

UMZIMVUBU LOCAL MUNICIPALITY



UMZIMVUBU
— LOCAL MUNICIPALITY —

MUNICIPAL HOUSING POLICY

1. DEFINITIONS

- 1.1 Market related rental a monthly rental determined in terms of the rate per square meter in relation to the housing market in general.
- 1.2 Non- employees' members of the Public seeking accommodation with the appropriate credentials for successful allocation of accommodation on rental basis.
- 1.3 Senior Management It includes the Municipal Manager and all Heads of Departments
- 1.4 Surplus Accommodation excess accommodation made available after the accommodation needs of the members of the staff have been taken care of.

2. OBJECTIVES

- 2.1 To provide a framework for management of provision of housing assistance to the staff members and others.
- 2.2 To make a provision for establishment of a sustainable mechanism for provision of unhindered housing assistance to the staff members.
- 2.3 To provide a reasonable and equitable criteria for allocation of housing units to the staff members.
- 2.4 To provide a framework for charging appropriately determined and cost effective rental.
- 2.5 To provide guidance for maintenance of municipal houses in a good and sanitary conditions.
- 2.6 The municipal housing programme will be primarily used for the benefit of the municipal employees as an attraction and retention strategy of skilled personnel.

3. APPLICATION OF THIS POLICY

- 3.1 This policy will apply to all contract and permanent employees of the municipality.
- 3.2 Provisions of this policy will be binding to Council and Management of the Municipality.
- 3.3 In the event of surplus accommodation not required by staff, application of this policy may be extended to non-employees of the Municipality.
- 3.4 This policy may apply to Councillors under exceptional circumstances subject to Council approval.

4. PRINCIPLES OF STAFF HOUSING

- 4.1 Municipal housing will be provided primarily to the senior employees and scarce skilled employees as defined in the municipal retention strategy of the municipality who do not have or own accommodation within the Umzimvubu Area of jurisdiction.
- 4.2 For the purpose of this policy, the senior employees of the municipality will be classified as employees from level 1 to 4.

- 8.1 All words contained in this policy shall have an ordinary meaning attached thereto, unless the definition or context indicates otherwise.
- 8.2 Any dispute on interpretation of this policy shall be declared in writing by any party concerned.
- 8.3 The Office of the Municipal Manager shall give a final interpretation of this policy in case of a written dispute.
- 8.4 If the party concerned is not satisfied with the interpretation, a dispute may then be pursued with the South African Local Government Bargaining Council/ or Arbitration

9. PERMANENT/TEMPORARY WAIVER OR SUSPENSION OF THIS POLICY

- 9.1 This policy may be partly or wholly waived or suspended by the Municipal Council on a temporary or permanent basis after consultation with Management and Trade Unions.
- 9.2 Notwithstanding clause No. 9.1 the Municipal Manager may under circumstances of emergency temporarily waive or suspend this policy subject to reporting of such waiver or suspension to Council and Trade Unions.

10. AMENDMENT AND/OR ABOLITION OF THIS POLICY

- 10.1 This policy may be amended or repealed by the Council after consultation with Management and Trade Unions.

11. COMPLIANCE AND ENFORCEMENT

- 10.1 Violation of or non-compliance with this policy will give a just cause for disciplinary steps to be taken.
- 11.2 It will be the responsibility of all Managers, Supervisors, Executive Committee and Council to enforce compliance with this policy.

APPROVAL OF THE POLICY

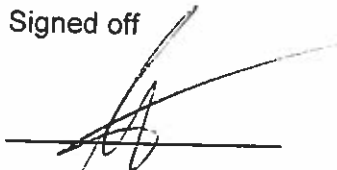
The Municipal Council has approved this policy and amendments thereof.

AUTHENTICATION

The amendments of the policy and or the new policy was adopted by the Council on the
23 / 01 / 2020


As per Council Resolution number 015 / 19 / 20

Signed off



Mr. G.P.T. Nota

Municipal Manager



Cllr. N.F Ngonyolo

Speaker of the Council