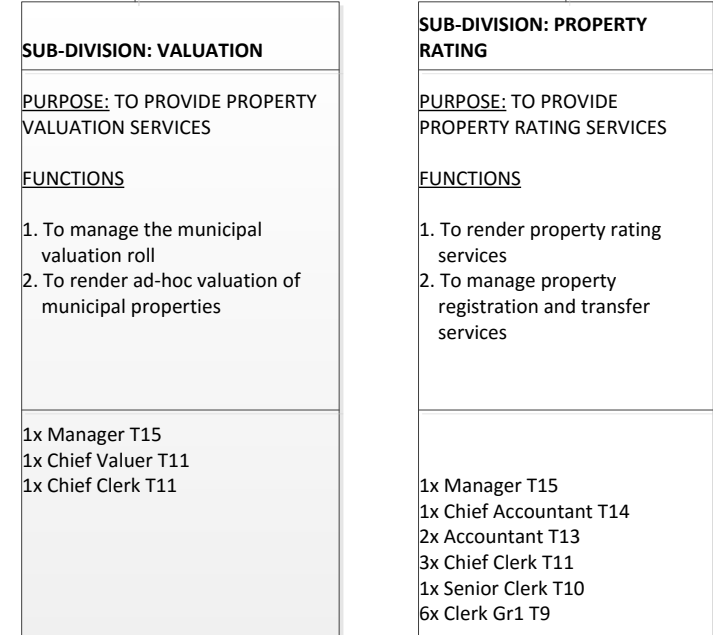
## DIVISION: REVENUE MANAGEMENT

FROM PAGE 4



## DIVISION: MUNICIPAL VALUATION AND RATING

FROM PAGE 4



# ORGANISATIONAL STRUCTURE FOR CITY OF MBOMBELA

## DIVISION: SUPPLY CHAIN MANAGEMENT

FROM PAGE 4

### SUB-DIVISION: DEMAND AND LOGISTIC MANAGEMENT

PURPOSE: TO PROVIDE DEMAND AND LOGISTICS MANAGEMENT SERVICES

FUNCTIONS

1. To Render municipal stores and warehouse services
2. To render demand management plan services
3. To maintain supplier database

1x Manager T15  
 1x System Administrator T14  
 6x Supply Chain Practitioner T13  
 1x Bid Committees Officer T9  
 1x Cost Centre Officer T10

### SUB-DIVISION: ACQUISITION

PURPOSE: TO ACQUIRE GOODS AND SERVICES

FUNCTIONS:

1. To render acquisition of goods and services
2. To render bid committee services

1x Manager T15  
 3x Supply Chain Practitioner T13  
 2x Senior Clerk T10  
 1x Cost Centre Officer T10  
 5x Clerk Gr1 T9

### SUB-DIVISION: CONTRACT PERFORMANCE MANAGEMENT

PURPOSE: TO MANAGE PERFORMANCE OF CONTRACTS

FUNCTIONS

1. To develop Service Level Agreements
2. To monitor contracts
3. To manage contract register

1x Manager T15  
 1x Supply Chain Practitioner T13  
 2x Clerk Gr1 T9

## DIVISION: ASSETS MANAGEMENT

FROM PAGE 4

### SUB-DIVISION: ASSETS ACCOUNTING

PURPOSE: TO PROVIDE ASSETS ACCOUNTING SERVICES

FUNCTIONS

1. To maintain asset register
2. To render Asset accounting services

1x Manager T15  
 2x Chief Accountant T14  
 2x Accountant T13  
 1x Senior Asset Officer T11  
 3x Senior Clerk T10  
 7x Clerk Gr1 T9

### SUB-DIVISION: FLEET MANAGEMENT

PURPOSE: TO PROVIDE FLEET MANAGEMENT SERVICES

FUNCTIONS

1. To procure and manage fleet
2. To register and monitor fleet
3. To render mechanical maintenance of fleet

1x Manager T15  
 1x Transport Officer T13  
 2x Clerk Gr1 T9

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

**OFFICE OF THE MM**

FROM PAGE 1

**DEPARTMENT:  
OFFICE OF THE DEPUTY MUNICIPAL MANAGER  
SERVICE DELIVERY**

**DEPARTMENT: PUBLIC WORKS, ROADS AND TRANSPORT**

PURPOSE: TO COORDINATE PUBLIC WORKS, ROADS AND TRANSPORT SERVICES

FUNCTIONS:

1. To render public transport and operations
2. To render roads and storm water services planning and development
3. To render project implementation unit
4. To render Infrastructure planning services
5. To render EPWP

1 x General Manager  
1 x Admin Assistant PL 8  
1 x Office Attendant T3

SUPPORT STAFF PAGE 9

**DEPARTMENT: ENERGY**

PURPOSE: TO PROVIDE SUSTAINABLE ENERGY SERVICES

FUNCTIONS:

1. Electricity Planning and Development
2. Electricity Maintenance Support
3. To promote the use of alternative energy

1 x General Manager  
1 x Admin Assistant T10  
1 x Office Attendant T3

SUPPORT STAFF PAGE 10

**DEPARTMENT: WATER AND SANITATION**

PURPOSE: TO PROVIDE WATER AND SANITATION SERVICES

FUNCTIONS:

1. To render water contract management.
2. To render network planning and development
3. To provide maintenance and support

1 x General Manager  
1 x Admin Assistant T10  
1 x Office Attendant T3

SUPPORT STAFF PAGE 11

**DEPARTMENT: PUBLIC SAFETY**

PURPOSE: TO COORDINATE PUBLIC SAFETY SERVICES

FUNCTIONS:

1. To render disaster management services.
2. To render Fire and Rescue Services
3. To render animal unit services
4. To render licensing and traffic services

1 x General Manager  
1 x Admin Assistant T10  
1 x Office Attendant T3

SUPPORT STAFF PAGE 12

**DEPARTMENT: COMMUNITY SERVICES**

PURPOSE: TO COORDINATE COMMUNITY SERVICES

FUNCTIONS:

1. To render solid waste services
2. To coordinate sports, arts and culture services
3. To manage parks and cemetery.

1 x General Manager  
1 x Admin Assistant T10  
1 x Office Attendant T3

SUPPORT STAFF PAGE 14

**DEPARTMENT: CITY PLANNING AND DEVELOPMENT**

PURPOSE: TO COORDINATE INTEGRATED DEVELOPMENT PLANNING

FUNCTIONS

1. To coordinate land use management
2. To coordinate human settlement
3. To coordinate Local Economic Development
4. To render Spatial Planning
5. To manage acquisition and disposal of Council properties

1x General Manager  
1x Admin Assistant T10  
1x Office Attendant T3

SUPPORT STAFF PAGE 16



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## PUBLIC WORKS, ROADS AND TRANSPORT DEPARTMENT

FROM PAGE 8

<p><b>DIVISION: ROADS AND STORM WATER</b></p> <p><u>PURPOSE:</u> TO PROVIDE ROADS AND STORM WATER SERVICES</p> <p><u>FUNCTIONS</u></p> <ol style="list-style-type: none"> <li>1. To plan for roads and storm water infrastructure development</li> <li>2. To render technical support and control private development</li> <li>3. To manage way leaves</li> <li>2. To develop technical specification for tenders on roads and storm water drainage development</li> <li>3. To monitor and control the implementation contracted services on roads and storm water drainage development</li> </ol> <p>1 x Senior Manager T16 1 x Admin Assistant T10 4 x Manager T15 1 x Admin Officer T13</p>
--

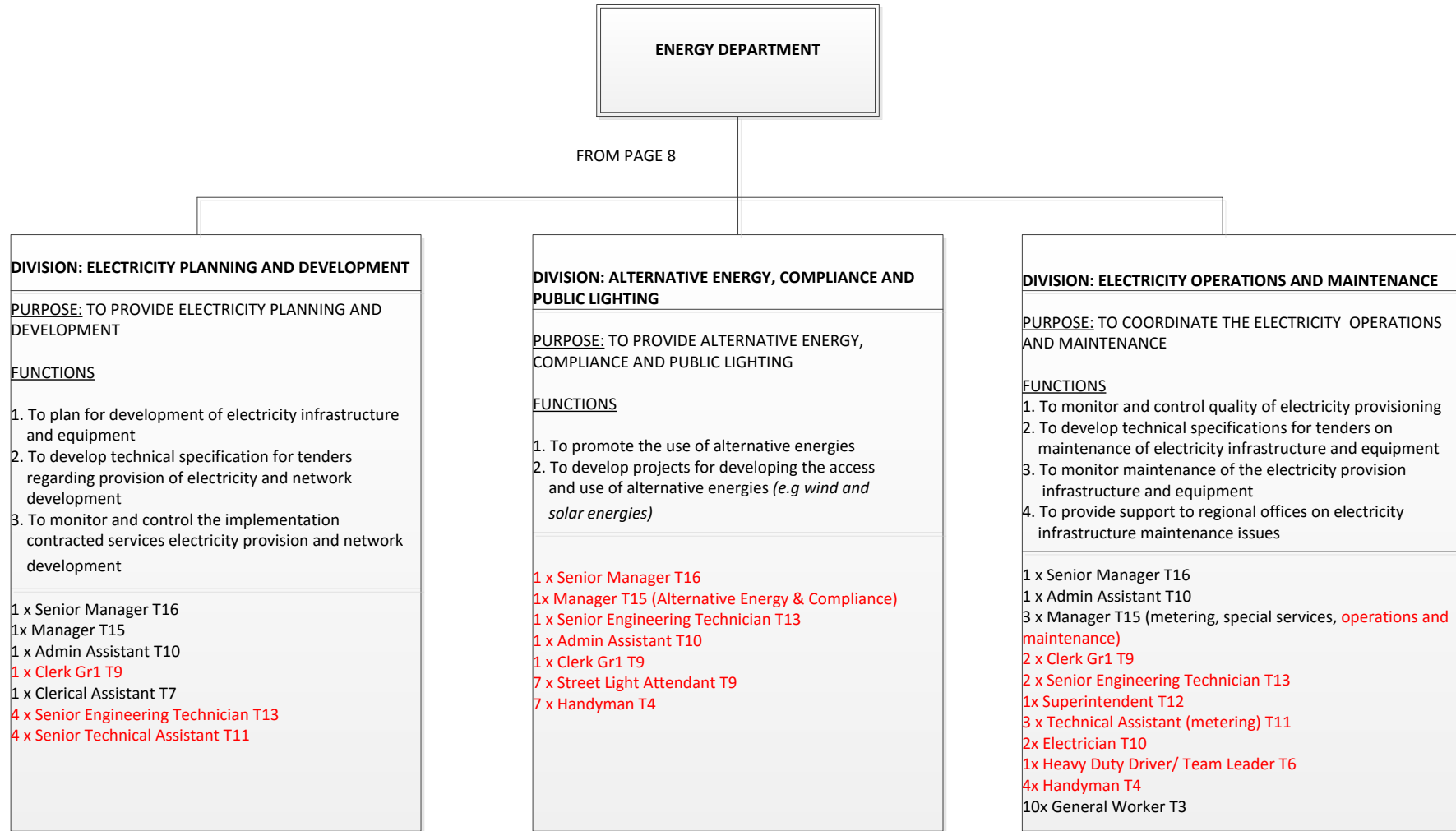
<p><b>DIVISION: PUBLIC TRANSPORT OPERATIONS</b></p> <p><u>PURPOSE:</u> TO PROVIDE PUBLIC TRANSPORT AND LICENSING SERVICES</p> <p><u>FUNCTIONS</u></p> <ol style="list-style-type: none"> <li>1. To coordinate and monitor the provision of traffic law enforcement services and provide support to regional offices</li> <li>2. To regulate transport services rendered by buses and taxis</li> <li>3. To render railway signings</li> </ol> <p>1 x Senior Manager T16 1 x Admin Assistant T10 1 x Manager T15 1 x Transport Planner T13 1 x Traffic Engineer T13 1 x Public Transport Officer T13 1 x Clerk Gr1 T9</p> <p><b>TAXI INTERVENTION</b></p> <p>1 x Superintendent T12 1 x Chief Inspector T11 1 x Inspector T8</p>
--

<p><b>DIVISION: PROJECT IMPLEMENTATION UNIT</b></p> <p><u>PURPOSE:</u> TO COORDINATE PROJECTS</p> <p><u>FUNCTIONS</u></p> <ol style="list-style-type: none"> <li>1. To coordinate project implementation within the municipality</li> </ol> <p>1 x Senior Manager T16 1 x Admin Assistant T10 1 x Admin Officer T13 4 x Manager T15 8 x Senior Engineering Technician T13 2 x Quantity Surveyor T13 4 x Junior Engineer Technician T12 1 x Data Capturer T8 1 x Senior Clerk T10</p>
--

<p><b>DIVISION: INFRASTRUCTURE PLANNING</b></p> <p><u>PURPOSE:</u> TO PROVIDE INFRASTRUCTURE PLANNING SERVICES</p> <p><u>FUNCTIONS</u></p> <ol style="list-style-type: none"> <li>1. To render infrastructure planning services</li> </ol> <p>1x Senior Manager T16 1x Admin Assistant T10 4x Manager T15 8x Senior Engineering Technician T13 4x Senior Technical Assistant T11</p>
--

<p><b>DIVISION: EXPANDED PUBLIC WORKS PROGRAMME</b></p> <p><u>PURPOSE:</u> TO PROVIDE EPWP SERVICES</p> <p><u>FUNCTIONS</u></p> <ol style="list-style-type: none"> <li>1. To manage Expanded Public Works Programs</li> </ol> <p>1 x Senior Manager T16 1 x Admin Assistant T10 1 x Manager T15 1 x Administrative Officer T13 1 x Senior Clerk T10 4 x EPWP Coordinator T10 2 x Data Capturer T8</p>
---

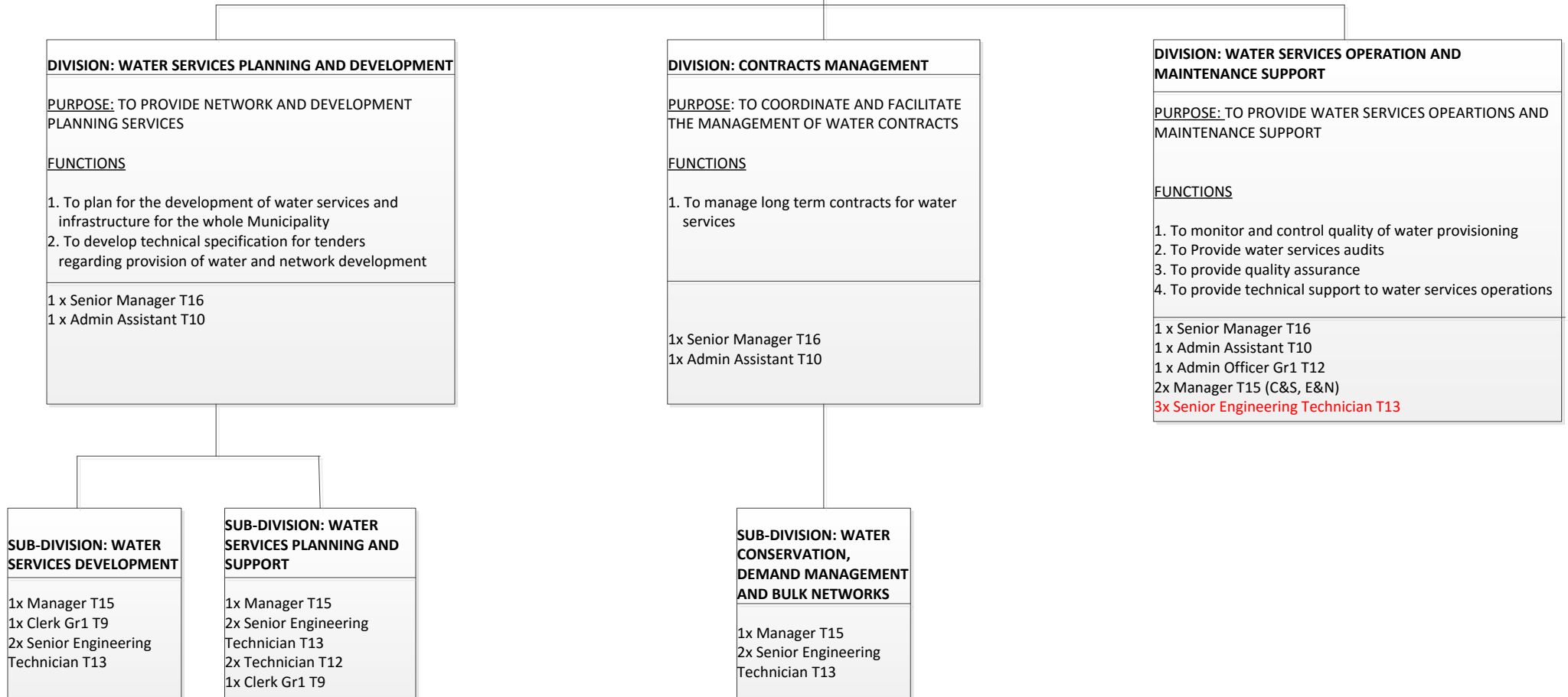
# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## WATER AND SANITATION DEPARTMENT

FROM PAGE 8



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## PUBLIC SAFETY DEPARTMENT

FROM PAGE 8

**DIVISION: MUNICIPAL LAW ENFORCEMENT AND SECURITY SERVICES**

PURPOSE: TO PROVIDE MUNICIPAL LAW ENFORCEMENT AND SECURITY SERVICES

FUNCTIONS

1. To render security management services
2. To Render municipal law enforcement services

1 x Senior Manager T16  
1 x Admin Assistant T10

**DIVISION: LICENSING AND TRAFFIC SERVICES**

PURPOSE: TO PROVIDE LICENSING AND TRAFFIC SERVICES

FUNCTIONS:

1. To render licensing services
2. To render Traffic services

1 x Senior Manager T16  
1 x Admin Assistant T10

**DIVISION: DISASTER MANAGEMENT**

PURPOSE: TO PROVIDE DISASTER MANAGEMENT AND FIRE SERVICES

FUNCTIONS

1. To coordinate disaster management services
2. To develop and review risk reduction strategies
3. To render disaster response recovery and rehabilitation
4. To implement the fire brigade services Act

1 x Senior Manager T16  
1 x Admin Assistant T10

SUPPORT STAFF PAGE 13

**SUB-DIVISION: MUNICIPAL LAW ENFORCEMENT**

PURPOSE: TO RENDER MUNICIPAL LAW ENFORCEMENT SERVICES

FUNCTIONS

1. To render Municipal Law Enforcement services

1x Manager T15  
1x Chief Supervisor T11  
1x Supervisor T9  
1x Clerk Gr1 T9  
48x Municipal Law Enforcement Officer T8

**SUB-DIVISION: PROTOCOL AND VIP SERVICES**

PURPOSE: TO RENDER PROTOCOL AND VIP SERVICES

FUNCTIONS

1. To render Protocol and VIP Services

1x Manager T15  
2x Protocol Officer T13  
6 x Executive Driver T9  
3 x Executive Protection Officer T9  
2 x Advanced Executive Security Officer T9

**SUB-DIVISION: SECURITY SERVICES**

PURPOSE: TO RENDER SECURITY SERVICES

FUNCTIONS

1. To render security services

1x Manager T15  
1x Senior Security Officer T11  
1x Clerk Gr1 T9

**SUB-DIVISION: DISASTER MANAGEMENT**

PURPOSE: TO COORDINATE DISASTER MANAGEMENT SERVICES

FUNCTIONS:

1. To render disaster management services

1x Manager T15  
4x Disaster Management Officer T13  
6x Disaster Management Coordinator T10  
1x Clerk Gr1 T9

**SUB-DIVISION: FIRE AND RESCUE SERVICES**

PURPOSE: TO COORDINATE FIRE AND RESCUE SERVICES

FUNCTIONS:

1. To render fire and rescue services
2. To render emergency operations and maintenance

1x Manager T15  
1x Senior Divisional Officer T14  
1x Clerk Gr1 T9

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## DIVISION: LICENSING AND TRAFFIC SERVICES

FROM PAGE 12

### SUB-DIVISION: TRAFFIC SERVICES

PURPOSE: TO RENDER TRAFFIC SERVICES

#### FUNCTIONS

1. To control and monitor traffic services

1 x Manager T15  
1 x Clerk Gr1PL9  
1 x Chief Superintendent T13 (Traffic Law enforcement)  
1 x Chief Superintendent T13 (Traffic Administration)

### SUB-DIVISION: LICENSING SERVICES

PURPOSE: TO COORDINATE LICENSING SERVICES

#### FUNCTIONS

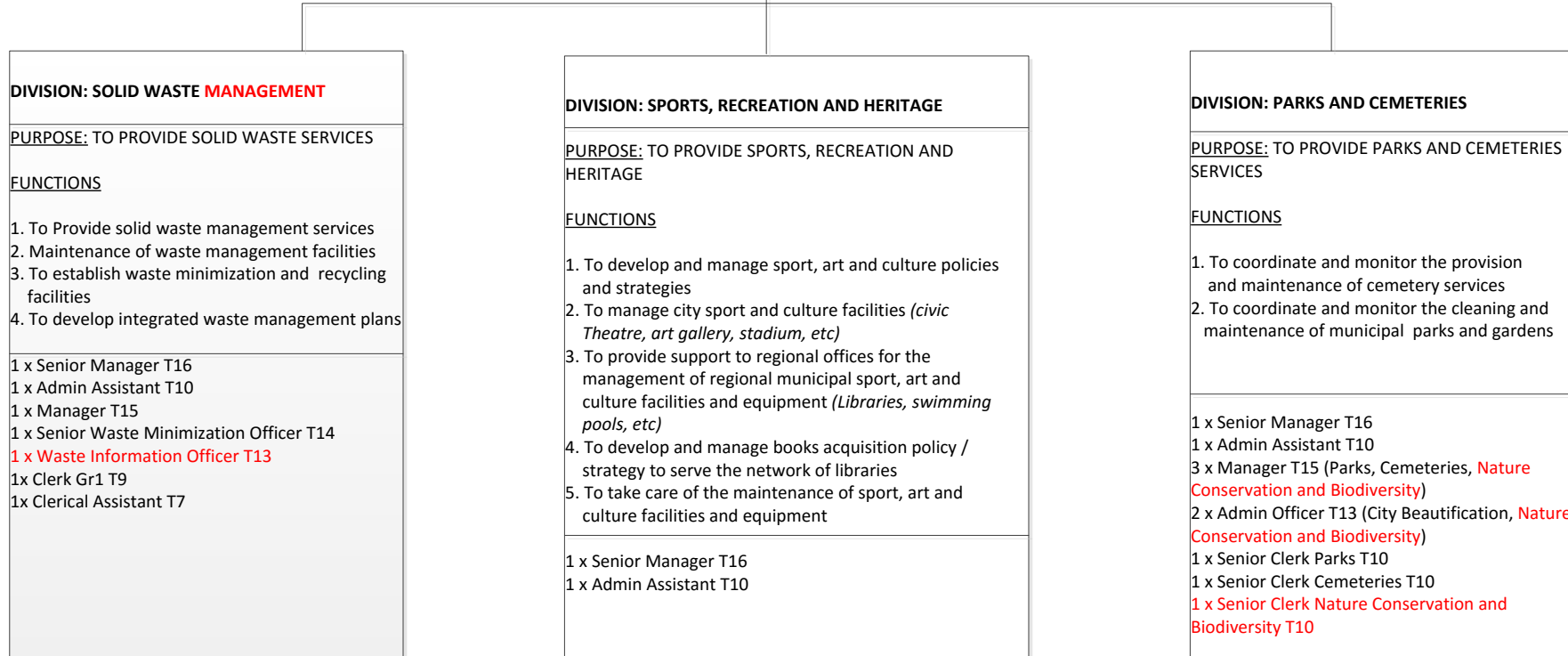
1. To render licensing services

1 x Manager T15  
1 x Clerk Gr1 T9

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## COMMUNITY SERVICES DEPARTMENT

FROM PAGE 8

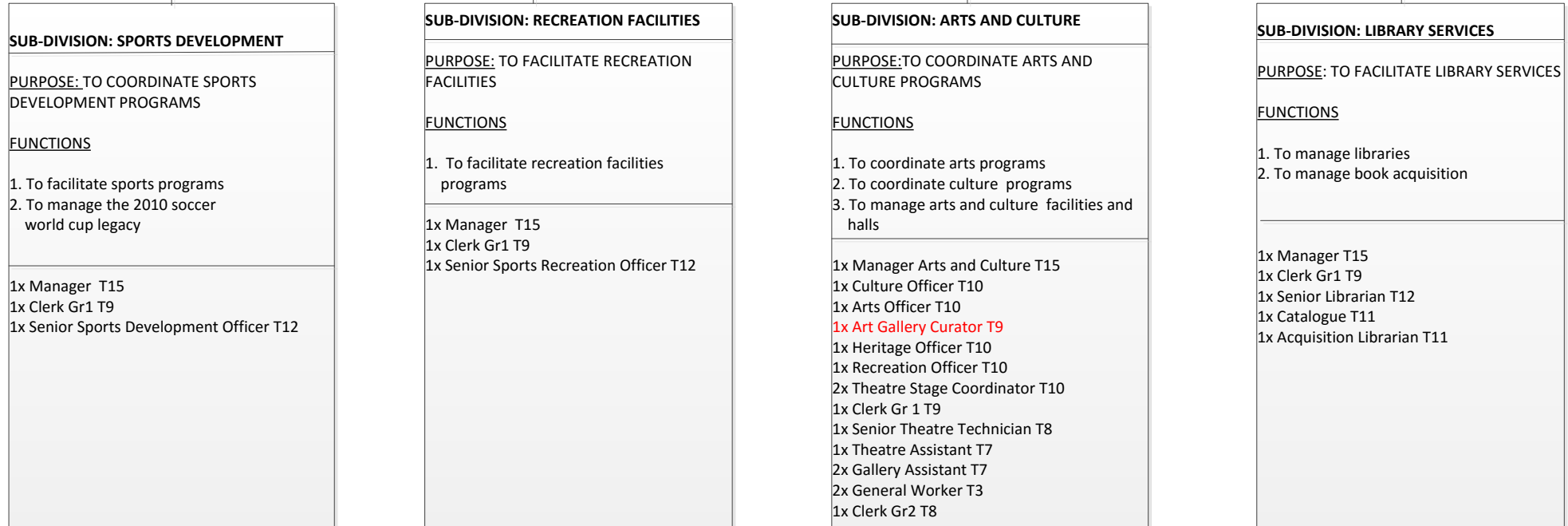


SUPPORT STAFF PAGE 15

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SPORTS, RECREATION AND HERITAGE

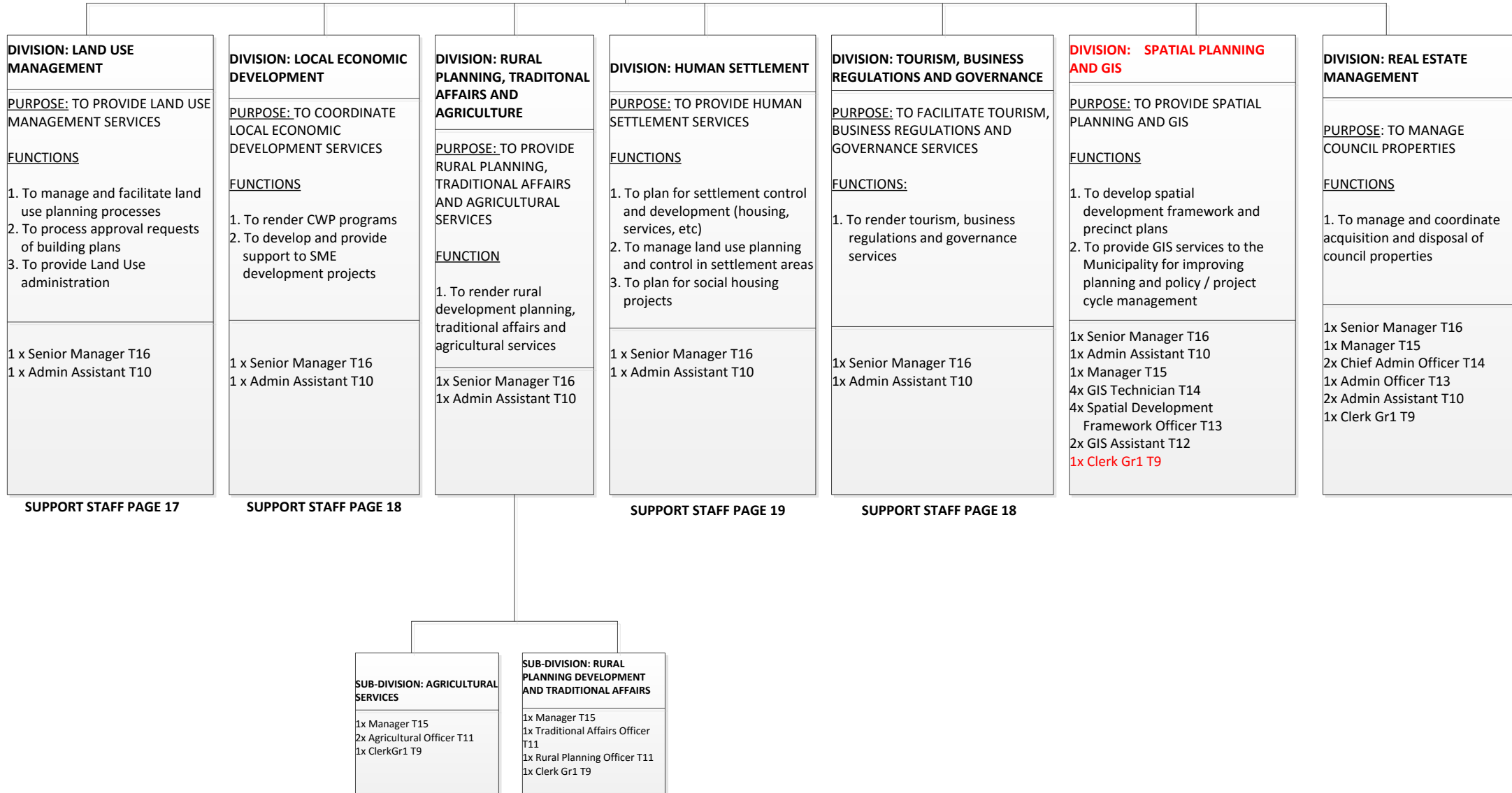
FROM PAGE 14



# ORGANISATIONAL STRUCTURE FOR CITY OF MBOMBELA

## CITY PLANNING AND DEVELOPMENT DEPARTMENT

FROM PAGE 8





# ORGANISATIONAL STRUCTURE FOR CITY OF MBOMBELA

## DIVISION: LAND USE MANAGEMENT

FROM PAGE 16

### SUB-DIVISION: LAND USE MANAGEMENT

PURPOSE: TO COORDINATE DEVELOPMENT CONTROL

FUNCTIONS

1. To manage and facilitate town planning processes/exercises
2. To process approval requests of building plans
3. To manage land use planning and control

1x Manager T15  
 4x Town Planner T14  
 3x Town Planner Assistant T12  
 1x Admin Assistant T10

### SUB-DIVISION: ADVERTISING CONTROL

PURPOSE: TO PROVIDE ADVERTISING CONTROL SERVICES

FUNCTIONS

1. To render advertising control services

1x Manager T15  
 1x Chief By-law and Ordinance Enforcement Officer T13  
 2x Land Use Control Officer T11  
 1x Clerk Gr1 T9

### SUB-DIVISION: BUILDING CONTROL

PURPOSE: TO FACILITATE BUILDING CONTROL SERVICES

FUNCTIONS

1. To ensure compliance with National Building Regulations
2. To ensure compliance to advertising standards by corporate entities within the municipal boundaries

1x Manager T15  
 1x Chief Admin Officer T14  
 1x Chief Building Control Officer T13  
 1x Plan Examiner T12  
 1x Senior Building and Drainage Inspector PL6  
 1x Senior Clerk T10  
 2x Clerk Gr1 T9

### SUB-DIVISION: ADMINISTRATION & COMPLIANCE

PURPOSE: TO FACILITATE LAND USE ADMINISTRATION AND COMPLIANCE

FUNCTIONS

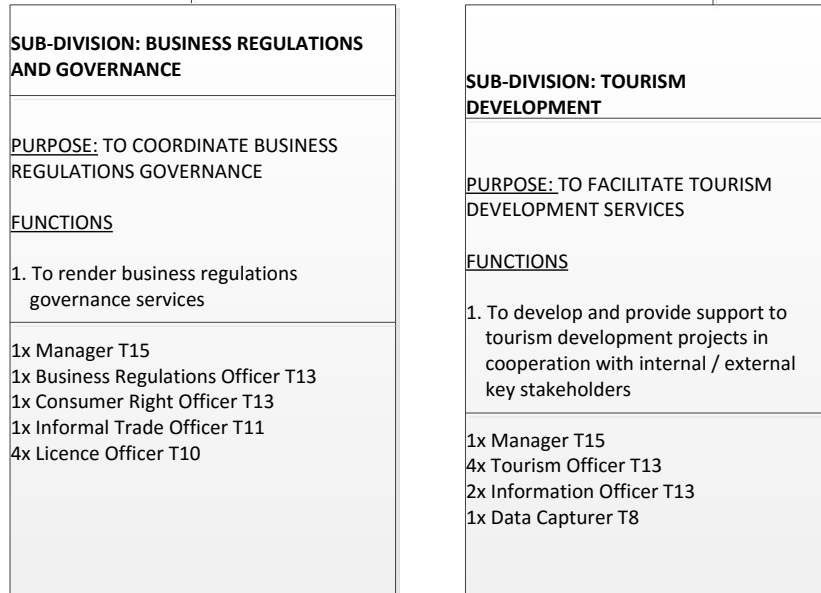
1. To render land use administration services and compliance Services

1x Manager T15  
 1x Chief Admin Officer T14  
 1x Tribunal Coordinator T14  
 3x Urban Planning Technician T12  
 1x Senior Clerk T10  
 1x Admin Assistant T10  
 1x Filing Clerk T7

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

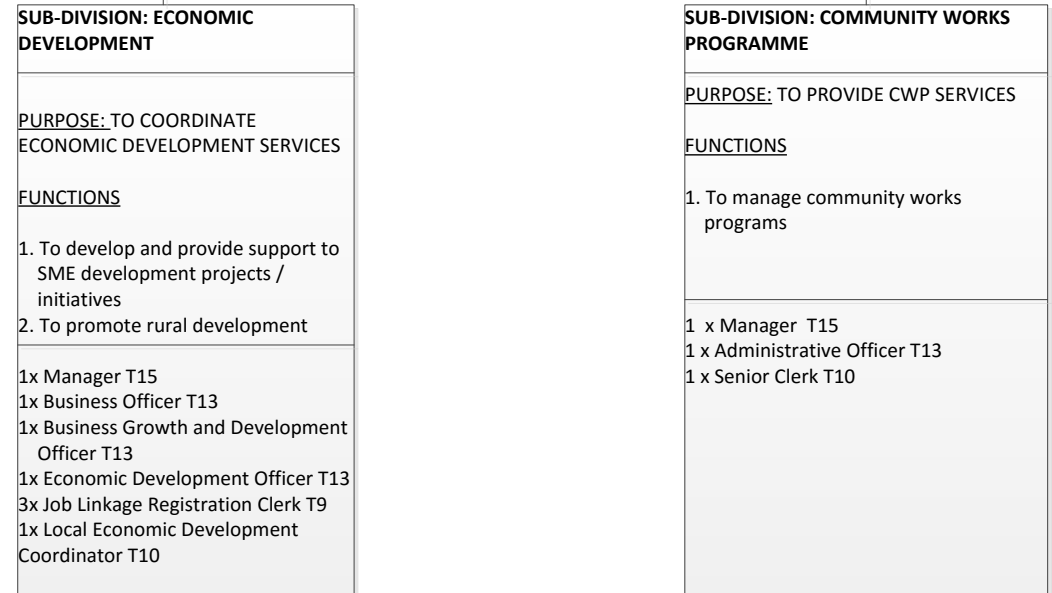
## DIVISION: TOURISM, BUSINESS REGULATIONS AND GOVERNANCE

FROM PAGE 16



## DIVISION: LOCAL ECONOMIC DEVELOPMENT

FROM PAGE 16



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## DIVISION: HUMAN SETTLEMENTS

FROM PAGE 16

### SUB-DIVISION: HUMAN SETTLEMENT PROJECTS

PURPOSE: TO COORDINATE HOUSING PROJECTS

FUNCTIONS

1. To plan for settlement control and development (Housing, services, etc.)
2. To manage land use planning and control in settlement areas
3. To plan for social housing projects

1x Manager T15  
 1x Chief Town and Regional Planner T14  
 1x Chief Engineer T14  
 1 x Senior Administrative Officer T13  
 1 x Town and Regional Planner T14  
 1 x Engineer T13  
 1 x Architect T13  
 2 x Building Inspector T11  
 1 x Clerk Gr1 T9

### SUB-DIVISION: ADMINISTRATION

PURPOSE: TO ADMINISTER AND FACILITATE HUMAN SETTLEMENTS

FUNCTIONS

1. To render human settlements administration

1 x Manager T15  
 1 x Senior Admin Officer T13  
 3 x Administrative Officer T13  
 2 x Admin Assistant T10  
 1 x Data Capture Supervisor T9  
 2 x Data Capture T8

### SUB-DIVISION: INFORMAL SETTLEMENT

PURPOSE: TO FACILITATE INFORMAL SETTLEMENT SERVICES

FUNCTIONS

1. To manage and control informal settlement areas

1 x Manager T15  
 1 x Clerk Gr1 T9

### SUB-DIVISION: HUMAN SETTLEMENT PROJECT FUNDING

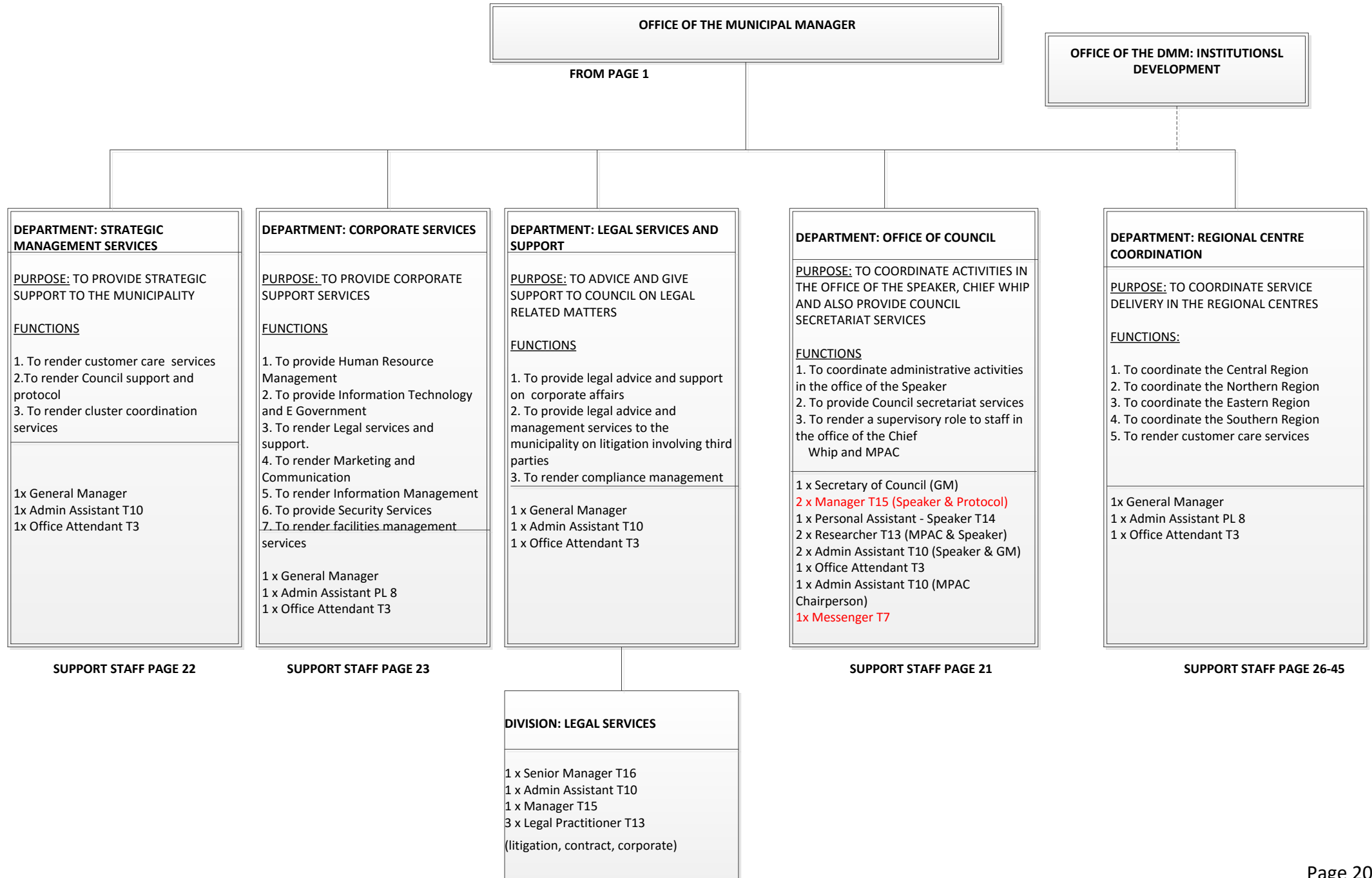
PURPOSE: TO MANAGE HUMAN SETTLEMENT FUNDING PROJECTS

FUNCTIONS

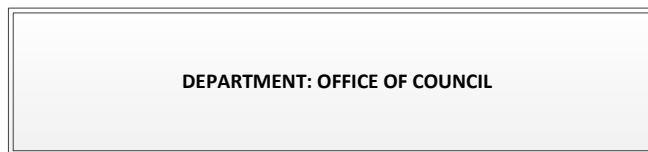
1. To render financial management for human settlements

1 x Manager PL 3  
 1 x Human Settlement Project Accountant T13  
 1 x Clerk Gr1 T9

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA



FROM PAGE 20

**DIVISION: PUBLIC AND STAKEHOLDER PARTICIPATION AND PETITIONS**

PURPOSE: TO FACILITATE PUBLIC PARTICIPATION

FUNCTIONS

1. To develop public participation methodologies and tools to enhance public involvement in local municipal affairs
2. To provide support to regional offices on public participation issues
3. To lead and facilitate public participation processes supporting planning and policy/ project evaluation exercises

1x Senior Manager T16  
 1 x Admin Assistant T10  
 2x Manager T15 (Public Participation, Stakeholder participation and Petition)  
 1x Senior Community Liaison Officer T13  
 1x Petition and Public Liaison Officer T12  
 1x Language Practitioner T12

**DIVISION: OFFICE OF THE CHIEF WHIP**

PURPOSE: TO COORDINATE ACTIVITIES IN THE OFFICE OF THE CHIEF WHIP

FUNCTIONS

1. To coordinate administrative activities in the office of the Chief Whip

1 x Manager T15  
 1 x Admin Assistant T10  
 1 x Personal Assistant T14  
 1 x Researcher T13  
 1 x Clerk Gr1 T9  
 1 x Office Attendant T3

**DIVISION: COUNCIL SECRETARIAT**

PURPOSE: TO PROVIDE SECRETARIAT SERVICES TO COUNCIL

FUNCTIONS

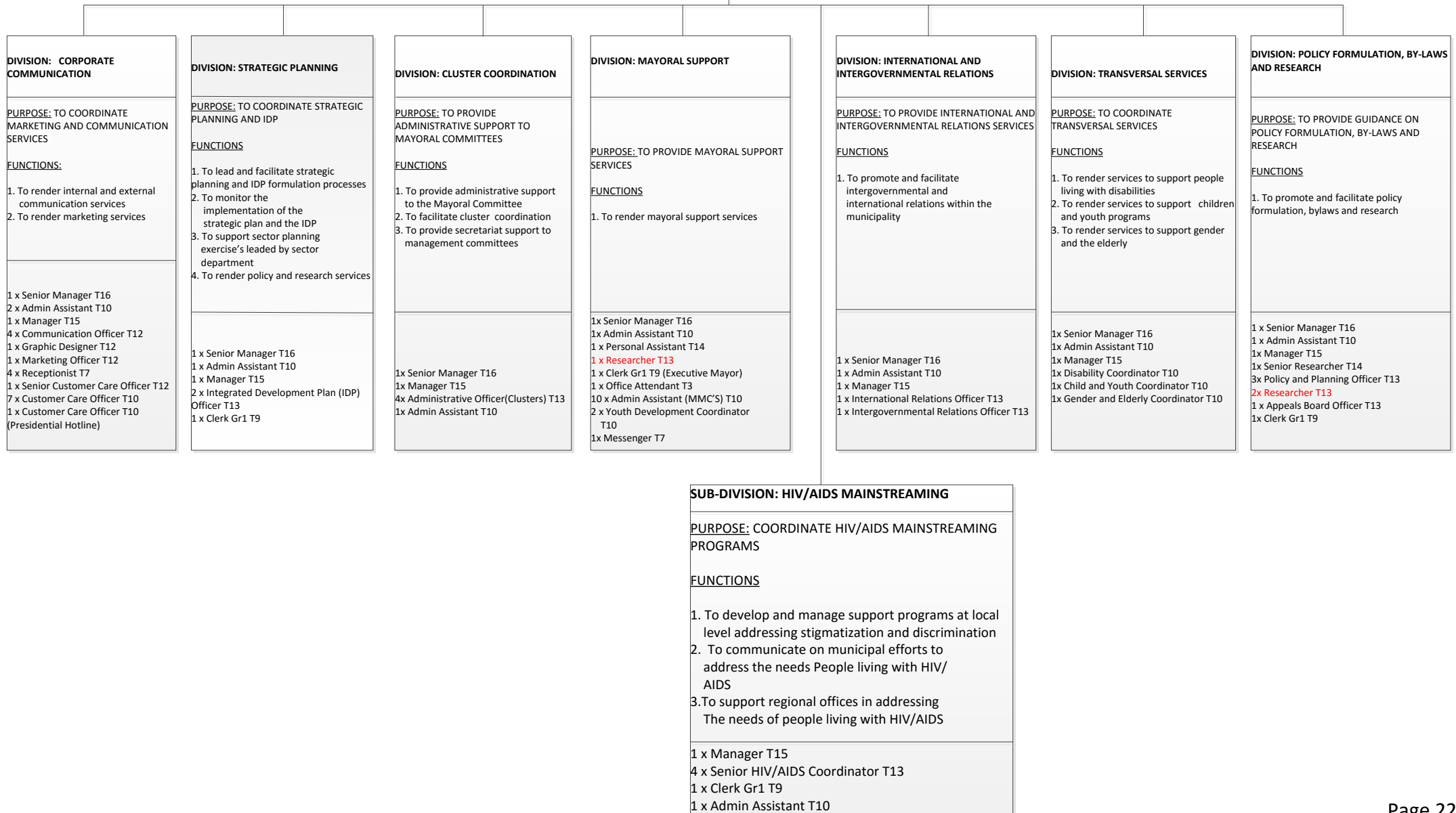
1. To provide secretariat services to Council and Oversight committees

1x Senior Manager T16  
 3x Manager T15  
 9x Administrative Officer T13  
 1x Admin Assistant T10  
 1x Clerk Gr1 T9  
 1x Senior Clerk T10  
 2x Admin Officer Gr1 T12  
 1x Senior printer Operator T8  
 2x Researcher T13 (Oversight Committees)

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## STRATEGIC MANAGEMENT SERVICES DEPARTMENT

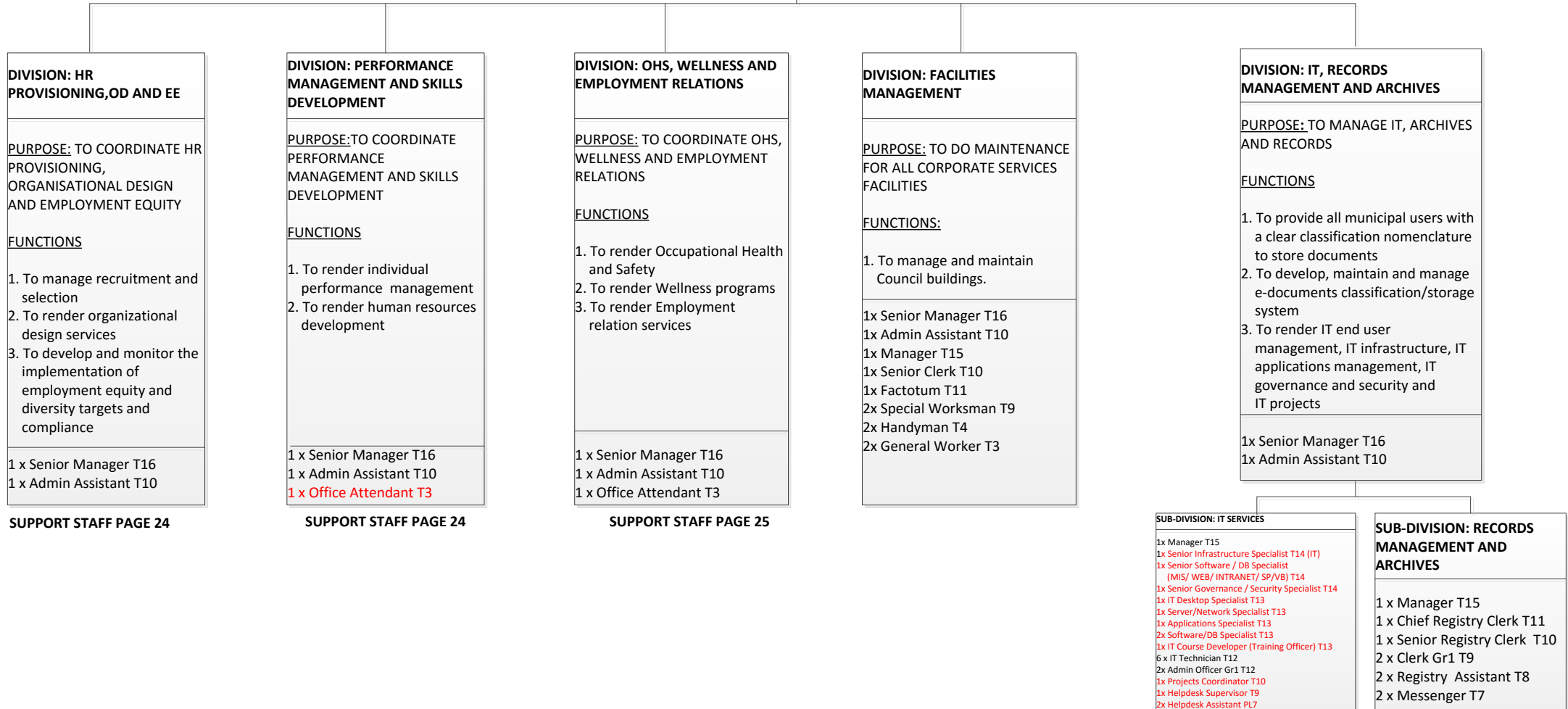
FROM PAGE 20



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## CORPORATE SERVICES DEPARTMENT

FROM PAGE 20



# ORGANISATIONAL STRUCTURE FOR CITY OF MBOMBELA

**DIVISION: HUMAN RESOURCE  
PROVISIONING, ORGANISATIONAL  
DESIGN AND EMPLOYMENT EQUITY**

FROM PAGE 23

**SUB-DIVISION: HUMAN RESOURCE PROVISIONING**

PURPOSE: TO PROVIDE HUMAN RESOURCE PROVISIONING SERVICES

FUNCTIONS

1. To manage recruitment and selection services
2. To identify vacancies and formulate HR strategies and plans
3. To render HR administration

1x Manager T15  
1x Senior Human Resource Officer T14  
3x Human Resource Officer T13  
5x Assistant Human Resource Officer T10  
3x Senior Clerk T10  
2x Clerk Gr1 T9

**SUB-DIVISION: ORGANISATIONAL DESIGN**

PURPOSE: TO PROVIDE ORGANISATIONAL DESIGN SERVICES

FUNCTIONS

1. To facilitate the development of the Organizational Structure
2. To manage the development of Job Descriptions
3. To facilitate Job Evaluation processes
4. To conduct work-study
5. To administer vehicle allowance scheme

1x Manager T15  
1x Senior Work-study Officer T14  
2x Work-study Officer T13  
1x Job Evaluation Analyst T12  
1x Senior Clerk T10  
1x Clerk Gr1 T9

**SUB-DIVISION: EMPLOYMENT EQUITY**

PURPOSE: TO FACILITATE EMPLOYMENT EQUITY COMPLIANCE

FUNCTIONS

1. To develop and monitor the implementation of employment equity plans and compliance

1 x Manager T15  
1 x Employment Equity Officer T13  
1 x Clerk Gr1 T9

**DIVISION: PERFORMANCE  
MANAGEMENT AND SKILLS  
DEVELOPMENT**

FROM PAGE 23

**SUB-DIVISION: HUMAN RESOURCE DEVELOPMENT**

PURPOSE: TO PROVIDE THE DEVELOPMENT OF HUMAN RESOURCES

FUNCTIONS

1. To facilitate HRD needs assessment processes
2. To develop, implement and monitor HRD strategies and plans (HRD plans / WSPSP)
3. To develop Terms Of Reference for the design of HRD programs, projects and interventions
4. To monitor the implementation of outsourced HRD programs and initiatives
5. To evaluate HRD programs and initiatives' outputs and outcomes

1 x Manager T15  
1 x Skills Development Facilitator T13  
1 x Bursary Officer T13  
3 x Training Officer T13  
3 x Skills Development Coordinator T10  
2 x Data Capture 10  
2 x Clerk Gr1 T9  
2 x Abet Facilitator T9  
1 x Clerical Assistant T7

**SUB-DIVISION: INDIVIDUAL PERFORMANCE MANAGEMENT SYSTEM**

PURPOSE: TO FACILITATE AND MONITOR THE IMPLEMENTATION OF PERFORMANCE MANAGEMENT FOR NON-SECTION 56/54 EMPLOYEES

FUNCTIONS

1. To manage performance management processes for non-section 56/54 employees
2. To facilitate the elaboration of performance contracts
3. The provide assistance to managers in monitoring and measuring achievements of teams' performance objectives and targets

1x Manager T15  
1x Senior Admin Officer T14  
2x Administrative Officer Gr1 T12  
1x Clerk Gr1 T9



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## DIVISION: OCCUPATIONAL HEALTH AND SAFETY, WELLNESS AND EMPLOYMENT RELATIONS

FROM PAGE 23

<b>SUB-DIVISION: HEALTH AND SAFETY</b>
<p><u>PURPOSE:</u> TO COORDINATE HEALTH AND SAFETY SERVICES</p> <p><u>FUNCTIONS</u></p> <ol style="list-style-type: none"> <li>1. To identify health and safety risks in the organization</li> <li>2. To develop strategies and solutions to address occupational health and safety risks</li> <li>3. To ensure compliance with OHS Act</li> <li>4. To coordinate activities related to health and safety in the municipality</li> </ol>
<p>1 x Manager T15 1 x Safety Engineer T13 8 x Occupational Health and Safety Officer T13 2 x Clerk Gr1 T9</p>

<b>SUB-DIVISION: WELLNESS</b>
<p><u>PURPOSE:</u> TO COORDINATE WELLNESS SERVICES</p> <p><u>FUNCTIONS</u></p> <ol style="list-style-type: none"> <li>1. To render wellness programs in the organization</li> <li>2. To develop strategies and solutions to address health and wellness issues to improve the wellbeing of employees</li> <li>3. To conduct medical surveillance and provide support thereafter</li> </ol>
<p>1 x Manager T15 12 x Occupational Health Nurse T12 2 x Employee Assistant Officer T13 1 x Employee Assistant Coordinator T10 2 x Clerk Gr1 T9 1 x Office Attendant T3</p>

<b>SUB-DIVISION: EMPLOYMENT RELATIONS</b>
<p><u>PURPOSE:</u> TO FACILITATE EMPLOYMENT RELATIONS MATTERS</p> <p><u>FUNCTIONS</u></p> <ol style="list-style-type: none"> <li>1. To Manage employment relations in the institution</li> </ol>
<p>1 x Manager T15 2 x Senior Labour Relations Officer T14 3 x Labour Relations Officer T13 1 x Admin Assistant T10</p>

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## REGIONAL CENTRE COORDINATION DEPARTMENT CENTRAL REGION

FROM PAGE 20

<b>DIVISION: CENTRAL REGION</b>
<u>PURPOSE:</u> TO PROVIDE MUNICIPAL SERVICES WITHIN THE REGIONS
<u>FUNCTIONS</u>
<ol style="list-style-type: none"> <li>1. To render technical services</li> <li>2. To render administration and customer care</li> <li>3. To render community services</li> <li>4. To render transport and public safety</li> </ol>
1 x Regional Centre Manager T16 1 x Admin Assistant T10 2 x Office Attendant T3

<b>SUB-DIVISION: TECHNICAL SERVICES</b>
<u>PURPOSE:</u> TO PROVIDE TECHNICAL SERVICES
<u>FUNCTIONS</u>
<ol style="list-style-type: none"> <li>1. To render road maintenance</li> <li>2. To render public lighting/ electricity</li> <li>3. To render water and sanitation services</li> </ol>
1x Manager T15 1x Clerk Gr1 T9

SUPPORT STAFF PAGE 27

<b>SUB-DIVISION: ADMINISTRATION AND CUSTOMER CARE</b>
<u>PURPOSE:</u> TO PROVIDE ADMINISTRATION, FINANCE AND IT SERVICES
<u>FUNCTIONS</u>
<ol style="list-style-type: none"> <li>1. To render municipal finance services</li> <li>2. To render Corporate Services</li> <li>3. To render City Planning and Development</li> <li>4. To render Strategic Management Services</li> <li>5. To render EPWP &amp; CWP services</li> <li>6. To render transversal Services</li> <li>7. To render Public Participation</li> </ol>
1x Manager T15 1x Clerk Gr1 T9

SUPPORT STAFF PAGE 28

<b>SUB-DIVISION: COMMUNITY SERVICES</b>
<u>PURPOSE:</u> TO PROVIDE COMMUNITY SERVICES
<u>FUNCTIONS</u>
<ol style="list-style-type: none"> <li>1. To render sports, arts and culture services</li> <li>2. To render parks and cemeteries services</li> <li>3. To render waste management services</li> </ol>
1x Manager T15 1x Clerk Gr1 T9

SUPPORT STAFF PAGE 29

<b>SUB-DIVISION: TRANSPORT AND PUBLIC SAFETY</b>
<u>PURPOSE:</u> TO RENDER TRANSPORT AND PUBLIC SAFETY SERVICES
<u>FUNCTIONS</u>
<ol style="list-style-type: none"> <li>1. To render traffic services</li> <li>2. To render licensing services</li> <li>3. To render security services</li> <li>4. To render disaster and fire rescue services</li> </ol>
1x Manager T15 1x Clerk Gr1 T9

SUPPORT STAFF PAGE 30

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB DIVISION: TECHNICAL SERVICES

FROM PAGE 26

### UNIT: ELECTRICAL ENGINEERING

#### SUB-UNIT: OPERATIONS AND MAINTENANCE (ENERGY)

- 1x Senior Engineering Technician T13
- 1x Superintendent T12
- 1x Foreman T11
- 8 x Electrician T10
- 1 x Senior Store Attendant T5
- 1 x Truck Driver/ Team Leader T5
- 1 x Clerical Assistant T7
- 8 x Handyman T4
- 14 x General Worker T3

### UNIT: WATER AND SANITATION SERVICES

#### SUB-UNIT: WATER NETWORKS

- 1x Senior Engineering Technician T13
- 1x Water Loss Technician T12
- 1x Superintendent T12
- 2x Plumber T10
- 2x Plumber Assistant T4
- 1x Borehole Operator T4
- 1x Heavy Duty Driver T6
- 1x Truck Driver T5
- 1x Driver T4
- 1x Machine Operator T5
- 7x General Worker T3

#### SUB-UNIT: SEWER NETWORKS

- 1x Senior Engineering Technician T13
- 1x Superintendent T12
- 2x Plumber T10
- 2x Plumber Assistant T4
- 1x Driver T4
- 1x Machine Operator T5
- 8x General Worker T3

#### SUB-UNIT: WATER AND WASTE WATER TREATMENT AND SCIENTIFIC SERVICES WORKS

- 1x Senior Engineering Technician T13
- 1x Electro Mechanical Technician T12
- 1x Superintendent T12
- 1x Fitter and Turner T10
- 1x Laboratory Technician T12
- 2 x Process Controller Class I T6
- 2 x Process Controller Assistant T4
- 1 x General Worker T3
- 1x Clerical Assistant T7

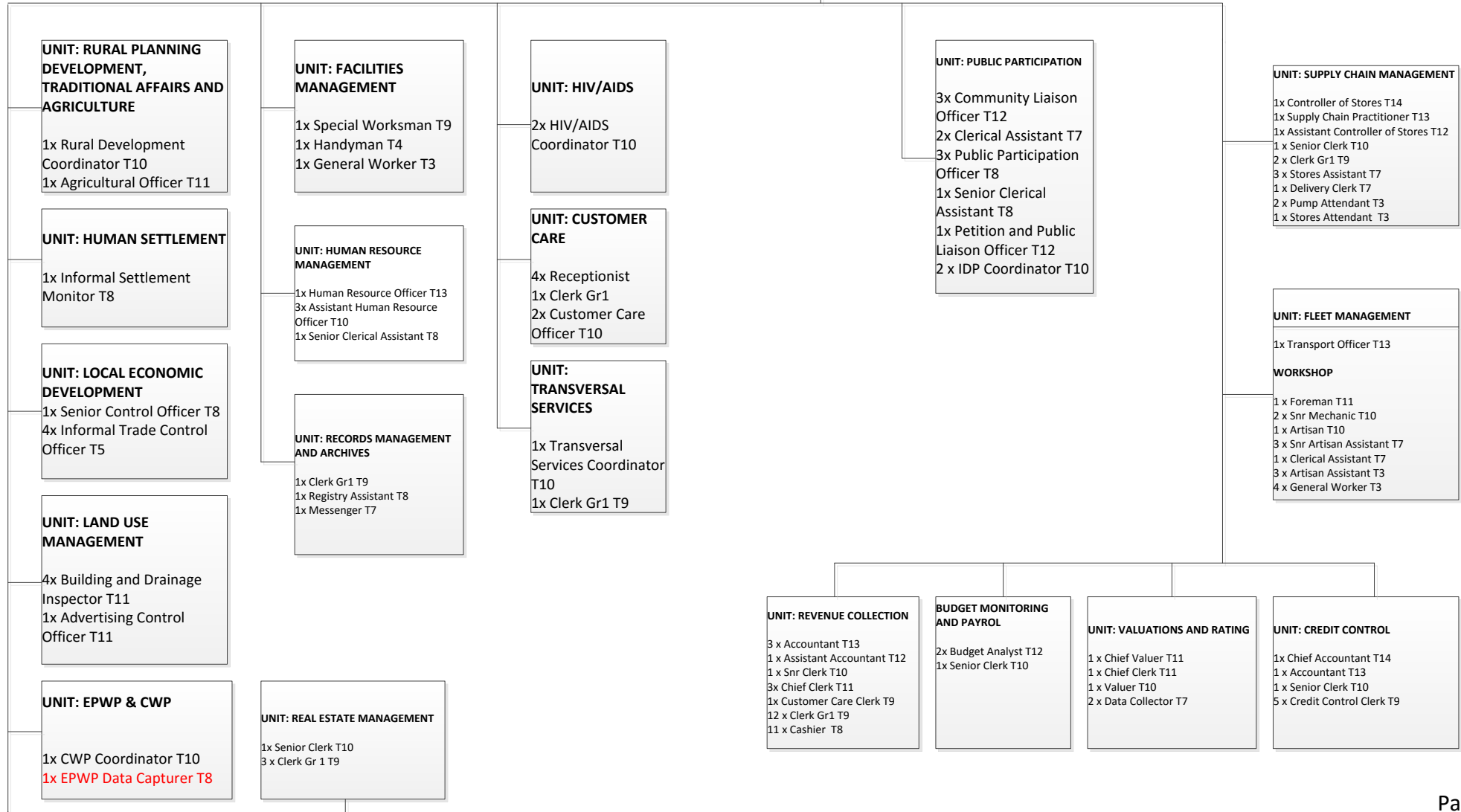
### UNIT: ROADS AND STORM WATER

- 2 x Senior/Engineering Technician T13
- 6 x Special Worksman T9
- 2 x Foreman T11
- 1 x Artisan T10
- 6 x Team Leader T5
- 5 x Truck Driver T5
- 1 x Roller Operator T6
- 3 x TLB Operator T6
- 2 x Grader Operator T6
- 4 x Machine Operator T5
- 2 x Clerical Assistant T7
- 3 x Heavy Vehicle Driver T6
- 1 x Driver Tipper T6
- 1 x Artisan Assistant T3
- 1 x Stores Attendant T3
- 49 x General Worker T3

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB DIVISION: ADMINISTRATION AND CUSTOMER CARE

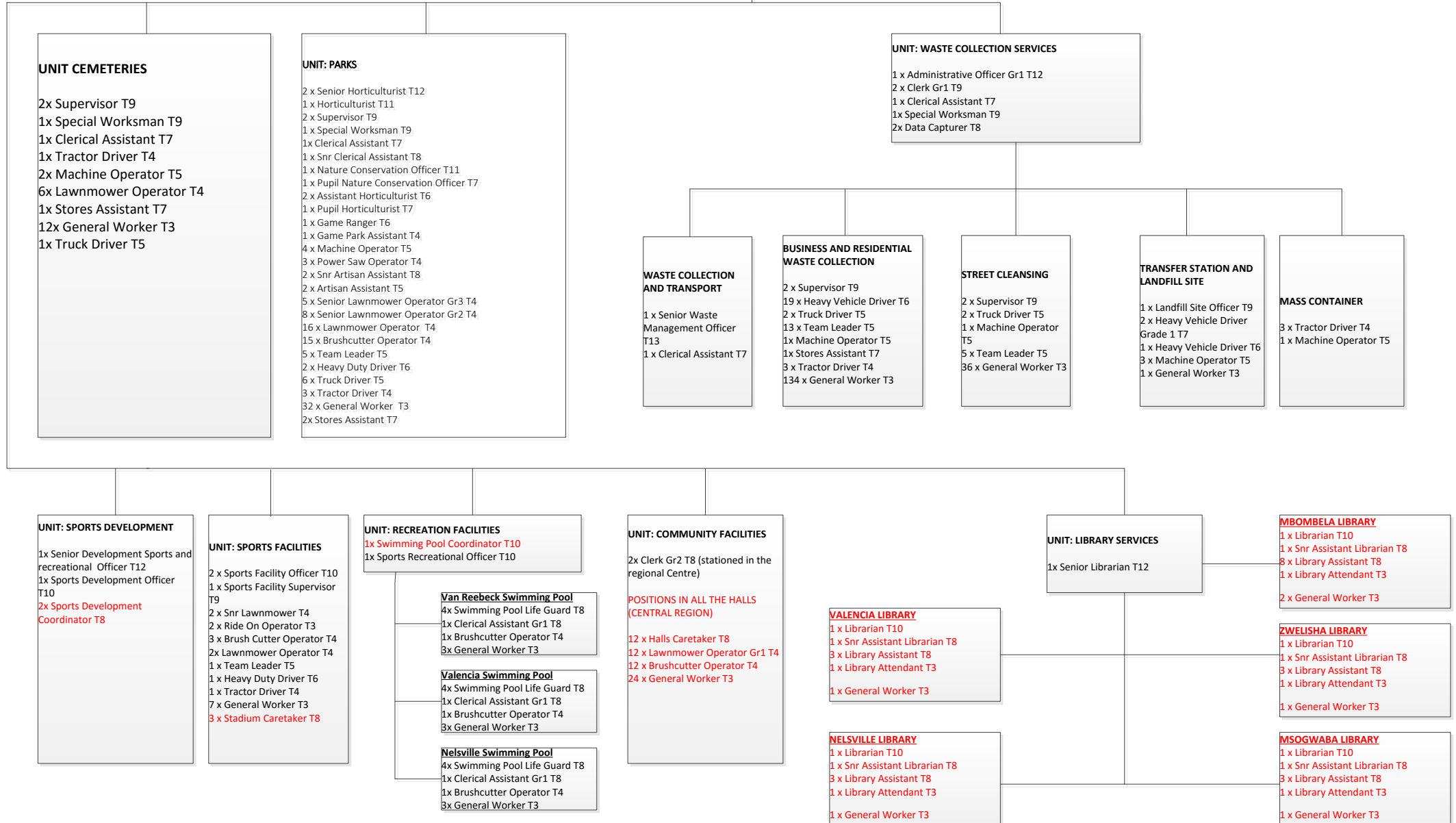
FROM PAGE 26



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB-DIVISION: COMMUNITY SERVICES

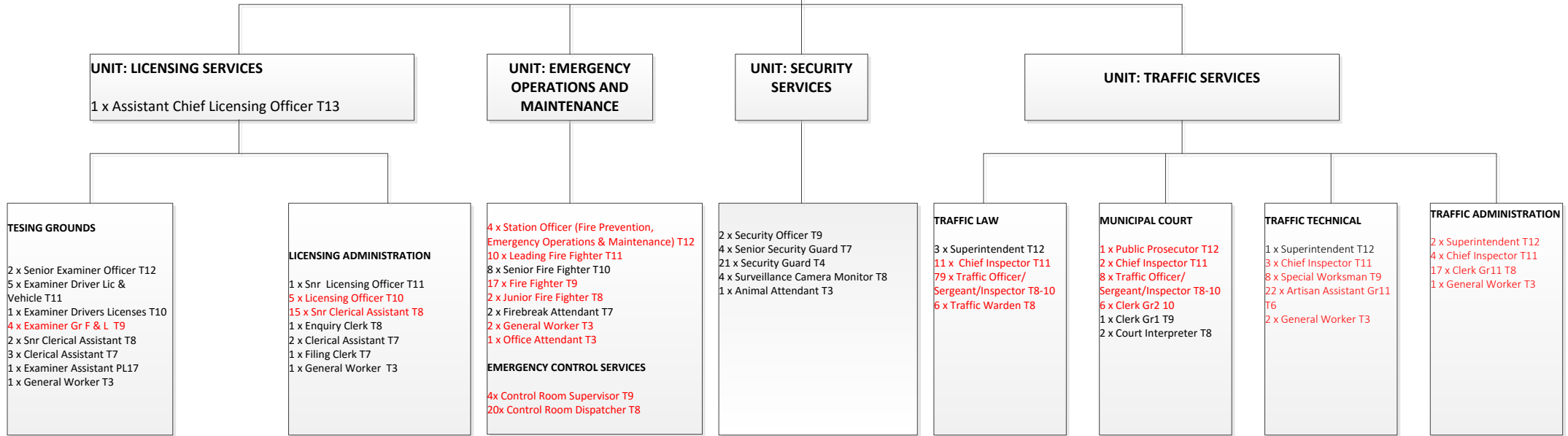
FROM PAGE 26



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB DIVISION: TRANSPORT AND PUBLIC SAFETY

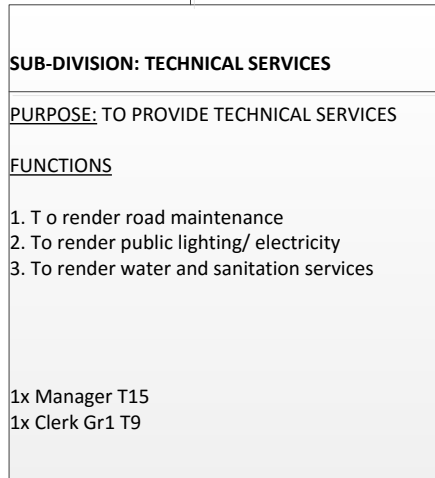
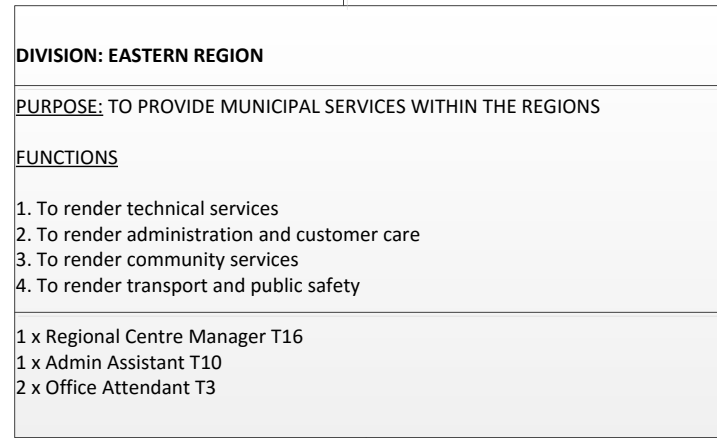
FROM PAGE 26



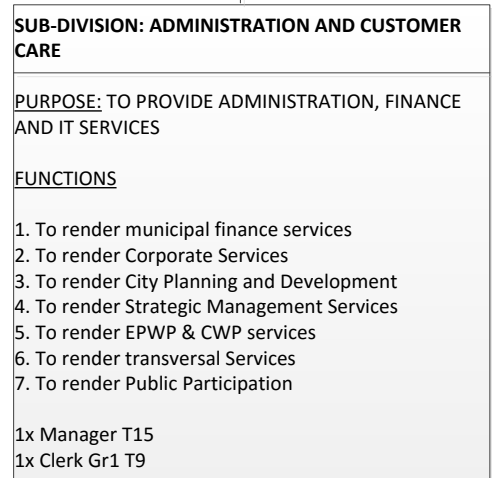
# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA



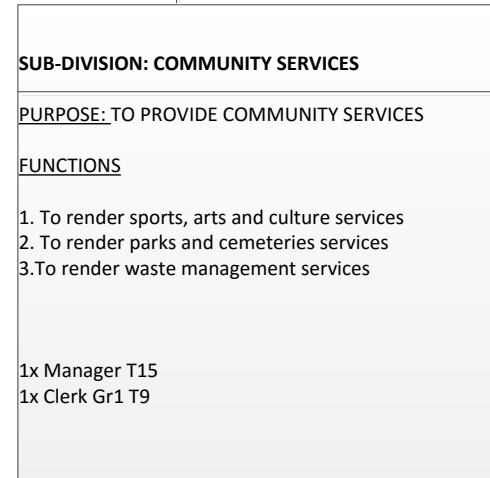
FROM PAGE 20



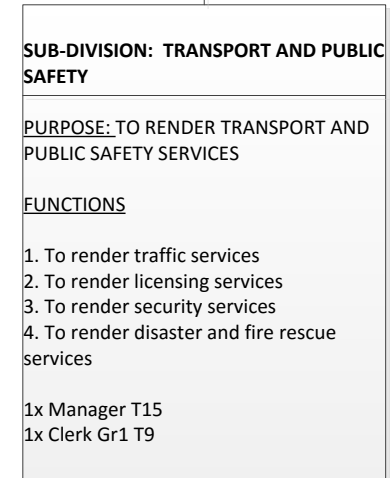
SUPPORT STAFF PAGE 32



SUPPORT STAFF PAGE 33

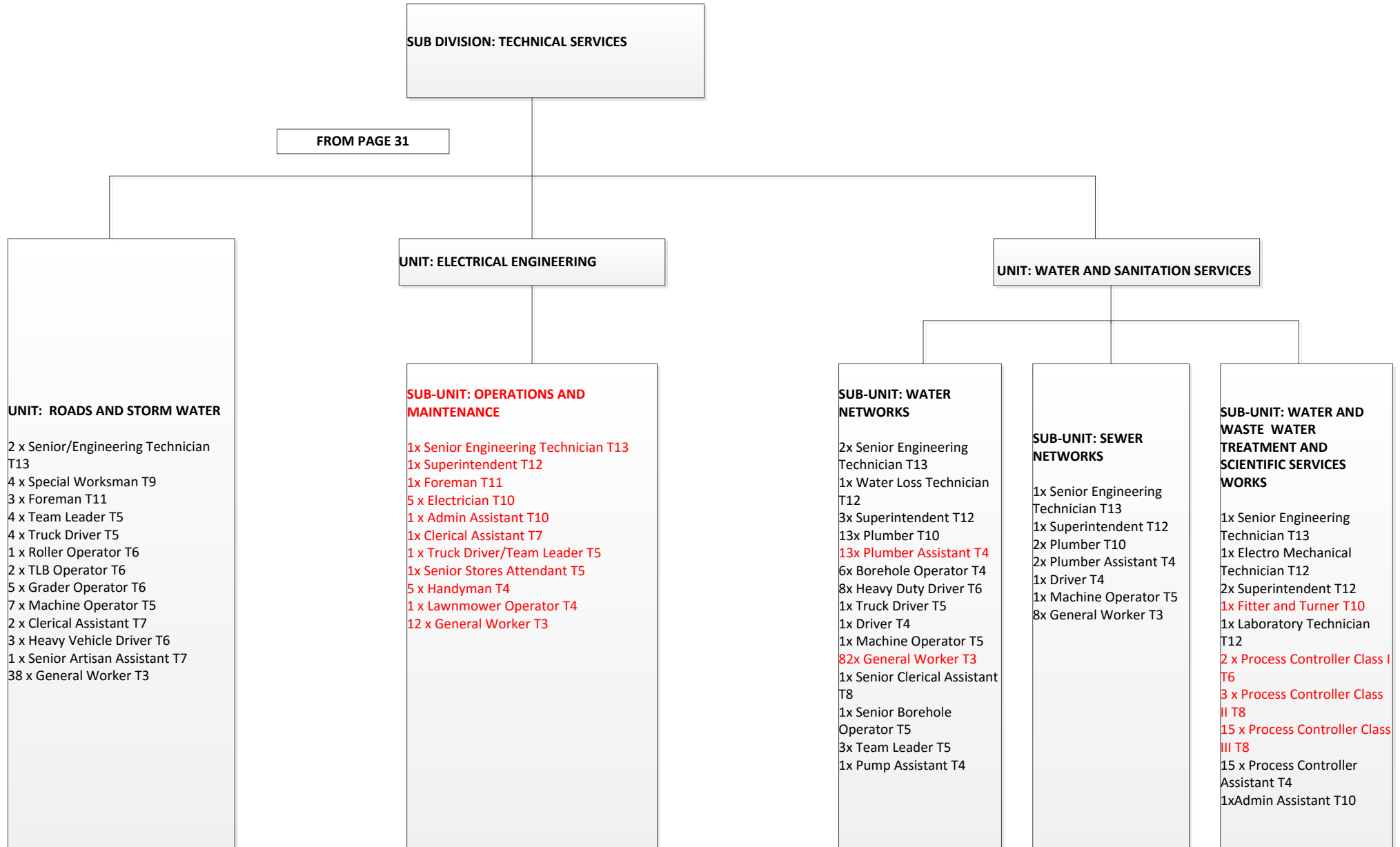


SUPPORT STAFF PAGE 34



SUPPORT STAFF PAGE 35

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

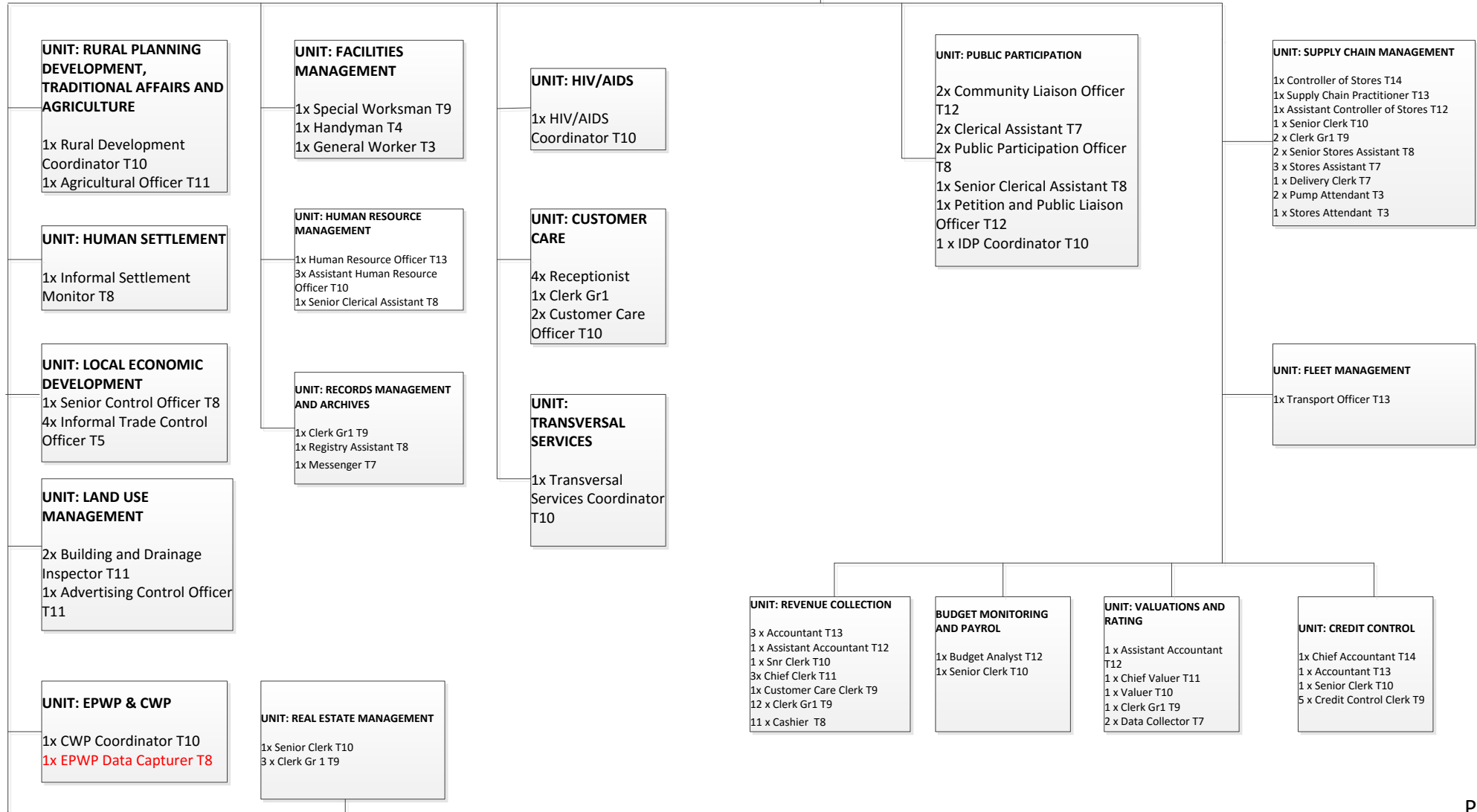




# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

**SUB DIVISION:  
ADMINISTRATION AND  
CUSTOMER CARE**

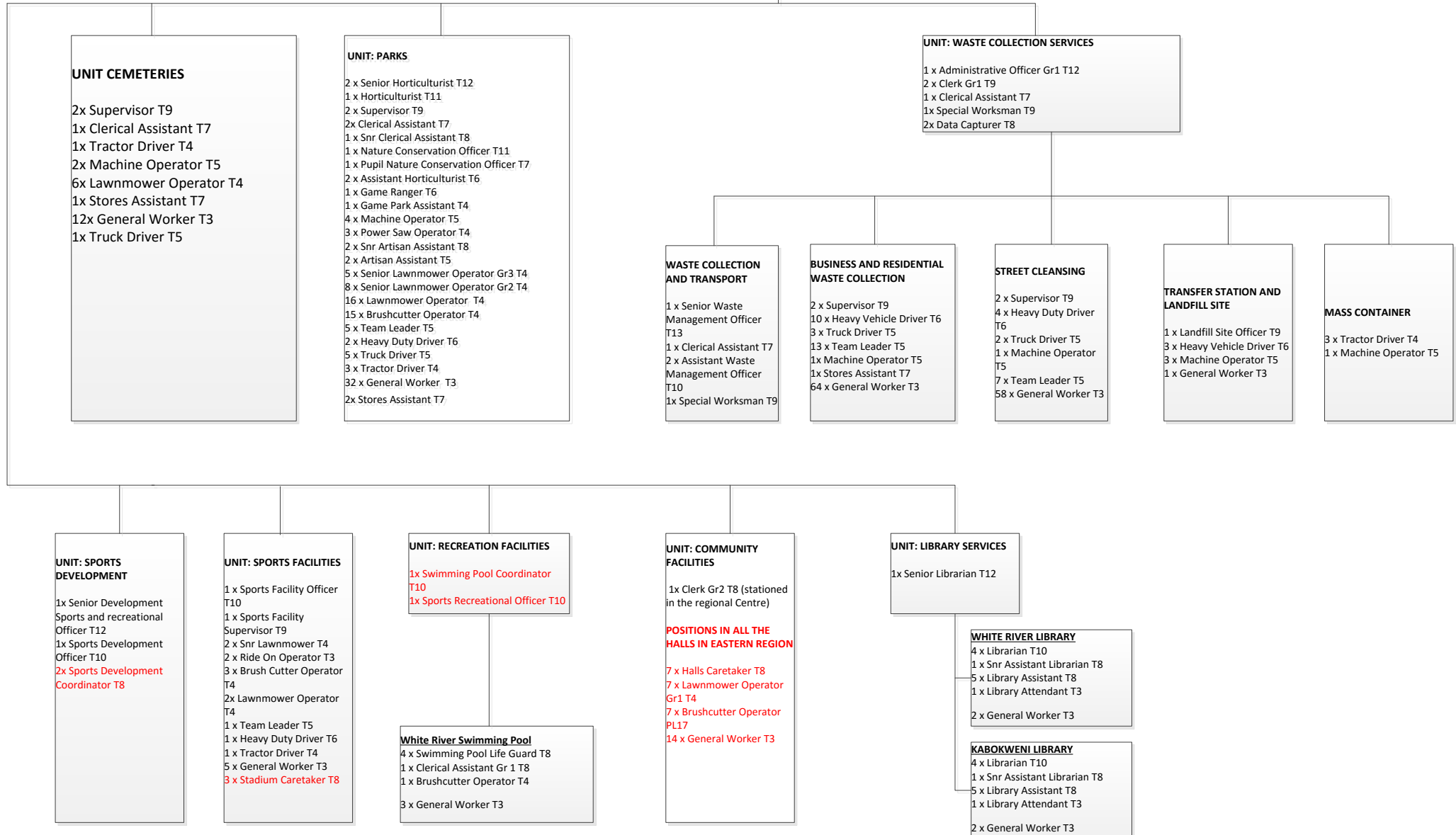
FROM PAGE 31



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB-DIVISION: COMMUNITY SERVICES

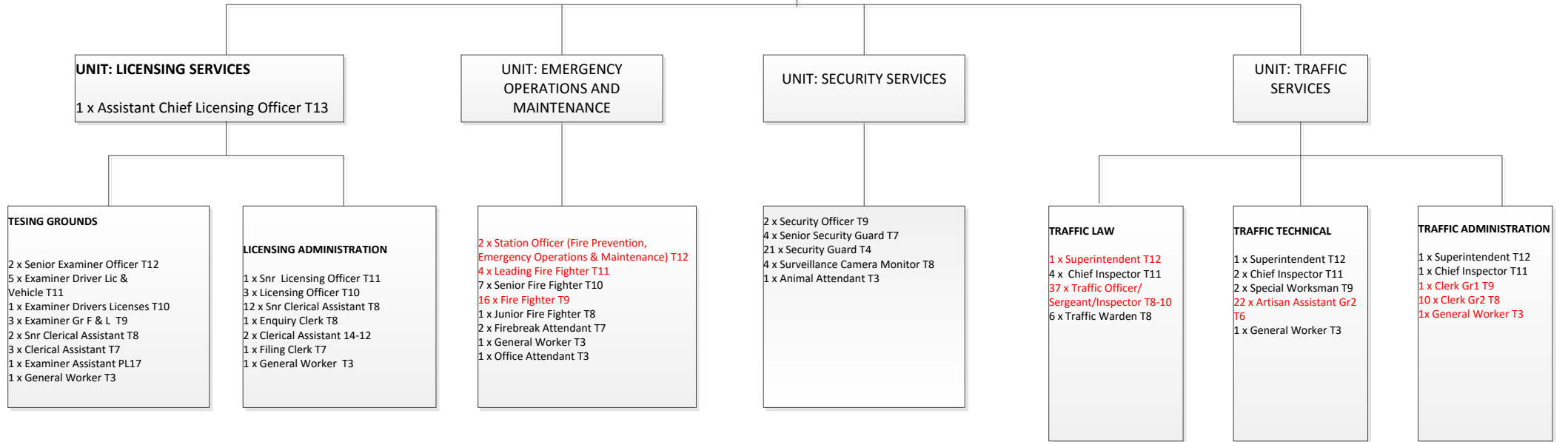
FROM PAGE 31



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB DIVISION: TRANSPORT AND PUBLIC SAFETY

FROM PAGE 31



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

**REGIONAL CENTRE COORDINATION  
DEPARTMENT  
NORTHERN REGION**

FROM PAGE 20

**DIVISION: NORTHERN REGION**

PURPOSE: TO PROVIDE MUNICIPAL SERVICES WITHIN THE REGIONS

FUNCTIONS

1. To render technical services
2. To render administration and customer care
3. To render community services
4. To render transport and public safety

- 1 x Regional Centre Manager T16
- 1 x Admin Assistant T10
- 2 x Office Attendant T3

**SUB-DIVISION: TECHNICAL SERVICES**

PURPOSE: TO PROVIDE TECHNICAL SERVICES

FUNCTIONS

1. To render road maintenance
2. To render public lighting/ electricity
3. To render water and sanitation services

- 1x Manager T15
- 1x Clerk Gr1 T9
- 1x Clerical Assistant T7

SUPPORT STAFF PAGE 37

**SUB-DIVISION: ADMINISTRATION AND CUSTOMER CARE**

PURPOSE: TO PROVIDE ADMINISTRATION, FINANCE AND IT SERVICES

FUNCTIONS

1. To render municipal finance services
2. To render Corporate Services
3. To render City Planning and Development
4. To render Strategic Management Services
5. To render EPWP & CWP services
6. To render transversal Services
7. To render Public Participation

- 1x Manager T15
- 1x Clerk Gr1 T9

SUPPORT STAFF PAGE 38

**SUB-DIVISION: COMMUNITY SERVICES**

PURPOSE: TO PROVIDE COMMUNITY SERVICES

FUNCTIONS

1. To render sports, arts and culture services
2. To render parks and cemeteries services
3. To render waste management services

- 1x Manager T15
- 1x Clerk Gr1 T9

SUPPORT STAFF PAGE 39

**SUB-DIVISION: TRANSPORT AND PUBLIC SAFETY**

PURPOSE: TO RENDER TRANSPORT AND PUBLIC SAFETY SERVICES

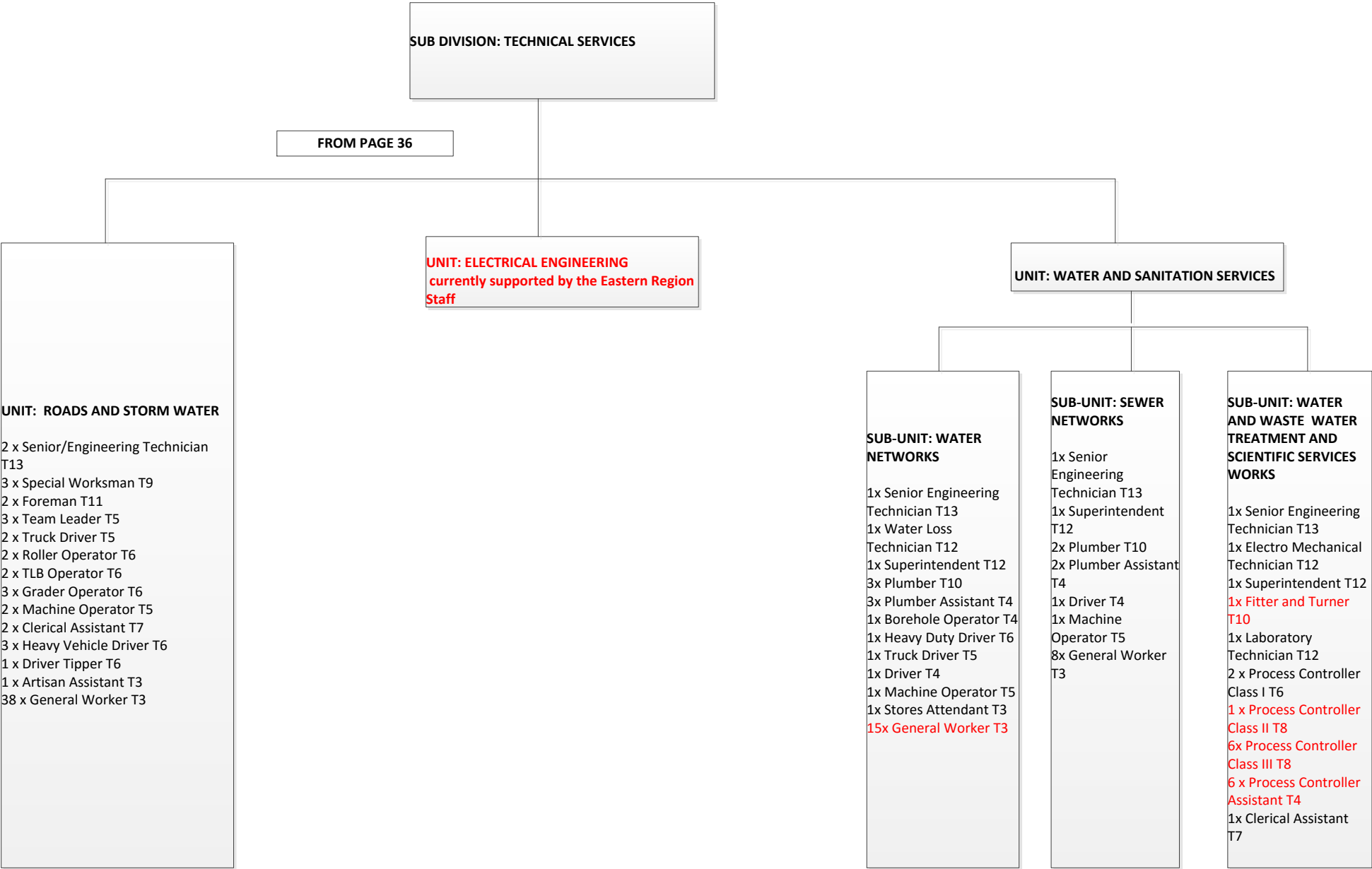
FUNCTIONS

1. To render traffic services
2. To render licensing services
3. To render security services
4. To render disaster and fire rescue services

- 1x Manager T15
- 1x Clerk Gr1 T9

SUPPORT STAFF PAGE 40

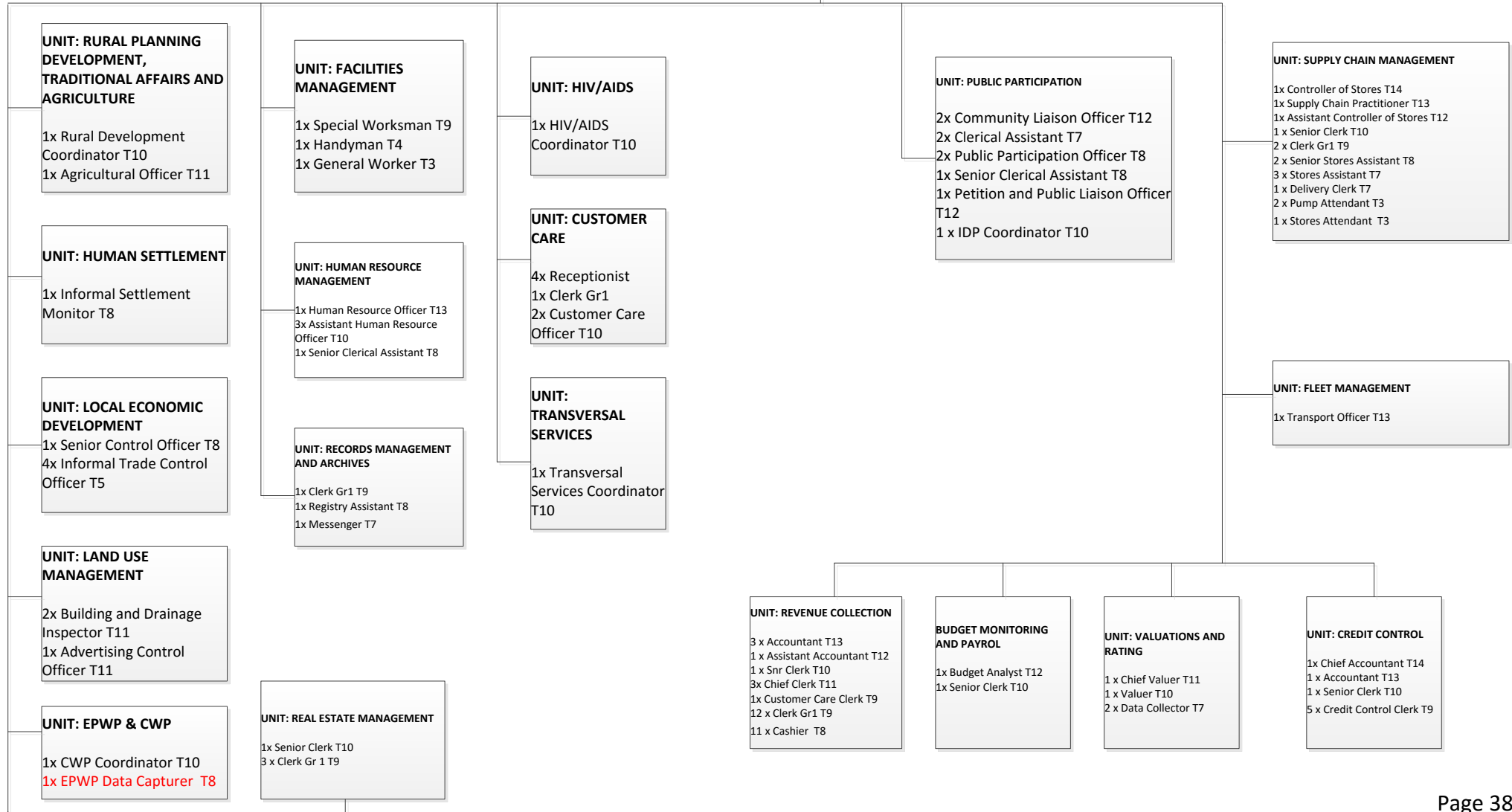
**ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA**



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB DIVISION: ADMINISTRATION AND CUSTOMER CARE

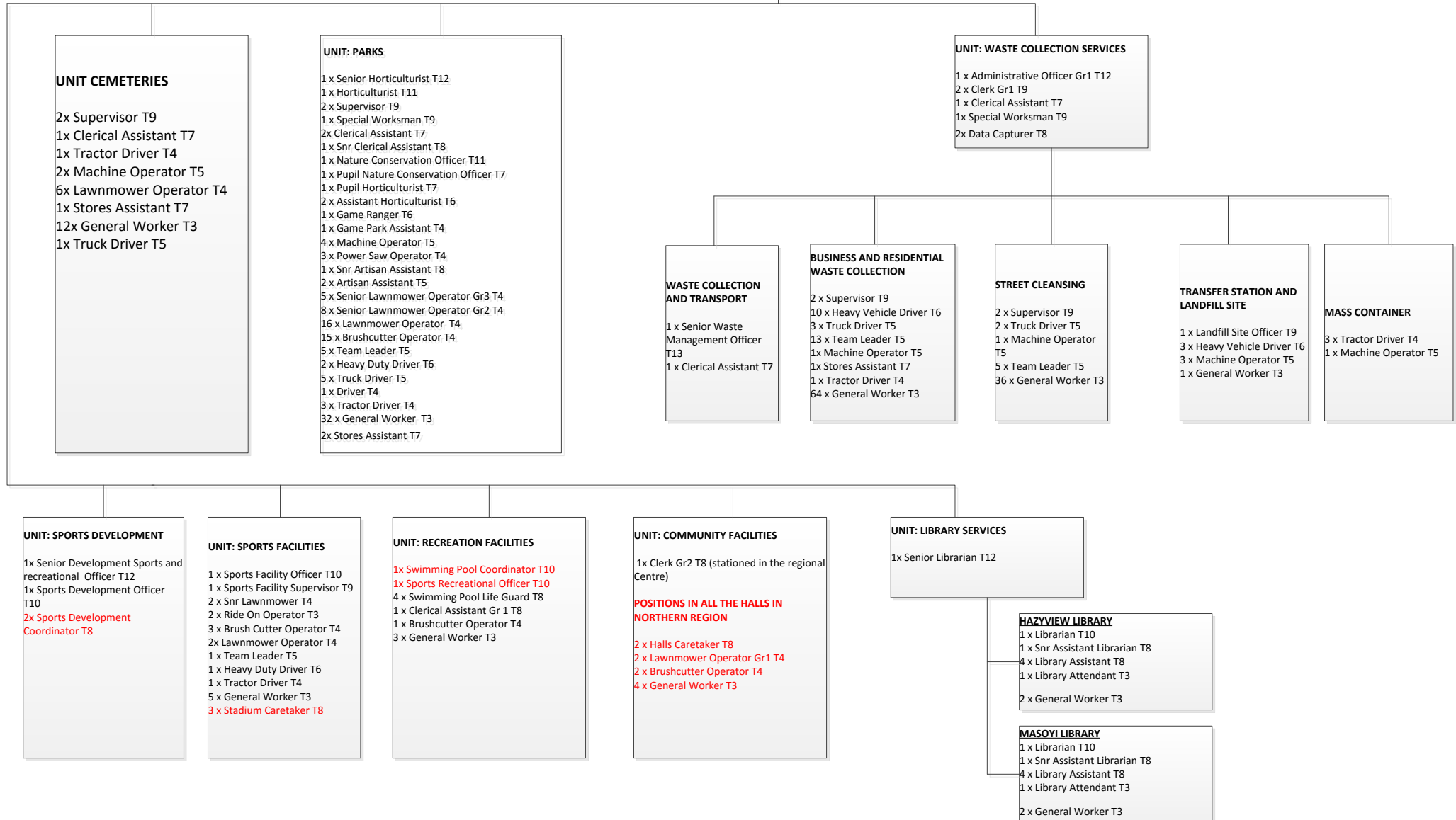
FROM PAGE 36



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB-DIVISION: COMMUNITY SERVICES

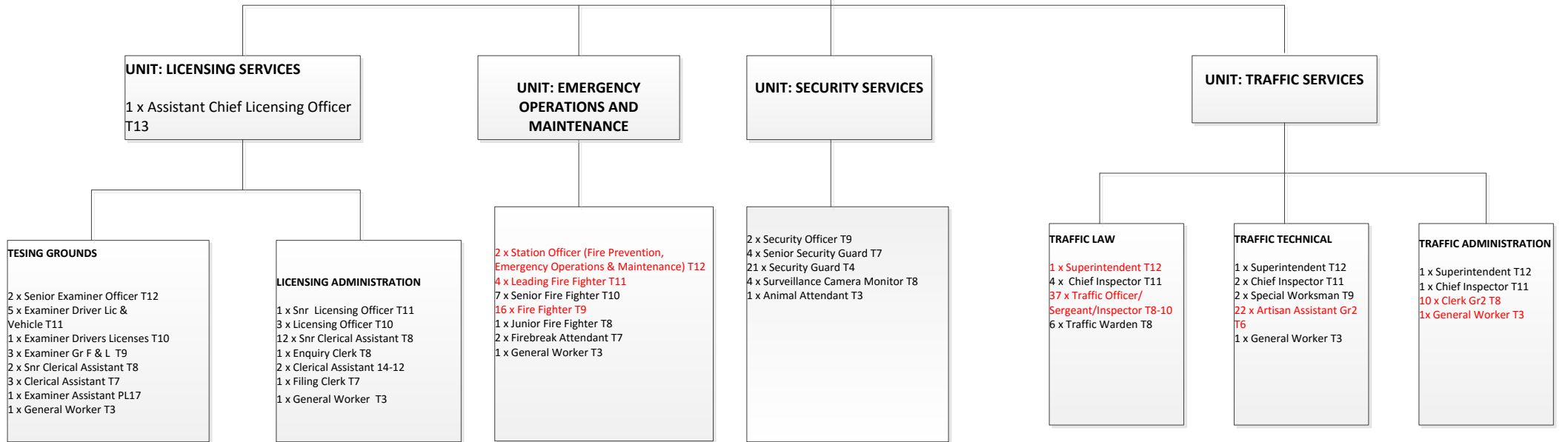
FROM PAGE 36



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB DIVISION: TRANSPORT AND PUBLIC SAFETY

FROM PAGE 36





# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

**REGIONAL CENTRE COORDINATION  
DEPARTMENT  
SOUTHERN REGION**

FROM PAGE 20

**DIVISION: SOUTHERN REGION**  
 PURPOSE: TO PROVIDE MUNICIPAL SERVICES WITHIN THE REGIONS  
 FUNCTIONS  
 1. To render technical services  
 2. To render administration and customer care  
 3. To render community services  
 4. To render transport and public safety  
 1 x Regional Centre Manager T16  
 1 x Admin Assistant T10  
 2 x Office Attendant T3

**SUB-DIVISION: TECHNICAL SERVICES**  
 PURPOSE: TO PROVIDE TECHNICAL SERVICES  
 FUNCTIONS  
 1. To render road maintenance  
 2. To render public lighting/ electricity  
 3. To render water and sanitation services  
 1x Manager T15  
 1x Admin Assistant T10

SUPPORT STAFF PAGE 42

**SUB-DIVISION: ADMINISTRATION AND CUSTOMER CARE**  
 PURPOSE: TO PROVIDE ADMINISTRATION, FINANCE AND IT SERVICES  
 FUNCTIONS  
 1. To render municipal finance services  
 2. To render Corporate Services  
 3. To render City Planning and Development  
 4. To render Strategic Management Services  
 5. To render EPWP & CWP services  
 6. To render transversal Services  
 7. To render Public Participation  
 1x Manager T15  
 1x Clerk Gr1 T9  
 2x Office Attendant T3

SUPPORT STAFF PAGE 43

**SUB-DIVISION: COMMUNITY SERVICES**  
 PURPOSE: TO PROVIDE COMMUNITY SERVICES  
 FUNCTIONS  
 1. To render sports, arts and culture services  
 2. To render parks and cemeteries services  
 3. To render waste management services  
 1x Manager T15  
 1x Clerk Gr1 T9  
 1x Office Attendant T3

SUPPORT STAFF PAGE 44

**SUB-DIVISION: TRANSPORT AND PUBLIC SAFETY**  
 PURPOSE: TO RENDER TRANSPORT AND PUBLIC SAFETY SERVICES  
 FUNCTIONS  
 1. To render traffic services  
 2. To render licensing services  
 3. To render security services  
 4. To render disaster and fire rescue services  
 1x Manager T15  
 1x Clerk Gr1 T9

SUPPORT STAFF PAGE 45

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

SUB DIVISION: TECHNICAL SERVICES

FROM PAGE 41

UNIT: ELECTRICAL ENGINEERING

UNIT: WATER AND SANITATION SERVICES

**UNIT: ROADS AND STORM WATER**

2 x Senior/Engineering Technician T13  
 3 x Special Worksmen T9  
 1 x Foreman T11  
 1 x Artisan T10  
 5 x Team Leader T5  
 4 x Truck Driver T5  
 1 x Roller Operator T6  
 2 x TLB Operator T6  
 2 x Grader Operator T6  
 4 x Machine Operator T5  
 1 x Clerical Assistant T7  
 3 x Heavy Vehicle Driver T6  
 1 x Driver Tipper T6  
 3 x Artisan Assistant T3  
 1 x Stores Attendant T3  
 34 x General Worker T3

**SUB-UNIT: OPERATIONS AND MAINTENANCE**

1 x Senior Engineering Technician T13  
 1 x Clerical Assistant T7  
 1 x Superintendent T12  
 1 x Foreman T11  
 5 x Electrician T10  
 1 x Admin Assistant T10  
 1 x Senior Stores Attendant T5  
 5 x Handyman T4  
 1 x Truck Driver/Team Leader T5  
 12 x General Worker T3

**SUB-UNIT: WATER NETWORKS**

1x Senior Engineering Technician T13  
 1x Water Loss Technician T12  
 1x Superintendent T12  
 1x Foreman T11  
 2x Plumber T10  
 7x Plumber Assistant T4  
 1x Borehole Operator T4  
 2x Heavy Duty Driver T6  
 1x Truck Driver T5  
 1x Driver T4  
 1x Machine Operator T5  
 9x General Worker T3

**SUB-UNIT: SEWER NETWORKS**

1x Senior Engineering Technician T13  
 1x Superintendent T12  
 2x Plumber T10  
 5x Plumber Assistant T4  
 1x Driver T4  
 1x Machine Operator T5  
 8x General Worker T3

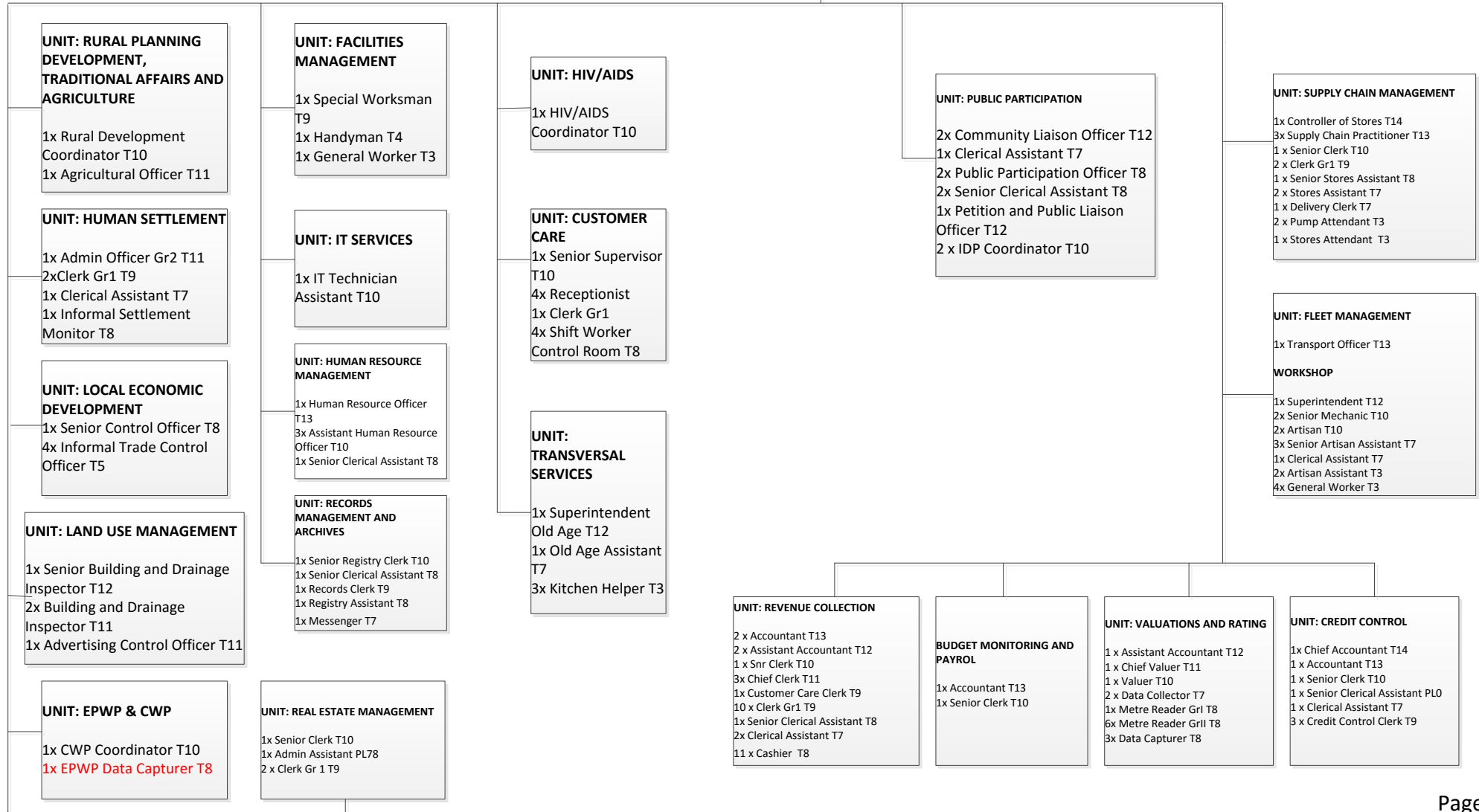
**SUB-UNIT: WATER AND WASTE WATER TREATMENT AND SCIENTIFIC SERVICES WORKS**

1x Senior Engineering Technician T13  
 1x Electro Mechanical Technician T12  
 1x Foreman T11  
 1x Superintendent T12  
 1x Fitter and Turner T10  
 1x Laboratory Technician T12  
 15 x Process Controller Class III T8  
 14 x Process Controller Assistant T4  
 11 x General Worker T3  
 1x Clerical Assistant T7  
 2x Team Leader T5  
 2x Laboratory Assistant T10

# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB DIVISION: ADMINISTRATION AND CUSTOMER CARE

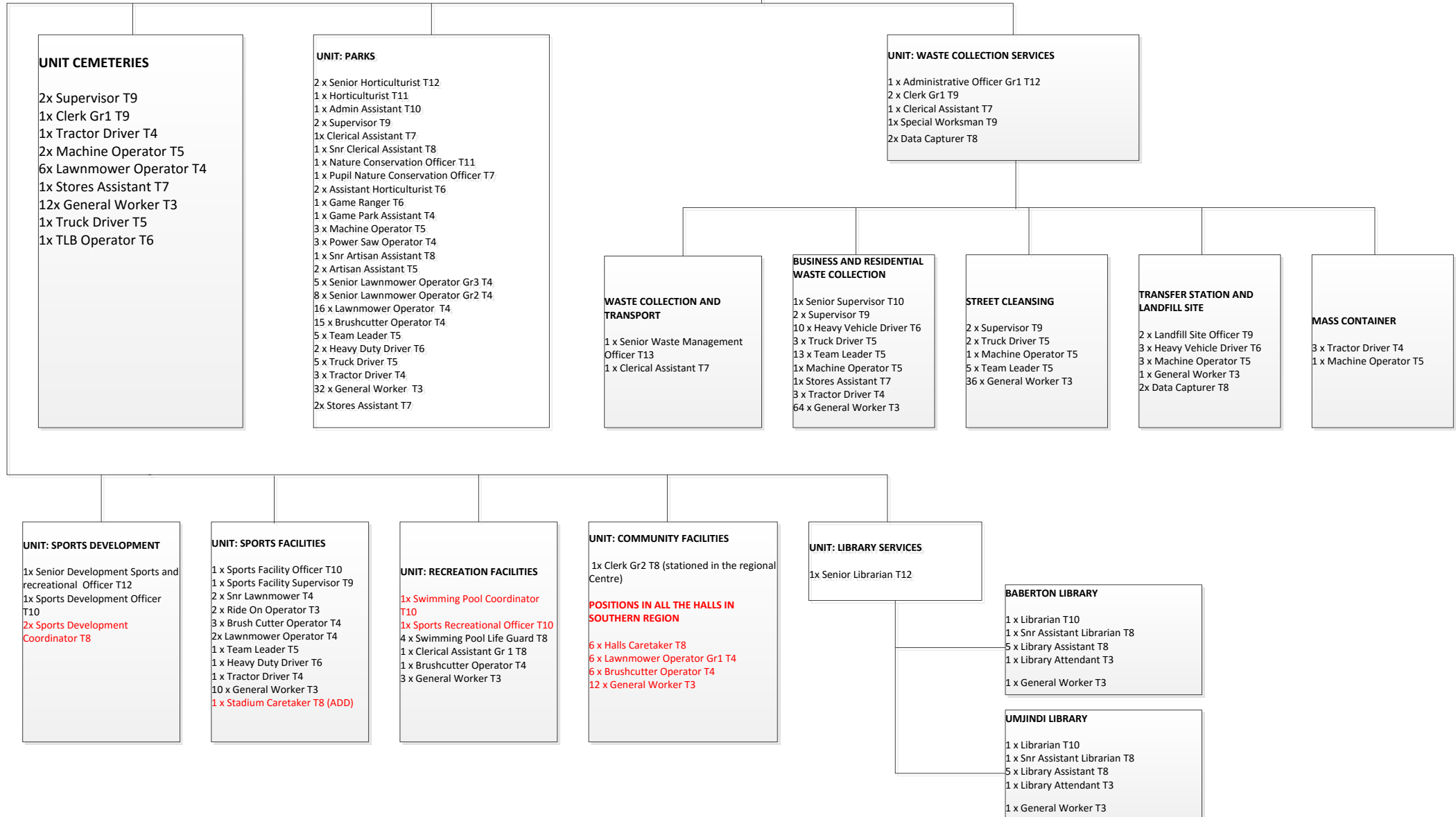
FROM PAGE 41



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

## SUB-DIVISION: COMMUNITY SERVICES

FROM PAGE 41



# ORGANISATIONAL STRUCTURE FOR THE CITY OF MBOMBELA

