

QPR for FY 2022-23 for Provincial Institution of Human Settlements of location KwaZulu Natal as of (Wednesday, November 2, 2022 12:05:52 PM)

Frequency	Programme	Sub Programme	Indicator	Indicator Type	Output	MTSP Priority	Cluster	Audited outcome FY 2021 - 22	Quarter - 2				Annual Performance			
									Target Q2	Actual Output Q2	Reason for Deviation Q2	Corrective Action Q2	Annual Target	Aggregate Output	Reason for Deviation	Corrective Action
Annually	Programme 1: Administration	Administration	Approved Human Resource plan implementation report submitted annually	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						1	1	Target has been achieved.	None Required
			% implementation of the approved internal audit plan	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						100	100	Target has been achieved.	None Required
			% implementation of the approved audit improvement plan	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						100	0	Not targeted for the current quarter.	None Required
			Annual Performance Information management report submitted	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						1	1	Target has been achieved.	None Required
	Programme 2: Housing Needs, Research and Planning	Housing Needs, Research and Planning	Approved multi-year housing development plan reviewed annually	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						1	0	Not targeted for the current quarter.	None Required
			Number of catalytic projects in planning	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						5	0	Not targeted for the current quarter.	None Required
			Number of farm residents housing assistance projects in planning	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						2	0	Not targeted for the current quarter.	None Required
			Number of informal settlements upgrade plans completed	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						17	0	Not targeted for the current quarter.	None Required
	Programme 3: Housing Development	Housing Development	Number of planned projects completed for upgrading to Phase 3 of the UISP	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						12	0	Not targeted for the current quarter.	None Required
			Number of informal settlements upgraded to phase 3 of the Upgrading of Informal Settlements Programme (UISP)	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						2	0	Not targeted for the current quarter.	None Required
Quarterly	Programme 1: Administration	Administration	Number of Social Housing Institutions accredited	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster						3	0	Not targeted for the current quarter.	None Required
			Number of ICT Governance Framework performance reports submitted	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		1	1	Target has been achieved.	None Required	4	2		
	Programme 2: Housing Needs, Research and Planning	Housing Needs, Research and Planning	% of invoices paid within 30 days of receipt	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		100	100	Target has been partially achieved by 99.95%.	None Required	100	100		
			Number of integrated implementation programmes for priority development areas completed per year	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	4	0		
			Percentage of Investment of the total Human Settlements allocation in PDAs	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	33	0		
			Percentage of land acquired during 2014-2019 within the PDA's rezoned	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	33	0		
			Number of municipalities provided with technical support	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		13	14	Target has been exceeded. Project Meetings took place earlier than anticipated.	Future target setting to be revised.	54	29		
			Number of human settlements development projects planned	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		4	15	Target has been exceeded. Project approvals were finalized earlier than anticipated.	Future target setting to be revised.	18	23		
			Number of hectares of land procured/proclaimed	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	150	101		
			Number of farm residents housing assistance projects at pre-feasibility stage	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		1	0	Target was not achieved. There were outstanding Geotechnical and Land Audit Reports which were not submitted on time by the Implementing Agent.	Implementing Agent was contacted and the outstanding reports have since been submitted. The delivery will be reported in the 3rd Quarter.	5	0		
			Number of projects in Phase 1 (Pre-feasibility) of the UISP	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	30	0		
			Number of projects in Phase 2 (Planning) of the UISP	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	20	0		
			Number of reports developed in terms of approved research studies	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		1	0	Research Report on Climate Change Risks at KZN Municipalities: Stakeholder consultation took longer than expected. Municipalities did not have the required information due to a lack of inhouse professionals to advise on the subject matter. In view of this, alternative sources of information had to be sought which delayed the overall timeframe of the research.	The draft report is currently in place and will be finalized in the 3rd Quarter.	3	0		
			Number of individuals provided with human settlements consumer education	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		2500	5306	There was drastic increase in the demand for consumer education following the April 2022 Flood Disaster.	Whilst the quarterly target has been reached and exceeded, the number of planned consumer education workshops will be reduced in Quarter 3 and Quarter 4 in order to mitigate exceeding quarterly and annual targets.	10000	8427		

	Programme 3: Housing Development	Housing Development	Number of Breaking New Ground (BNG) houses delivered	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		3678	2901	HARRY GWALA AND UGU DISTRICT: Target has not been achieved due to the delays that were caused by the business forums in uMzumbé and uMhlabethu Municipality. Hlokozi, Mfulomubi, Guducingo, uMzumbé Cluster B and uMzumbé Cluster D Housing Projects were affected. ZULULAND, UMEKHANYAKUDE AND KING CETHSWAYO DISTRICT: Target has not been achieved due to: (1) Siyazama Housing Project-Implementing Agent has had serious performance issues with their Main Contractor coupled with stoppages caused by the Business Forums. (2) Mhambuma Housing Project-Implementing Agent has had serious performance issues with their Main Contractor. (3) KwaMbilá, Zineshe and Gujini Housing Projects- There was a delayed start due to late approval for the implementation of the new Subsidy Quantum by the National Department.	HARRY GWALA AND UGU DISTRICT: The revision of targets has been done and included in the adjusted business plan. Projects are now expected to increase capacity and perform in line with the agreed accelerated programme. ZULULAND, UMEKHANYAKUDE AND KING CETHSWAYO DISTRICT: (1) Targets for Siyazama and Mhambuma have been revised and allocated to other performing projects in Umkhanyakude and King Cethswayo District. New projects have been introduced to be included in the Business Plan during the Budget Adjustment period. The Implementing Agents have been put on terms with the aim of cancelling their contracts should their performance not improve. (2) KwaMbilá, Zineshe and Gujini Housing Projects have submitted their catch-up plans and there is noticeable improvement in their delivery	12891	3941		
			Number of serviced sites delivered	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		2525	1509	Delays in the finalisation of statutory planning approvals and completion of bulk infrastructure projects affected delivery. Masinenge Housing Project- There were 300 shacks that were on the way of services.	Accelerated plan to obtain statutory approvals has been developed. Engagements with affected service providers and municipalities have been conducted. Masinenge Housing Project- The shacks have since been removed and construction has commenced in this portion of	11031	1705		
			Number of households that received subsidies through FLISP	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		147	125	FLISP target was not achieved due to: 1) Applicants not meeting the stringent qualifying criteria. 2) Lack of awareness on the availability of this subsidy and its process.	1) The new FLISP Policy that was implemented in June 2022 will address the qualifying criteria. 2) To increase awareness KZN FLISP has made strategic arrangements of remote and on-line work, with beneficiaries and stakeholders.	594	212		
			Number of rental social housing units delivered	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	200	0		
			Number of Community Residential Units (CRU) delivered	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	650	0		
			Number of post-1994 title deeds registered	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		606	2	Properties could not be transferred due to: 1) Delays in finalising outstanding planning milestones such as finalisation of the town planning requirements. 2) Change in town planning legislation whereby projects that were implemented using old legislation are now being transferred using the new legislation. 2) Ownership disputes also affected performance.	1) Recovery plan has been developed to ensure planning milestones are completed. 2) Relaxation of the town planning conditions to suite the current legislation has been proposed. 3) Dispute Resolution Committees have been established at municipalities to resolve disputes that are delaying transfers.	4163	460		
			Number of post-2014 title deeds registered	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		30	78	Target has been exceeded The reported output forms part of the post-1994 title deeds.	None required as the over-achievement makes up for the under-performance in the Title Deeds Programme.	620	85		
			Number of New title deeds registered	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		143	37	1) Properties could not be transferred due to delays in finalising outstanding planning milestones and ownership disputes. 2) Thubalethu Housing Project target could not be achieved due to the delays that were experienced during the installation of services which delayed the project in terms of completing all the milestones required in order to meet the conditions of township establishment. The reported output forms part of the post-1994 title deeds.	1) Recovery plan has been developed to ensure that planning milestones are completed. 2) Dispute Resolution Committees have been established at municipalities to resolve disputes that are delaying transfers.	1485	164		
			Number of houses (units) delivered through the MVHP	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		35	0	Military Veterans Housing Projects were affected by: 1) The unavailability of sites within the urban areas of the Municipalities remains a challenge especially in Ethekwini and Umsunduzi where most of the approved veterans reside. 2) The poor performance of the appointed implementing Agent also delayed construction.	1) The Msunduzi Municipality have identified sites that are still undergoing planning stages. Ethekwini has been sensitized to issue more suitable sites for the Programme. The Military Veterans have also been encouraged to also consider rural sites. 2) The option of appointing the additional service providers for the programme is being explored to accelerate delivery on the buildable available sites.	128	1		

			Number of houses (units) delivered through the IRDP subsidy programme	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		604	549	Integrated Residential Development Programme Projects were affected by: 1) Lengthy delays in the Municipal Procurement process for the appointment of contractors. 2) Disruption to the construction programmes by the Local Business Forums. 3) Timorous installation of services and bulk infrastructure. 4) Misalignment of eThekweni Metro funding. Added costs for retaining walls, top-up for higher level of services, subsoil drainage, removal of trees and rocks, etc had impact on the delivery. 5) The Storm not only impacted on working days, but also affected access roads to projects such as Kanku Road, Ntuzuma D Ph 2 & 3, Harmony Heights, Marrianridge Project.	1) Department has appointed the contractor for the Metro from the Departmental Database. The Metro was also advised to streamline their SCM process and develop their own database. Contractors with more capacity and better performance record are now being utilized. 2) Facilitation and negotiation with business forums is underway. 3) Department has engaged the Metro in order to fast-track the installation of bulk infrastructure. 4) Department has approved funding application for as top-up funding not covered by the subsidy. The Metro was requested to prioritize USDG funding for retaining walls and additional services costs. 5) Access are roads slowly being repaired and the recovery programmes is	2327	778		
			Number of houses (units) delivered through the consolidation subsidy programme	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		60	23	Consolidation Projects were delayed due to: 1) Poor performance of S46 Service Provider 2) Non-compliance issues with NHBRC	1) Contracts have been terminated for the two projects and the municipality has appointed new service provider. 2) NHBRC non-compliance issues are being resolved	200	28		
			Number of houses (units) delivered through the OSS Intervention for vulnerable groups	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		224	76	Poor Performance of the Emerging Contractors below affected delivery: 1) Zululand District- Fezeka Business Services 2) Ethekeini Metro- Sodubos Enterprise	1) Zululand District: Contractor was issued with the Letter of Breach and the programme is being monitored closely. There is now a noticeable improvement in their performance. 2) Ethekeini Metro: Contractor was issued with the Letter of Breach. The recovery programme was received and the programme is being	855	120		
			Number of houses (units) delivered to households affected by the 2019 Provincial declared disaster	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		926	0	Implementation of this programme was delayed by the April 2022 Flood Disaster as the Department had to focus on the urgent immediate cases.	Department is currently in the process of appointing the service provider for the programme and delivery is anticipated in the next financial year.	2224	0		
			Number of houses (units) delivered through the rural subsidy programme	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		1829	2253	Target has been exceeded following the implementation of the recovery plan.	None required as the reported over-achievement makes up for the under-performance in the previous quarter.	7157	3014		
			Number of serviced sites delivered through the IRDP	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		129	72	1) Merlewood Housing Project- Delivery was affected by the delays in the finalisation of statutory planning approvals and completion of bulk infrastructure by the district. 2) Masinenge Housing Project- There were shacks that were in the way of services. The shacks had to be removed in order for construction to commence.	1) Merlewood Housing Project- Ugu District has confirmed that they will complete the installation of bulk infrastructure before the end of January 2023. 2) Masinenge Housing Project- The shacks have been removed and the installation of services has commenced.	889	126		
			Number of serviced sites delivered through the UISP	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		2396	1437	1) Ntuzuma Housing Projects- There were delays due to existing structures on the way of services and this has disrupted and slowed down the civil programme. 2) Lamontville Housing Project: Lengthy delays in the Municipal Procurement process for the appointment of civil contractors also affected delivery on this indicator.	1) Ntuzuma Housing Projects- Temporary Residential Units have been constructed to move households on a rotational basis to make way for the services. 2) Lamontville Housing Project: Department has appointed the Contractor for the Metro from the Departmental Database. Metro has to streamline their SCM process and develop their own database.	10142	1579		
			Number of densely populated settlements sanitized	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		20	0	Covid-19 state of disaster was lifted in April 2022 and there was no further need to continue with the Sanitization Programme.	The target will remain in anticipation of more Covid-19 spikes.	40	0		
			Number of designated group companies trained	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	0	Not targeted for the current quarter.	None Required	120	0		
			Number of work opportunities created through related programmes	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		2280	2342	Target has been achieved and exceeded as a result of an increased number of work opportunities created following the April 2022 Flood Disaster.	Future target to be benchmarked with current achievement.	5700	3386		
			Number of Full Time Equivalent (FTE's) created	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		450	638	Target has been achieved and exceeded as a result of an increased number of work opportunities created following the April 2022 Flood Disaster.	Future target to be benchmarked with current achievement.	1500	703		
			Number of targeted person's days of work	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		103500	146679	Target has been achieved and exceeded as a result of an increased number of work opportunities created following the April 2022 Flood Disaster.	Future target to be benchmarked with current achievement.	345000	161579		
			Number of EPWP beneficiaries provided with accredited training	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		90	0	Targeted beneficiaries commenced with the classroom training in June instead of Quarter 2.	Future Target setting to be revised	250	135		
	Programme 4: Housing Asset Management	Housing Assets Management	Number of Pre-1994 title deeds registered	Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		456	178	Transfer of properties is affected by: 1) Ownership disputes. 2) Missing beneficiaries.	1) Dispute Resolution Committees have been established at municipalities to resolve disputes that are delaying transfers. 2) Missing Beneficiaries Policy is implemented to locate the missing beneficiaries.	1879	277		

				Number of rental units sold to beneficiaries	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		50	55	The signing of new Sale Agreements was escalated by the introduction of field workers to fast track the Sale Process. Communities have been continuously educated on the merits of taking advantage of purchasing their rental units and this has allayed their previous reluctance to sign up the sale agreements.	Future target setting to be revised.	150	118		
				Number of debtors reduced	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		75	86	The signing of new EEDBS Forms was escalated by the introduction of field workers to fast track the EEDBS process. Communities have been continuously educated on the merits of taking advantage of the EEDBS and this has allayed their previous reluctance to sign up the EEDBS applications.	Future target setting to be revised.	200	154		
				Number of rental units maintained	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		100	211	The over-performance is attributable to maintenance works being directed and focused on the extensive flood damages experienced in Quarter 1.	Future target setting to be revised.	300	320		
				Number of units rectified for pre-1994 stock	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		75	82	The over-performance is a carry-over of units from the previous quarter which could not be declared pending final inspections.	Future target setting to be revised.	250	172		
				Number of Land Parcels devolved to Municipalities for human settlements development in terms of Section 15 of the Housing Act, 1997	Non-Standardized	Not Applicable	Priority 5: Spatial Integration, Human Settlements and Local Government	The Economic Sectors, Employment and Infrastructure Development cluster		0	9	Deeds Office finalized the conveyancing process for the devolution / transfer of land parcels to municipalities earlier than anticipated.	Future target setting to be revised.	100	24		
Total :	52																

Feedback																
Quarter - 1				Quarter - 2				Quarter - 3				Quarter 4	Audited Annual			
Username Q1	Role Q1	Feedback Q1	Dated Q1	Username Q2	Role Q2	Feedback Q2	Username Q3	Role Q3	Feedback Q3	Dated	Username	Feedback				0
				PUSELETSO ALICE NALE Lulama Sithembela Ndizi	Department Coordinator OTP Coordinator	Good Day Colleagues, Please receive report and note the following: annual outputs should only be reported when they are due or once they have been fully achieved. Department to provide reasons for deviation for over/under achievements. where there is a quarterly target that has not been achieved, Department should state reason for deviation as to why target for current quarter was not achieved and not indicate that target will be achieved in Q4.										
				PUSELETSO ALICE NALE	Department Coordinator	Good Day HOD, Attached please find the 2nd Quarterly Performance Report for your input and approval. Kind Regards, Puseletso Nale										
				MOUDUZI ZUNGU	Accounting Officer	Puse, please check the devolution indicator.										
				PUSELETSO ALICE NALE	Department Coordinator	Good Afternoon HOD, Attached please find the amended report. Kind Regards, Puseletso Nale										
				MOUDUZI ZUNGU	Accounting Officer	Approval Certificate: Q2- Dear Colleagues, Attached please find the Quarter 2 Report for KZN Human Settlements. Kind Regards.										
MOUDUZI ZUNGU	Accounting Officer	Approval Certificate: Q1- Dear Colleagues,	29/07/2022													
PUSELETSO ALICE NALE	Department Coordinator	Dear Colleagues,	13/07/2022													
PUSELETSO ALICE NALE	Department Coordinator	Dear HOD,	29/07/2022													