

APPROVAL OF NEW POSITIONS ON THE ORGANISATIONAL STRUCTURE

Report of the Acting Director Corporate and Community Services, A. Vorster.

Section Human Resources

File number 4/8/R

PURPOSE OF REPORT

To propose that Council approve the NEW positions on the organisational structure.

PURPOSE AND BACKGROUND

HR facilitated departmental budget input meetings early in February this year. At these meetings, Directors and/or Managers requested- & motivated new posts to be added on the organogram, and in some instances, funding for these posts in the 2026/2027 fin-year. Official adding of posts to the organogram and can only be done through the Restructuring Committee and thereafter referred to Council for approval.

DISCUSSION

A meeting of the Restructuring Committee took place on 22 June 2026 (minutes attached as Annexure) to allow departments to motivate new positions on the organizational structure as well as motivate the funding of critical positions.

LEGAL IMPLICATIONS

Municipal Systems Act, 32 of 2000 (MSA)

- Section 66 requires the Municipal Manager to develop a staff establishment for approval by Council.
- No appointment may be made unless the post exists on the staff establishment.
- While s66 does not state that only "funded" posts may exist, in practice it is read together with the MSR and MFMA, which require affordability and budget alignment.

FINANCIAL IMPLICATIONS

Provision was made for some of these positions as per approved 2026/2027 budget.

PERSONNEL IMPLICATIONS

All new positions should be evaluated by TASK and where funding is secured, posts be advertised.

RECOMMENDED

1. that the following additional positions on the organisational structure be approved in terms of section 66 of the Municipal Systems Act, 2000 read together with the Municipal Staff Regulations, 2021.

1.1	Section : Budget, AFS & Compliance	Assistant Accountant
1.2	Section : Supply Chain Management	Administrator
1.3	Section : Information & Comm Technology	IT Technician
2.1	Section : Admin Support & Aux Services	Administrative Assistant
2.2	Section : Building Control	Plans Examiner
2.3	Section : Barrydale Parks (Waste Mngt)	2x Small Plant Operator
	Section : Suurbraak Parks (Waste Mngt)	2x Small Plant Operator
	Section : Solid Waste & Enviro Mngt	Clerk (Admin Support)
2.4	Section : Parks (Thusong Centre)	General Assistant
3.1	Section : Traffic Administration	Examiner (B/dale)
3.2	Section : HR (Adm, Staff Prov, EE)	Clerk (Recruit&Compl)
3.3	Section : Human Settlements	Clerk: Support services
	Section : Human Settlements	Housing Inspector

2. that the amended organisational structure be submitted to the Office of the MEC with supporting documentation as prescribed by the MSR.