

Ranking	MOE Objectives	Risk Description	Inherent Risk	Residual Risk	Actions to Improve Management of the Risk	Progress to Date
4	Ensuring efficient, economic and effective service delivery to clients, customers and stakeholders	Lack of alignment between HR strategies to the organisational goals	Very High 25	High 12.5	<ol style="list-style-type: none"> Skills development initiatives underway. Submission to City for additional budget for vacancies. Develop internship programme rollout plan for approval and implementation. Conducting training needs analysis. Training plans to be implemented and complemented by individual learning plans. Approval and implementation of succession planning framework. Review of HR strategy to ensure alignment with business requirements. Implementation of ER based on consequence management measures. 	<ol style="list-style-type: none"> Skills development initiatives are being implemented to address these gaps: Organisational core competencies such as property-related courses and knowledge of the MFMA. Technical competencies such as artisans training for electrical and plumbing services. Management competencies such as supervisory and coaching programmes. Generic competencies: customer care etc. These initiatives were informed by the individual training plans submitted by employees, which informed the Workplace Skills Plan (WSP). JPC submitted a motivation for additional funding for 126 critical vacancies in the City and awaiting feedback and approval. The internship rollout plan has been developed, but still needs to be signed. The skills audit will be conducted in the next financial year. The Workplace Skills Plan for 2017/ 2018 submitted to Services SETA and is based on the individual learning plans. The succession planning framework will be approved in the next financial year. The HR strategy was reviewed and aligned to business requirements and in the 2017/2018 financial year, reporting will be based on the HR strategic objectives. All misconduct cases reported are dealt with in terms of the disciplinary hearings.