Appendix 6: Implementation Strategy

Key Performance Area	IDP 8 Point Plan Plan	Strategic Focus Areas	Implementation Strategy
Municipal Institutional Development and Transformation	**5:** Supporting organization design, human capital development and management	Human Capital Management	Providing Human Capital Empowerment
			Ensure Talent Management and Succession Planning is entrenched to support a sustainable future for service delivery
			Ensuring efficient compensation management services are in place supporting the management of employees
			Organisational Transformation (Employment equity)
			Effective Employment Relations Management
		Human Capital Learning and Development	Providing occupationally-directed learning and development opportunities in the workplace
			Address the numeracy and literacy skills gap for employees
			Facilitate workplace skills planning and development
			Providing capacity-building support to communities
			Building career and vocational guidance
		Organisational development and Change Management	Advise on ways to improve productivity throughout the municipality
			Drive organizational change and efficiency interventions
		Healthy Human Capital/ Safe and Productive Employees	Reduce new HIV/AIDS infections in the workplace
			Compliance with Occupational Health and Safety Legislation
Basic Service Delivery	1. Develop and Sustain our Spatial, Natural and Built Environment. .	Develop, Manage and Regulate the Built and Natural Environment	Develop and implement a sustainable and integrated spatial planning system
			Ensure the long term sustainability of the natural resource base
			Manage and Regulate the Built Environment
		Climate response planning	Develop and implement a Municipal Climate Response Programme

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Basic Service Delivery	4: Fostering a Socially Equitable Environment.	Promoting the safety of citizens	Promoting crime prevention strategies within the eThekwini Municipal Area
			Compliance with the National Road Traffic Act
			Efficient and effective bylaw enforcement
			Implementation of the City safety strategy
			Implement the Social, Situational, Crime Prevention strategies and urban safety management of the built environment throughout EMA
			Promoting safety of communities within the EMA in support of emergency and essential services
			To reduce the incidence and severity of fire and other emergencies
			Ensure the safety and security of municipal councillors, officials and municipal assets
		Promoting the health of citizens	Mass mobilisation for better health
			Provide services of high quality towards achieving the national core stands through the ideal clinic status.
			Reduce burden of HIV/AIDS and TB
			Improve compliance monitoring of environmental programmes in accordance with environmental health and standards
Basic Service Delivery	3: Creating a Quality Living Environment	Meet Infrastructure and Household Service Needs and Backlogs	New Integrated Housing Development
			Rental housing strategy
			Title deeds strategy
			Influence strategic city planning to incorporate sustainability and resilience issues.
			Address infrastructure backlogs - water
			Address infrastructure backlogs - Electricity
			Address infrastructure backlogs – Cleansing and solid waste
			Address infrastructure backlogs – Engineering
			Address infrastructure backlogs – Architecture
			Provision of incremental services to informal settlements – Roads, footpaths, storm water controls

Key Performance Area	IDP 8 Point Plan Plan	Strategic Focus Areas	Implementation Strategy
		Address Community Service Backlogs	Implement an effective public transport plan for the Municipality
		Develop, Manage and Regulate the Built and Natural Environment	Influence strategic city planning to incorporate sustainability and resilience issues.
	Good Governance and Responsive Local Government	Enabling Sustainable and Innovative solutions towards effective local governance through Area Based management (ABM)	Implement a well-coordinated urban and regional management service delivery
Local Economic Development	2. Develop a Prosperous, Diverse Economy and Employment Creation.	A compact, productive, a liveable city that connects citizens with economic opportunities	Catalytic Projects
			Urban Renewal
			Promoting Investment in Priority Nodes and Corridors
			Ensuring Township Development
		Re-industrialized economy through localization and investment in targeted industries	Investment promotion and marketing
			Investment Facilitation and Servicing
			Stimulate Key Sectors that promote economic growth and create jobs through providing sector specific support for prioritised sectors
		An inclusive and shared economy	Facilitating Industry Skills and Economic Inclusion
			Managing the Informal Economy
			Managing the Bulk Fresh Produce Market
			Enterprise Development
			Review Business License Regulatory framework and Processes
			Special Purpose Vehicle to support, market and promote the local film and digital media industry
		Government that is capable, customer-centric, enabling, efficient and integrated	Provide Economic Intelligence and a Strategic Economic Framework
			Innovation Programme

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		A vibrant tourism destination that celebrates its cultural and creative endowments	Tourism marketing
	6: A Vibrant and Creative City - The Foundation for Sustainability and Social Cohesion	Access and Inclusivity	Cultivating a sense of active citizenship
			Promoting healthy and active citizens
			Ensure effective management of environmental goods and ecosystem services
		To Develop Fundamental Social Infrastructure For Economic Participation And Socio-Cultural Empowerment	Create Empowerment Opportunities in Arts, Culture and Heritage
			Create and promote an environment that encourages economic activity for arts and culture
			Strategic social infrastructure and Legacy projects
			Preservation and Management Heritage Assets
		Sustainable management of stadia for socio-economic empowerment	Create and promote an environment that encourages socio-economic empowerment
			Create sustainable projects and promote food security
			Stadia Infrastructure asset management
Municipal Financial Viability and Management	8: Financially Accountable and Sustainable City.	Strategic and Sustainable Budgeting	Compile and Annually Update the City's Medium-Term Expenditure Framework
			Budget according to IDP Priorities
			Budget for sustainability
			Implementation of Municipal Property Rates Act
			Reduce Council Debts
			Secure property and property rights necessary for capital projects
		Sound Financial Management and Reporting	Seek to maximise returns on investment opportunities
			Revenue Completeness: Revenue Management System
			Maximise revenue from council Properties
			Seek to fund at cost effective rates
			Assets & liability Insurance Cover

Key Performance Area	IDP 8 Point Plan Plan	Strategic Focus Areas	Implementation Strategy
			Deadline Monitoring
			Completion of Financial Statements
			Payment of all creditors and verification of SCM procedures
			Cash Control and Management
			Effective, efficient and economical SCM
		Value for Money expenditure	Risk Management
			Reconciliations and Pay Admin
			Effective and efficient processes
			Efficient Fleet Management
Good Governance and Public Participation	7. Good Governance and Responsive Local Government.	Ensure Accessibility and promote governance	Promote co-operative, international and inter-governmental relations
			Implement a customer relations management strategy and Customer Care Policy
			Create integrated mechanisms, processes and procedures for citizen participation
			Effectively communicate the programmes and policies of the eThekwini Municipality to the full range of audiences, both internally and externally
		Create an efficient , effective and accountable administration	Establish and implement projects, programs and services in accordance with Good Governance objectives and the Unit's Business Plan so as to enhance efficiency, accountability, accessibility and the interface between Council, the Administration and the Citizenry
			Provide strategic management and coordination support to the Mayor's Office
			Socio-economic development through the creation of sustainable jobs within various sectors
			Create a clean and accountable organisation
			Mobilise integrated risk assurance to strengthen administrative governance in pursuit of efficient, effective service

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			delivery with economy of scales to realise Batho Pele principles.
			Provision of automated solution development
			Network, telecommunications and electronic services
			Provision of a secure and robust server and data centre infrastructure
			Managing ICT customers and desktop infrastructure
			To develop, co-ordinate, implement and monitor the Enterprise Risk Management and Business Continuity (BCM) systems within the municipality