MOPANI DISTRICT MUNICIPALITY

AS REPRESENTED BY EXECUTIVE MAYOR

CLUR PULE SHAYI

GNA

MB LZHEFT TYCK MOCYMO

MUNICIPAL MANGER

THE EMPLOYEE OF THE MUNICIPALITY

BORTHE

BANGKINDNANIE

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ENTERED INTO BY AND BETWEEN:

The Municipality herein represented by **Cilr PULE JOSIAH SHAYI** in his capacity as Executive Mayor (hereinafter referred to as the **Employer** or Supervisor)

pue

Mr. TSHEPO JACK MOGANO Employee of the Municipality (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

This Agreement will commence on Luly 2023 and will remain in force until	T'E	3. Commencement
Alexileto		
Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service	. 47	
in the event of outstanding performance, to appropriately reward the employee;	9'7	
lopingot 10 10 10 10 10 10 10 1	10.65	
Use the Performance Agreement as the basis for assessing whether the employee has net the performance expectations applicable or her	5'2	
Monitor and measure performance against set targeted outputs.	₽,5_	***
Specify accountabilities as set out in a Performance Plan, which forms an Annexure to the Performance Agreement,	£.Z	
employee the employer's expectations of the employee's performance and secountabilities in alignment with the integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIR) and the Budget of the municipality.		
Specify objectives in terms of the key performance indicators and targets defined and agreed with the employee and to communicate to the employees the employees to the employees the employees to the employees to the employees the employees the employees the employees to the employees the employe	7.7	
Comply with the provisions of Section 57(1) (b), (4A), (4B) and (5) of the Act as well as the employment contract entered into between the parties.	T'Z	fnemeargA
:of all memeng A zind ho seeqni	nd ə́ų <u>I</u> ∤	2. Purpose of this
The Parties wish to ensure that there is compliance with Sections 57 (4A), 57 (4B) and 57 (5) of the Systems Act	1.4	
achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals		
The parties wish to ensure that they are clear about the goals to be	£'T	
concluded between the parties, requires the parties to conclude an annual performance agreement.		
Section 57(1)(b) of the Systems Act, read with the Contract of Employment	7.7	
Employee in terms of section 56(1) (a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".		
The Employer has entered into a contract of employment with the	T-T	1. Introduction

The Employee agrees to participate in the performance management	ŢS	5. Performance
A CONTRACT OF THE CONTRACT OF		
performance araga, key objectives, and key performance indicators to each other		
4.2.4: The weightings show the relative importance of the key		
резасрјелеса	iation Post	
A.2.3 The target dates describe the timeframe in which the work must		
evidence that must be provided to show that a key objective has		
4.2.2 The strategic performance indicators provide the details of the		
4.2.1 The strategic objectives describe the strategic intent of the organisation that needs to be achieved;		
	Nacia Nacio	
projects and activities that may include dates and weightings. A description of these		
and shall include strategic objectives, key performance indicators; targets;		
reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan, Service Delivery		
The performance objectives, key performance indicators and targets	7'7	
ትርኒት The time frames within which those performance objectives and targets must be met		
4.1.3 The performance objectives, key performance indicators and targets that must be met by the Employee.		
4:1/.2 Core competencies required from employees:		
4.1.1.1 Key Performance Areas that the employee should focus on		Objectives
appropriate, the contents shall immediately be revised. The Performance Plan (Annexure A) sets out-	Τ̈́Þ	4. Performance
alters (whether as a result of government or Council decisions or otherwise) to the extent that the contents of this Agreement are no longer		
tnemnorivne draw entrangement the work environment	S'E	
esteed upon:		
The content of this Agreement may be revised is any time during the salvense of the edition and the salvens.	*17:€	
nosseh yng tot Inemyolgme to taettnoa :		
This Agreement will terminate on the termination of the Employee's	3:3:	
Renformance. Plan that replaces this Agreement at least once a year by not later than one month affer the beginning of each successive financial year.		
The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and	3.2	
	**	
and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof	2 20400 C	
30 June 2024 thereafter a new Performance Agreement, Performance Plan	Kr. W. G I	and duration

: essessuments acote	The CCRs will make up the other 20% of the Employee's	8.5	Fangeres contrologrations	e energy is the energy of the
end of eldelmuosse lenoitant ent of be	Manager's responsibilities are also directed in terms of the Key performance areas. In the case of managers directly Municipal Manager, other key performance areas relate area of the relevant manager can be added subject to not the municipal manager and the relevant manager.	Ž.S.	in in the control of	
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960Z 2008: 100%:	Local Economic Development (LED) Municipal Financie Viability and Management Good Governance and Public Participation Spatial Rationale			
%02 %02 	Key Pertormance Areas (KPA's) Municipal/institutional Development and Transformation Basic Service Delivery		1 . M 	
tesnit as bet the nked to the KPA's, sidentified as per	The Employee's assessment will be based on his / her port of the key performance indicator outputs / outcome attached Performance Plan (Annexure A), which are it and will constitute 80% of the overall assessment weightings agreed to between the Employer and Employ	9'5		
e silli contribute a	ns beithglew ed lliw tnemssesse to sees dosa. E.C.C. essessing part to the total score.			
	5.5.2 KPA's covering the main areas of work will ac CCRs will account for 20% of the final assessmen			
nance Areas (KPA's)	5.5.1 The Employee must be assessed against both of the Key Perform weighting of 80:20 allocated to the Key Perform (CCRs)			
e Areas and core	The criteria upon which the performance of the Employe shall consist of two components, key Performance Competency, Requirements, both of which shall be Performance Agreement.	g g		
edf of Ineveler sta	The Employee undertakes to actively focus towards i implementation of the KPA's (including special projec	7 'S	ralila Sangr	
· 网络阿尔特斯特的 化多位性系统 医皮肤 医皮肤 计图 化超级 医克里特氏病	ar Employer will consult the Employee about the man standards that will be included in the performance man applicable to the Employee	E .S		
em with specific	The Employee accepts that the purpose of the perform system will be to provide a comprehensive system will be transfer to essist the Employer manager performance standards to be the Employer manager.	Ž: Š		
or the Employee,	system that the Employer adopts or introduces f maggagagan and municipal staff of the Employer	Library Control	Juə w	Manager matsy2

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CGRs that are deemed to be most critical for the Employee's specific Job should be selected (V) from the list below as agreed to between the Employer and Employee, Three of the CCRs are compulsory for Municipal

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%01	Communication
% <u>9</u>	Client Orientation and Customer Focus
%S	People Management and Empowerment
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%OV -	Service: Delivery, Innovations
· %9	Knowledge:Management;
-%g	Chanage Management
~50%	Financial Management .
%9	Programma and Project Managament
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WEIGHT	CORE MANAGERIAL COMPETENCIES (CMC)

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5.1.2 The intervals for the evaluation of the Employee's performance.

Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.

Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time trames.

- The Employee's performance will be measured in terms of contributions to the Employer's $10P_{\odot}$
- The Annual performance appraisal will involve: 6.5.1 Assessment, of the achievement of results as outlined in the Performance along.

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Performance Performance

- Each, KPA should be assessed according to the extent to have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- (b) Values are supplied for KPIs, and Activities under each*KPAsspart part of the hatitutional Assessment Based on the Target for an activity or KPI, over or under performance are calculated and converted to the 1-5 point scale automatically. These scores, are carried over to the the applicable employee's performance plan. During assessment, the employee has a chance to submit evidence of performance where a disagreement.
- (c) The applicable assessment ratings and scores will calculate a

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final KPA score.

.S. A. A. A. Seessement of the CCRs.

- (a) Each EGR should be assessed according to the extent to which their specified standards have been their their
- (a) An indicative rating on the five-point scale should be Rhovided for each CCR
- (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
- (a) The applicable assessment rating calculator (refer to paragraph 6,5.1) must then be used to add the scores and calculate a final CCR score.

:Bniter lieravO 6.3.8

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcomes of the various weighted ratings contained in the performance Plan which represents the outcome of the performance appraisal.

6.6 The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CCRs:

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991 - EET	Performance significantly higher than the standard expected in the job.	Performance significantly aboye expectations	ţ
/9T	Performance far exceeds the standard expected of an employee at this level.	gnibnetstuO sonsmanotrag	Ś
% Score	pescription	Terminology	BuiteA

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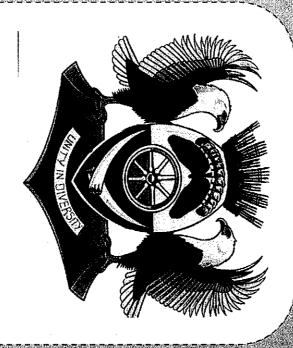
1.2.1. Any disputes about the nature of the Employee's performance agreement.

12. Dispute

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within fourteen (14), days after the conclusion of the assessment.	
submitted to the MEC responsible for local government in the relevant province as the national minister responsible for local government.	
13:3 The performance assessment results of the Municipal Manager must be	
employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.	
13.7. Nothing in this agreement diminishes the obligations, duties or to section of his her contract of	
terms of Annexure A may be made available to the public by the Employer.	
ni betoubros weiver and the contents of this solution the contents of any review conducted in	13. General
employee. The decision of the mediator shall be fligal and binding on both parties.	
regulation 27(4) (2) of the Municipal Performance-Regulations, Regulation the 805 of 2006, withinsthirty (30) days of receipt of a formal dispute from the	
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and/ or any other matter provided for, shall be mediated by the mayor within thirty (30) days of receipt of a formal dispute from the employee.	uoitulose%

Annexure A Personal Performance Plan



Name: Tshepo Jack Mogano

Position: Municipal Manager

Accountable to: The Executive Mayor

Plan Period: 01 July 2023 - 30 June 2024

MOPANI DISTRICT MUNICIPALITY

3



Contents

i	NTRODUCTION3
?	PURPOSE OF THE POSITION
ώ	SERVICE DELIVERY AND PERFORMANCE INDICATORS5
4.	CORE COMPETENCY REQUIREMENTS31
'n	SUMMARY SCORECARD33
9	RATING SCALES34
7.	PERFORMANCE ASSESSMENT PROCESS35
œ	APPROVAL37
AZZ	ANNEXURE A1 - CORE MANAGERIAL COMPETENCIES DETAILSerror! Bookmark not defined.



1. INTRODUCTION

PURPOSE:

of the Municipal Systems Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan (IDP) and the Municipality's Service Delivery and Budget Implementation Plan (SDBIP) and as reviewed annually. The performance plan defines the Council's expectations of the employee's performance agreement to which this document is attached and Section 54 (A)

STRATEGIC ALIGNMENT:

functions of the employee. table below. The indicators and targets are aligned to contribute to the achievement of the objectives over the longer term, in so far it is relevant to the Performance Management Regulations (2001) inform the strategic objectives per BSC perspective and the ultimate outcomes to be achieved are listed in the The Objects of Local Government as outlined in the Constitution, Key Performance Areas (KPAs) as outlined in the Local Government: Municipal Planning and

Democratic and accountable organization		
Manage through information	Good Governance and Public Participation	for local communities
Become financially viable	Municipal Financial Viability and Management	Provide democratic and accountable government
Plan for the future	Spatial Rationale	
Grow the economy	LED	Promote social and economic development
Develop and maintain infrastructure		
Provide clean and safe water		in a sustainable manner.
Effective coordination of public transport systems		Ensure the provision of services to communities
Improve Community well-being	Basic Service Delivery	Promote a safe and healthy environment
		government
	Development	community organisations in the matters of local Development
Develop entrepreneurial and intellectual capability	ional	Encourage the involvement of communities and Municipal Transformation and Organisat
Strategic Objectives	Local Government KPA	Objects of Local Government

PURPOSE OF THE POSITION



The employee undertakes to be committed to the municipality's strategic intent that follows:

"To be the Food Basket of Southern Africa and the Tourism Destination of Choice"

The Mission:

- To provide integrated sustainable equitable services through democratic responsible and accountable governance.
- Promoting the sustainable use of resources for economic growth to benefit the community.

The value system of Mopani District municipality includes the following:

- Innovation
- Excellence
- Commitment
- Care
- Ubuntu

The employee is accountable and responsible for amongst others:

- The management of the Municipality's administration in accordance with Municipal legislation and other legislation applicable to the Municipality, includes management, discipline and development of staff;
- The formation and development of an economical, effective, efficient and accountable administration that is equipped to carry out the task of implementing the municipality's Integrated Development Plan (IDP and responsible to the needs of the local community
- The management and monitoring of Municipal Services provided to local community in a sustainable and equitable manner,
- directives, policies and legislation. The administration and implementation of the municipality `s by-laws and other legislation, includes the implementation of National and Provincial
- Exercising powers delegated to the Municipal Manager by the Municipal Council and other authorities of the Municipality
- Rendering administrative and strategic support to the Executive Mayor and other political structures in council.
- Manage income and expenditure of the municipality to ensure sound financial management of Council.

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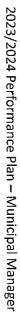
3. SERVICE DELIVERY AND PERFORMANCE INDICATORS

The indicators and targets for which the employee is responsible to achieve and report on follow:

3.1 KEY PERFORMANCE AREA 1: MUNICIPAL TRANSFORMATION AND ORGANIZATIONAL DEVELOPMENT

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		 -===		O ~ ≤	
To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	democracy and sound governance	Municipal KPA
To inculcate entrepreneu rial and intellectual capabilities	Good Governance and Public Participation	Good Governance and Public Participation	To inculcate entrepreneu rial and intellectual capabilities	entrepreneu rial and intellectual capabilities	Strategic Objective
Human Resource Managem ent	Labour Relations	Human Resource Managem ent	Human Resource Managem ent	Human Resource Managem ent	Municipal Programm e
To inculcate personnel capabilities	To promote fair labour practice	To monifor the review of policies within a financial year	Reducing the vacancy rate within the financial year	the reviewed organizational structure is approved by council by June each year	Measurable Objectives
# of Work Skills Plan submitted to SETA by June each year	% of disciplinary cases resolved by end of each year	# Policies reviewed within the financial year	# of vacant positions filled	Council approve the Organisational structure	Performance Indicator Title
#	%	#	*	#	30 C
Municip ai Manage	Municip al Manage r	Municip al Manage	Municip al Manage	Municip at Manage	KPI Owner
		15	85	_	Baseli ne
Annually	Monthly	Monthly	Quarterly	Annually	Reporting Category
_	100%	ω	78	_	Annual Target
Stand- Alone	Cumulativ e	Stand- Alone	Stand- Alone	Stand Alone	KPI Calculatio n Type
N/A	100%	0	10	N/A	Q1 Target
N/A	100%	0	22	N/A	Dec 29 Q2 Target
N/A	100%	ယ	23	N/A	Q3 Target
	100%	0	23		Q4 Target
Proof of submissio n	Disciplinar y cases reports	Council Resolution	Appointm ent letters	Council Resolution	Source of Evidence

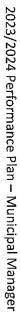




M To promote Good T democracy Governance O and sound and Public	M To promote Good T democracy Gove O and sound and P g governance Partic	M To promote Good T democracy Gove O and sound and F 8 governance Partic	M To promote Good T democracy Gove O and sound and F 7 governance Partic	M To promote Good T democracy Gove O and sound and F 6 governance Partic	R Municipal Str
Good PMS Governance and Public	Good PMS Governance and Public Participation	Good IDP Governance and Public Participation	Good IDP Governance and Public Participation	Good IDP Governance and Public Participation	Strategic Programm Objective e
To ensure quarterly reporting and compliance within the financial	Approval of the Final 2024/25 SDBIP by 30 June 2024	Approval of the Final 2023/24 IDP by 31 May 2024	Approval of the Draft 2024/25 IDP by 31 March 2024	Approval of the IDP/Budget/PMS process plan by 31 August 2023	Measurable Objectives
# of Quarterly performance reports compiled & approved by	Mayor Approve SDBIP within 28 days after adoption of the Budget and IDP	Council approve Final IDP within financial year	Council approve Draft IDP within financial year	Council approve IDP/Budget/ PMS Process Plan	Performance Indicator Title
# Municip al Manage	# Municip al Manage	# Municip al Manage	# Municip al Manage	# Municip al Manage	O KPI O Owner
ਰੇ ਚੁੱ 	je 1	je p	je p	Te P	Baseli sr ne
Quarterly	Annually	Annually	Annually	Annually	Reporting Category
4	_		_		Annual Target
Cumulativ e	Stand alone	Stand alone	Stand alone	Cumulativ e	Calculatio n Type
	0	0	0	_	Q1 Target
	0	0	0	0	Q2 Target
	0	0		0	Q3 Target
ــــــــــــــــــــــــــــــــــــــ			0	0	Q4 Target
Council resolution	Signed SDBIP by the Mayor	Final IDP/Coun cil resolution	Draft IDP/Coun cil Resolution	Process Plan / Council resolution	Source of Evidence



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To promote democracy		To promote democracy and sound governance	democracy and sound governance	To promote democracy and sound governance	KPA To promote democracy and sound governance	Municipal
Good Governance		Good Governance and Public Participation	Governance and Public Participation	Good Governance and Public Participation	Good Governance and Public Participation	Strategic
PMS		PMS		PMS	e PMS	Municipal
To ensure municipal		To ensure municipal reporting and compliance within the financial year	quarterly assessments for S54 & 56 Managers is conducted within 30 days after the end of the quarter.	To ensure that S54 & 56 Managers sign the performance agreements within 30 days after adoption of the final SDBIP	Objectives To ensure quarterly reporting and compliance within the financial year	Measurable
Submit Mid-Year report to	Provincial Treasury and National Treasury by 30 August each year	Submit Annual Institutional Performance report to COGHSTA, AG	assessments conducted for Sec 54A & 56 Managers	Signed Performance Agreements by all \$54A & 56 Managers	# of Quarterly B2B performance reports compiled & approved by council	Performance
#		#		#	# 20	> ⊂
Municip al		Municip al Manage r	al Manage r	Municip al Manage	Owner Municip al Manage	줖
					ne 4	Baseli
Annually		Annually	Annually	Annually	Category Quarterly	Reporting
			1	2	Target 4	Annual
Stand- Alone		Stand- Alone	alone	e e	n Type Cumulativ e	Calculatio
C)			0 7	Target	1,3
		0		N/A	Target	10ec:23
		0		N/A	Target	20
		0		N/A	Target	Jun-24
proof of	Provincial and National Treasury	Dated proof of submissio n to CoGHSTA	ce Assessme nts report	Signed Performan ce Agreemen ts for Sec 54 & 56 Managers	Evidence Council resolution	Source of





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<u>~ o </u> z	Municipal KPA	Strategic Objective	Programm	Measurable Objectives	Performance Indicator Title	≅ 00	KPI Owner	Baseli ne	Reporting Category	Annual Target		Calculatio n Type	Calculatio Q1 n Type Target	:	Q1 Target	Q1 Q2 Q3 Q4 Target Target Target
2 → O	and sound governance	and Public Participation		reporting and compliance within the financial year	COGHSTA, Provincial and National Treasury		Manage r									
≤∣	To promote	Good	PMS	To ensure	Table Annual	#=	Municip	_	Annually	_		Stand	Stand 0		0	0
\circ	democracy and sound	Governance and Public		municipal reporting and	Report in Council by 31 January		al Manage					alone	alone	alone	alone	
o → (governance			compliance	each year		٦.									
∃	To promote democracy	Good Governance	PMS	To ensure municipal	Table Oversight report on the	#	Municip al		Annually	_		Stand alone	Stand 0 alone		0	0
7 10	and sound governance	and Public Participation		reporting and compliance within the financial year	Annual Report in Council by 31 March each year		Manage r									
$\exists $	To promote democracy	Good Governance	PMS	To ensure municipal	Publish Oversight report in the	#	Municip al		Annually	_		Stand- Alone	Stand- N/A Alone		N/A	N/A N/A 1
$\infty \rightarrow \bigcirc$	and sound governance			reporting and compliance within the financial year	website after 7 days of adoption		Manage r									report/ Newspar
o → O ⊣ ≤	To promote democracy and sound governance	Good Governance and Public Participation	PMS	To ensure municipal reporting and compliance within the financial year	The Mayor approve adjusted SDBIP within 30 days after budget adjustment each	#	Municip al Manage	_	Annually	<u> </u>		Stand- Alone	Stand- 0 Alone		0	0
o O ⊣ ≤	To promote democracy and sound	Good Governance and Public	Legal Services	To improve efficient and effectiveness of	% Signed Service Level Agreements within 30 days	%	Municip al Manage	100%	Monthly	100%	%	% Cumulativ		Cumulativ e	Cumulativ 100% e	Cumulativ 100% 100% e
0		<u> </u>		administration		_										

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Basic Service Delivery	Basic Service Delivery	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance		Municipal KPA
Good Governance and Public Participation	Good Governance and Public Participation	Good Governance and Public Participation	Good Governance and Public Participation	Good Governance and Public Participation		Strategic Objective
Internal Audit	Risk managem ent	Internal Audit	Internal Audiť	Internal Audit		Municipal Programm e
To attain Clean Audit by ensuring compliance to all governance; financial management and reporting requirements by 30 June 2024	To ensure effective implementation of risk mitigations actions 30 June 2024	Functionality of Audit within the financial year	Functionality of Audit within the financial year	Functionality of Audit within the financial year	within the financial year	Measurable Objectives
% of internal audit findings implemented	# of Risk reports submitted to Audit Committee	Audit Committee approve revised Internal Audit Charter by 30 June each year	Audit Committee approve Internal Audit Plan by 30 June each year	Develop Auditor General action plan for current financial year	appointment of Service Providers	Performance Indicator Title
%	#	#	*	#		≅ 0⊂
Municip al Manage r	Municip al Manage r	Municip al Manage r	Municip al Manage	Municip al Manage r		KPI Owner
65%	4	_	_			Baseli ne
Quarterly	Quarterly	Annually	Annually	Annually		Reporting Category
100%	4			1		Annual Target
Stand- Alone	Cumulativ e	Stand- Alone	Stand- Alone	Stand- Alone		KPI Calculatio n Type
25%	_	c	0	0		Q1 Target
50%		C	0	0		Dec 223 Q2 Target
75%	د.	C		_>		Q3 Target
100%				0		Juin 24 Q4 Target
Resolved IA register/pl am, POE submitted	Quarterly risk reports	approved revised Internal Audit Charter	AC approved Internal Audit Plan	Council resolution/ AG Action Plan	Agreemen ts	Source of Evidence





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Basic Service Delivery					Delivery	Service	Basic	Municipal KPA
Good Governance and Public Participation				Parucipanon	and Public	Governance	Good	Strategic Objective
Risk managem ent						Audit	Internal	Municipal Programm e
To ensure effective implementation of risk mitigations actions 30 June 2024	requirements by 30 June 2024	reporting	management and	financial	compliance to all	Audit by ensuring	To attain Clean	Measurable Objectives
% of Risk issues resolved						resolved	% of AG issues	Performance Indicator Title
%							%	≅o⊂
% Municip al Manage				_	Manage	<u>89</u>	% Municip	KPI Owner
70%							57%	Baseli ne
Quarterly							Quarterly	Reporting Category
100%							100%	Annual Target
Cumulativ e						Alone	Stand-	KPI Calculatio n Type
25%							0	Q1 Target
50%							0	Dec 2/3 Q2 Target
75%							50%	Q3 Target
100%							100%	Q4 Target
Resolved Risk issues and POE submitted			od of the code	submitted	and POE	AG issues	Resolved	Source of Evidence

3.2 KEY PERFORMANCE AREA 2: BASIC SERVICE DELIVERY

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Service Delivery	Basic			Delivery	Service	Basic	al KPA	Minicip
entrepreneu rial and intellectual capabilities	To inculcate	capabilities	intellectual	rial and	entrepreneu	To inculcate	Objective	Strafonic
Infrastructure development and maintenance	Sustainable	maintenance	and	development	Infrastructure	Sustainable	Objectives	Meachrahle
	Water					MG	Progra mme	Munici
waste water risk abatement plan end of June	Development of		year	Plan by July each	MIG implementation	Development of	Indicator Title	Performance
	#					*	MON	:
Ф	Outcom				Ф	Outcom	Concept	<u> </u>
Manager	Municipal				Manager	Municipal	KPI Owner	
						_	ne	R Sasse
	Annually					Annually	Category	Renorting
	_					_	Target	Δnnual
Alone	Stand-				Alone	Stand	Calculatio n Type	ΚPI
	N/A					N/A	Q1 Target	
	N/A					N/A	Q2 Target	00023
	N/A				_	N/A	Q3 Targe	
	Ь					ш	Q4 Target	
Abatement plan/Council resolution			ion Plan	Implementat	MIG	Approved	Evidence	Source of



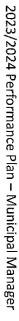
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To promote democr acy and sound governa	To promote democr acy and sound governa nce	To promote democr acy and sound governa nce	To promote democr acy and sound governa nce	Basic Service Delivery	Municip al KPA
Good Governance and Public Participation	Good Governance and Public Participation	Good Governance and Public Participation	To inculcate entrepreneu rial and intellectual capabilities	Good Governance and Public Participation	Strategic Objective
Clean, safe and hygienic environment, water and sanitation services	Clean, safe and hygienic environment, water and sanitation services	Safe , healthy living environment	Sustainable Infrastructure development and maintenance	To improve community safety, health & wellbeing	Measurable Objectives
Sanita	Water	Legal Servic es	MIG	Fire	Munici pal Progra
# of HH with access to sanitation	# of HH with access to water	# of by-laws gazetted by 30 June 2024	# of monthly MIG reports captured in the MI systems	Development of District fire Plan by end of June	Performance Indicator Title
#	#	#	#	#	MOM
Outcom e	Outcom e	Outcom e	Outcom e	Output	KPI Concept
Municipal Manager	Municipal Manager	Municipal Manager	Municipal Manager	Municipal Manager	KPI Owner
4284	1850	0	12	0	Baseli ne
Quarterly	Quarterly	Annually	Monthly	Annually	Reporting Category
473	6 000	ে	12	_	Annual Target
Stand alone	Stand alone	Cumulativ e	Stand- Alone	Stand- Alone	KPI Calculatio n Type
473	N/A	0	ω	N/A	Q1 Target
N/A	N/A	0	ω	N/A	Dec:23 Q2 Target
N/A	N/A	. 0	ω	N/A	Q3 Target
N/A	6 000	U	ω	щ	Jun 24 Q4 Target
Sanitation Services reports	Water services report	Council Resolution	System screenshots	Fire plan/Council resolution	Source of Evidence



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 .	9	0	ഗ	$\boldsymbol{\omega}$	-↑ ® 20
		Delivery	Service	Basic	Municip al KPA
developmen t	Ф	infrastructur	integrated	To have	Strategic Objective
maintenance in all sectors of development.	and	infrastructure	sustainable	To accelerate	Measurable Objectives
	port	Trans	80	Roads	Munici pal Progra mme
			gravel roads graded	# in kilometres of	Performance Indicator Title
				*	MOU
			Ф	Outcom	KPI Concept
		Tech	Manager :	Senior	KPI Owner
				5697	Baseli ne
				Quarterly	Reporting Category
				2 000	Annual Target
			alone	Stand	KPI Calculatio n Type
				500	Q1 Target
				500	Dec-2-3 Q2 Target
				500	Q3 Target
				500	Jun <u>-24</u> Q4 Target
		reports	monthly	500 Signed	Source of Evidence

3.3 KEY PERFORMANCE AREA 3: LOCAL ECONOMIC DEVELOPMENT

۵۰۵۳۲	D E 2	→ D m C	→ ० ऋ
Local Economic Developme nt	Local Economic Developme nt	Local Economic Developme nt	Municipal KPA
To promote economic sectors of the district	To promote economic sectors of the district	To improve community safety, health and social well-being	Strategic Objective
To ensure Promotion of local economy within the financial year	To promote economic sector of the district	To ensure sustainable livelihoods within the district	Measurable Objectives
ED	LED	EÐ	Municip al Program me
# of SMME supported through LED	# of SEDA trainings conducted	# of jobs created through EPWP	Performance Indicator Title
#:	#	#	≅ 0⊏
Outco	Output	Outco me	KPI Conce pt
Municipal Manager	Municipal Manager	Municipal Manager	KPI Owner
	4	2 786	Baseli ne
Annually	Quarterly	Quarterly	Reporting Category
100	4	2794	Annual Target
Stand- Alone	Stand- Alone	Stand Alone	KPI Calculatio n Type
20	_	350	Q1 Target
20		350	Q2 Target
30	_	350	Q3 Target
33		1744	Jun 24 Q4 Target
Proof for SMME s supported	Training reports	1744 Proof of jobs opportunitie s created	Source of Evidence



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Economic Developme nt	00	nt	Economic	Local		Developme	Local Economic			Developme	Economic	Local	KPA.	Municipal	
economic sectors of the district	To promote	district	economic	To promote	district	sectors of the	To promote economic		district	sectors of the	economic	To promote	Objective	Strategic	
the Exhibition pavilion for emerging local SMMEs in Exhibition shows	the District	agements	tourism	To promote	within the financial year	of LED forums	To ensure Coordination	financial year	within the	local economy	Promotion of	To ensure	Objectives	Measurable	
	5			E							•	EPWP	Program me	Municip al	
initiatives coordinated	# of Marketing	coordinated in	(INDABA)Engag	# of Tourism		coordinated	# of LED District Forums	Council	submitted to	compiled and	reports	# of EPWP	Indicator Title	Performance	
=	#			##			#					*#	3 C) C	
me			me	Outco			Outco				me	Outco	pt	중	
Manager	Minicipal		Manager	Municipal	-	c	Municipal Manager				Manager	Municipal	NPI Owner	5	4
ı	v		•	0			ω					4	ne	Baseli	
	Monthly			Monthly			Annually					Quarterly	Category	Reporting	
	44			_			4					4	Target	Annual	
alone	Stand		<u>ಬ</u>	Operation			Stand				Ф	Cumulativ	n Type	KPI	
	_			N/A			_						Q1 Target		
	_			N/A						_		_	Target	Dec 234	
				N/A								_	Target		
	_			1			_					_	Q4 Target	Jun:24	
Marketing Initiatives coordinated	proof for	-	register &	Attendance	register	Attendance	Agenda, Minutes &	-	resolution	ncii	reports/Cou	EPWP	Evidence	Source of	

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3.4 KEY PERFORMANCE AREA 4: MUNICIPAL FINANCIAL VIABILITY

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To promote democracy and sound governance	democracy and sound governance	I To promote democracy and sound governance	Municipal Financial Viability	Municipal KPA
To Increase revenue generation and implement financial control systems	To Increase revenue generation and implement financial control systems	To Increase revenue generation and implement financial control systems	To Increase revenue generation and implement financial control systems	Strategic Objective
To ensure that quarterly financial statements are prepared within 14 days after the end of	To monitor the implementat ion of municipal services within a financial year	To monitor debt collections within a financial year	To ensure improvemen t in revenue collection within the financial year	Measurable Objectives
Budget and Reportin g	e e	Revenu e	Revenu e	Municip al Program me
# of quarterly financial statements submitted to Provincial Treasury	# of data cleansing performed (Meter services) within the financial year	% in debts collected within the financial year	% of revenue collected within the financial year	Performance Indicator Title
#	#	%	#	≅ 0⊂
Outcom e	Output	Outcom e	Outcom e	KPI Concept
Municipal Manager	Municipal Manager	Municipal Manager	Municipal Manager	KPI Owner
0	0	0%	0%	Baseli ne
Quarterly	Quarterly	Monthly	Monthly	Reporting Category
4	4	80%	95%	Annual Target
e e	Stand- Alone	Stand- Alone	Stand Alone	KPI Calculatio n Type
	_	40%	95%	Q1 Target
_	·	60%	95%	Dec 23 Q2 Target
حــ	_	70%	95%	Q3 Target
	ـــ	80%	95%	Jun 24 Q4 Target
Council Resolution/ Quarterly Financial Statements	Data cleansing reports (meter services)	Debtors Reconciliati on report and Age analysis report	Reconciliati on report and Billing reports	Source of Evidence



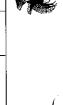
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democracy and sound governance	To promote	democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	Municipal KPA
revenue generation and implement	To Increase	revenue generation and implement financial control systems	To Increase revenue generation and implement financial control systems	To Increase revenue generation and implement financial control systems	To Increase revenue generation and implement financial control systems	Strategic Objective
compliance with legislation	To ensure	compliance with legislation within the financial year	To ensure compliance with legislation within the financial year	To ensure compliance with legislation within the financial year	quarter. To ensure compliance with legislation within the financial year	Measurable Objectives
and Reportin g	Budget	and Reportin g	Budget and Reportin g	Budget and Reportin g	Budget and Reportin g	Municip al Program me
approved Adjustment budget by 28	Council	Budget policies	Council approved Draft Budget policies	Council approved Final Budget within the financial year	Council approved Draft Budget within the financial year	Performance Indicator Title
	#	*	: :#:	#	#	≅ 0⊂
	Output	e Culconi	Outcom	Outcom e	Outcom	KPI Concept
Manager	Municipal	Manager Manager	Municipal Manager	Municipal Manager	Municipal Manager	KPI Owner
		=	<u> </u>	-1	ے	Baseli ne
	Quarterly	wonthy	Annually	Quarterly	Annually	Reporting Category
	1	=	\$ = =	حـ		Annual Target
alone	Stand	alone	Stand	Cumulativ e	Stand- Alone	KPI Calculatio n Type
	N/A	N/A	N/A	N/A	N/A	Q1 Target
	N/A	N	N/A	N/A	N/A	Dec 23 Q2 Target
	1	N/A	= =====================================	N/A	_	Q3 Target
	N/A	=	N/A	_	N/A	Jun 24 Q4 Target
Budget /Council Resolution	Adjusted	Budget related policies /Council Resolution	Draft budget related /policies Council Resolution	Final Budget/Cou ncil Resolution	Draft Budget /Council Resolution	Source of Evidence

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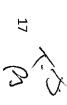
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				_	To promote				_		democracy	To promote							To promote				governance		democracy	To promote				KPA	3	
	systems	implement financial control	generation and	revenue	To Increase		systems	financial control	implement	generation and	revenue	To Increase		systems	financial control	implement	generation and	revenue	To Increase		systems	financial control	implement	generation and	revenue	To Increase		systems	financial control	Objective	Strategic	
	financial year	legislation within the	with	compliance	To ensure	year	financial	within the	legislation	with	compliance	To ensure	year	financial	within the	legislation	with	compliance	To ensure	year	financial	within the	legislation	with	compliance	To ensure	year	financial	within the	Objectives	Measurable	
		9	Reportin	and	Budget				ග	Reportin	and	Budget				Ç	Reportin	and	Budget				g	Reportin	and	Budget				Program me	<u> 22</u>	Municip
days	Provincial treasury within 10 working	compiled and submitted to	reports	Sec 71	# of monthly		COGHSTA	Treasuries &	submitted to	report	compliance	# of Finance				and updated	developed	32 Registers	# of Deviation	each year	31 August	statements by	financial	annual	Unaudited	Submit		year	February each	Indicator Litle	Performance	
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					Output						Ф	Outcom							Output			•				Output				Concept	ᅙ	
				Manager	Municipal						Manager	Municipal						Manager	Municipal						Manager	Municipal					KPI Owner	_
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					Annually							Monthly							Monthly							Quarterly				Category	Reporting	
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democracy and sound governance	emocracy		To promote				governance	and sound	democracy	To promote					governance	and sound	democracy	Γo promote			governance	and sound	democracy	To promote			governance	and sound	democracy	o promote	:	KPA		
systems	generation and implement	revenue	To Increase		systems	financial control	implement	generation and	revenue	To Increase			systems	financial control	implement	generation and	revenue	To Increase	systems	financial control	implement	generation and	revenue	To Increase	systems	financial control	implement	generation and	revenue	To increase		Objective	Otratania	
financial	with legislation	compliance	To ensure	year	financial	within the	legislation	with	compliance	To ensure	of invoices.	submission	days of the	within 30	providers	service	payment of	To ensure	year	financial	within the	viability	financial	To Improve	year	financial	within the	viability	financial	To Improve		Objectives	Massinahla	
	ment	Manage	Assets					ment	Manage	Assets					ment	Manage	Chain	Supply			ment	Manage	Chain	Supply			ment	Manage	Chain	Supply	me	Program	Municip	:
Standards	conducted in line with	verifications	# Assets			Compiled	register	Assets	Compliance	# of GRAP				providers	the service	of receipt from	within 30 days	Pay invoices		CIDB website	placed on the	Tenders	Construction	% of	each year	by 30 June	Committees	Chain	of Supply	Appointment		Indicator Title	Darkamana	
			*							#								%				•		%						#	Z	0	_	
			Output						Ø	Outcom							Œ	Outcom					,	Output					-	Output	1	Concept	5	
		Manager	Municipal						Manager	Municipal							Manager	Municipal				,	Manager	Municipal					Manager	Municipal		KPI Owner		4
			2							>								47%						100%						3	;	ne	2	
		Annually	<u></u>							Quarterly								Annually					,	Annually						Annually		Category	D so ting	
			2							_								100%						100%						ယ	1 2 4	Tarnet	A	
		Alone	Stand-						alone	Stand							Alone	Stand-					Alone	Stand-					alone	Stand	n Type	Calculatio	즆	1
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			_							N/A								100%						100%	i					N/A	Target	ည	Dec-23	STEEL STATE OF THE
			0							N/A							-	100%						100%						N/A	Target	ဥ		
			_							N/A								100%						100%						3	Target	2	Jun 24	Extraction of the second
	verification reports	Assets	Quarterly			compiled	register	Assets	compliance	GRAP							of payment	Dated proof					screenshots	Website					t Letters	Appointmen		Fyidence	£ 2000 25	
						-																												-



2023/2024
Performance
Plan – Municipa
l Manager

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M Top F dem M and V gove	M Top F dem M and V gove	M Top F dem M and V gove		
To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	Municipal KPA
To Increase revenue generation and implement financial controsystems	To Increase revenue generation and implement financial controsystems	To Increase revenue generation and implement financial control systems	To Increase revenue generation and implement financial control systems	Strategic Objective
pase ion and ant control	iase ion and ant l control	ase on and ent control	ase on and ont control	legic ctive
To effectively manage the financial affairs of the municipality within the	To effectively manage the financial affairs of the municipality within the financial year	To effectively manage the financial affairs of the municipality within the financial vear	To effectively manage the financial affairs of the municipality within the financial year	Measurable Objectives
vely ge the hal of the pality the	yeiy ye the lal of the pality the			ırable
Expendi ture Manage ment	Expendi ture Manage ment	Expendi ture Manage ment	Expendi ture Manage ment	Municip al Program me
% RBIG budget spent as approved by Council within the financial year	% MIG budge spent as approved by Council within the financial year	% Operational and maintenance budget spent as approved by Council within the financial year	% capital budget spent as approved by Council within the financial year	Perfor Indicat
G t spent t spent roved incil the all year	% MIG budget spent as approved by Council within the financial year	ional nance nance roved roved incil the	ital spent roved ncil he al year	Performance Indicator Title
#	#	%	#	≅o⊂
Output	Output	Outcom e	Outcom e	KPI Concept
Municipa Manager	Municipa Manager	Municipa Manager	Municipa Manager	KPI Owner
ger a	pal jer	pal	pal ler	
70%	100%	%	74%	Baseli ne
Annually	Annually	Twice a year	Annually	Reporting Category
100% RBIG expenditur e	100% MIG expenditur e	100% Operation at Budget spent	100% Capital Budget spent	Annual Target
				ual Jet
Stand- Alone	Stand- Alone	e e	Stand- Alone	KPI Calculatio n Type
20%	20%	20%	20%	Sapeta Q1 Target
45%	40%	40%	40%	Dec- <u>2</u> 3 Q2 Target
70%	70%	70%	70%	Q3 Target
100%	100%	100%	100%	Jun <u>eza</u> Q4 Target
Financial reports/	Financial reports/	Financial reports/	Financia reports/	Source of Evidence
<u>a</u>	. <u>m</u>	<u>m</u>	. <u>w</u>	of



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Performance F
ian –
Municipal 1
Manager

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To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	Municipal KPA
To Increase revenue generation and implement	To Increase revenue generation and implement financial control systems	To Increase revenue generation and implement financial control systems	To increase revenue generation and implement financial control systems	Strategic Objective
To effectively manage the financial	To effectively manage the financial affairs of the municipality within the financial year	To effectively manage the financial affairs of the municipality within the financial year	To effectively manage the financial affairs of the municipality within the financial year	Measurable Objectives financial year
Expendi ture Manage ment	Expendi ture Manage ment	Expendi ture Manage ment	Expendi ture Manage ment	Municip al Program me
% EPWP budget spent as approved by Council	% FMG budget spent as approved by Council within the financial year	% RRAMS budget spent as approved by Council within the financial year	% WSIG budget spent as approved by Council within the financial year	Performance Indicator Title
#	#	#	#	≅ 0c
Output	Output	Output	Output	KPI Concept
Municipal Manager	Municipal Manager	Municipal Manager	Municipal Manager	KPI Owner
100%	100%	75%	63%	Baseli ne
Annually	Annually	Quarterly	Annually	Reporting
100% EPWP expenditur e	100% FMG expenditur e	100% RRAMS expenditur e	100% WSIG expenditur e	Annual Target
Stand- Alone	Stand- Alone	Cumulativ e	Stand- Alone	KPI Calculatio n Type
20%	20%	20%	20%	Q1 Target
40%	40%	40%	40%	Dec-23 Q2 Target
70%	70%	70%	70%	Q3 Target
100%	100%	100%	100%	Jur 24 Q4 Target
Financial reports/	Financial reports/	Financial reports/	Financial reports/	Source of Evidence







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					Municipal KPA
			systems	financial control	Strategic Objective
year	financial	within the	municipality	affairs of the	Measurable Objectives
					Municip al Program me
			financial year	within the	Performance Indicator Title
					≅ 0⊂
					U KPI O Concept
					KPI Owner
		·			Baseli ne
					Reporting Category
					Annual Target
					KPI Calculatio n Type
			-		Q1 Target
		•			Q2 Target
					Q1 Q2 Q3 Q4 Target Target Target Target
					Q4 Target
		•		•	Source of Evidence

3.5 KEY PERFORMANCE AREA 5: SPATIAL PLANNING

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Spatial Rationale	Spatial Rationale	Spatial Rationale	Municipal KPA
Good Governan ce and Public Participati on	To inculcate entrepren eurial and intellectual capabilities	To inculcate entrepren eurial and intellectual capabilitie s	Strategic Objective
To have sustainable, optimal, harmonious and integrated land development	To have sustainable, optimal, harmonious and integrated land development	To have sustainable, optimal, harmonious and integrated land development	Measurable Objectives
Spatial Plannin g	Spatial Plannin g	Spatial Plannin g	Municip al Program me
#To establish township in Burgersdorp, Relela & Mariveni 100 sites(GTM) by	# of Municipal Planning Tribunal meetings coordinated	Percentage, (# of applications received / # of land use applications processed) within 90 days of receipt)	Performance indicator Title
#	***	%	₹ 0⊏
e e	e e	100%	KPI Concept
Municip al Manage r	Municip al Manage r	Directo r Plan	KPI Owner
New	00	100%	Baseli ne
Quarterl y	Annually	Quarte rly	Reportin g Categor y
	4	100%	Annual Target
Cumulativ e	Stand Alone	100%	KPI Calculatio n Type
N/A	د ــه	100%	Q1 Target
N N		100%	Dec 23 Q2 Target
Z	ــ	100%	Q3 Target
		100%	Jun-24 Q4 Target
Approved Layout & General Plan	Attendance Register, Minute	Dated Land use register	Source of Evidence



্ ত্ত			⊤ e ℤ
Spattar Rationale	Rationale	Spatial Rationale	Municipal KPA
Good Governan ce and Public Participati on	Good Governan ce and Public Participati on	To inculcate entrepren eurial and intellectual capabilities	Strategic Objective
To have sustainable, optimal, harmonious and integrated land development	sustainable, optimal, harmonious and integrated land development	To have sustainable, optimal, harmonious and integrated land development	Measurable Objectives
	Spatial Plannin g	Spatial Plannin g	Municip al Program me
# of SDF reviewed by 30 June 2024 (R1 053 000,00)	# of Township established at Phooko & Mokwakwaila (GLM) 1000 sites by 30 June 2024(R1 053 0 00,00)	# To establish township in Namakgale 500 sites(BPM) by 30 June 2024(R526 500 ,00)	Performance Indicator Title 30 June 2024(R2 106 0 00,00)
%	%	#	30⊂
Output	Output	Outcom e	KPI Concept
Municip al Manage	Municip al Manage r	Municip al Manage	KPI Owner
New	New	New	Baseli ne
Quarterl y	Quarterl y	Annually	Reportin g Categor y
_			Annual Target
Stand alone	Stand alone	Stand- Alone	KPI Calculatio n Type
N/A	N/A	N/A	Q1 Target
N/A	N A	N/A	Dec 223 Q2 Target
N/A	Z A	N/A	Q3 Target
		ے	Q4 Target
Council resolution	Approved Layout & General Plan	Approved Layout & General Plan	Source of Evidence

3.6 KEY PERFORMANCE AREA 6: GOOD GOVERNANCE & PUBLIC PARTICIPATION

R Manicipal Strategic of Condition of Program of Programmers of Connection of Programmers of Connection of Programmers of Connection of Connec						
Strategic Objectives Progra Municipal Performance (Cobjectives Progra Indicator Title (Comcept Owner eline Category Target Calculation Objectives Progra Indicator Title (Council Indicator Title Objectives Progra Indicator Title (Council Indicator Title Objectives Progra Indicator Title Objectives Progra Indicator Title Objectives Program (Council Indicator Title Objectives Indicator Title Objectives Program (Council Indicator Title Objectives Indica						<u></u> ↑ ↑ ⊅
Measurable Objectives paid paid program Performance with manual concept UOM Concept KPI Owner eline Category Target Target Annual Calculation Calculatio	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Municipal KPA
able pal pal performance pal ways Progra Indicator Title UoM Concept Owner oline Category Target Counce of Program Indicator Title UoM Concept Owner oline Category Target Introduction Council II Municip 14 Annually 7 Stand 1 Target Introduction Resolutions of II Indicator Title UoM Concept Owner oline Category Target Introduction II Indicator Title	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	Strategic Objective
Performance UOM Concept Owner Eline Category Target Calculation Target Ta	To ensure functionality of Portfolio committees within the financial year.	To ensure functionality of Portfolio committees within the financial year.	To ensure functionality of MAYCO within the financial year.	To ensure functionality of Council committee within the financial year.	To ensure functionality of Council committee within the financial year.	Measurable Objectives
formance diagrams from the late of the color like of the color lik	Portfolio	Portfol io	Mayor al Comm ittee	Counc	Counc	Munici pal Progra mme
KPI Concept KPI Owner Bas eline Reporting eline Annual Category KPI Target (n Type) Annual Target (n Type) Calculation (n Type) Anget Target	% in Implementation of Portfolio Resolutions	# of Portfolio committee meetings held within the financial year	# of MAYCO meetings held within the financial year	% in Implementation of Council Resolutions	# of Council Meetings held within the financial year	Performance Indicator Title
KPI Downer Bas eline eline eline category. Annual Target Target rarget in Type Calculatio Target Tar	%	#	#	%	#	UOM
Bas Reporting Annual Calculatio Ca	e e	Outcom e	Output	Outcom e	Outcom e	KPI Concept
Reporting Calculatio Calcul	Municip al Manage r	Municip al Manage r	Municip al Manage	Municip al Manage	Municip al Manage r	KPI Owner
Annual Calculatio Q1 Q2 Q3 Q4 Target	36	ယ္ထ	1	78%	14	Bas eline
KPI Calculatio Q1 Q2 Q3 Q4 Q4 Q2 Q3 Q4 Q4 Q2 Q3 Q4 Q4 Q4 Q4 Q5 Q5 Q5 Q5	Quarterly	Annually	Monthly	Monthly	Annually	Reporting Category
A	100%	39	7	100%	7	Annual Target
100% 100% 100% 100% 100% 100% 100% 100%	Cumulativ e	Stand- Alone	Stand- Alone	Stand- Alone	Stand Alone	KPI Calculatio n Type
100% 100% 100% 100% 100% 100% 100% 100%	100%	Q	_	100%	_	Secretary Q1 Target
100% 100%	100%	Ç	_	100%	جـ	Q2 Target
	100%	<u>ــ</u>	ω	100%	ယ	Q3 Target
	100%	10	2	100%	N	Q4 Target
	Updated Resolutions Register	Agenda, Minutes & attendance register	Agenda, Minutes & attendance register	Updated Resolutions Register	Agenda, Minutes & attendance register	







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Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Municipal KPA
To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	Strategic Objective
To ensure functionality of Council committees within the financial year	To ensure public involvement in the affairs of the Municipalities	To ensure functionality of Council committees within the financial year	To ensure functionality of IGR structures within the financial year.	To ensure functionality of IGR structures within the financial year.	Measurable Objectives
MPAC	Public Partici pation	Ethics Comm ittee	IGR	IGR	Munici pal Progra mme
# of MPAC meetings held within the financial year	# of Public Participation Meetings held within the financial year	# of Ethics Committee Committee Meeting held within the financial year	% in Implementation of IGR Resolutions	# of IGR meetings held within the financial year	Performance Indicator Title
#	#	#	%	#	пом
Output	Output	Output	Outcom e	Outcom e	KPI Concept
Municip al Manage r	Municip al Manage r	Municip al Manage	Municip al Manage	Municip al Manage r	KPI Owner
9	10	10	82	4	Bas
Annually	Monthly	Quarterly	Quarterly	Quarterly	Reporting Category
4.	10	4	100%	4	Annual Target
Stand- Alone	Cumulativ e	Stand alone	Stand alone	Stand alone	KPI Calculatio n Type
	N/A	_	100%		Q1 Target
	N/A		100%	_	Dec-23 Q2 Target
	N/A	_	100%	_	Q3 Target
_	10	_	100%		Jun-24 Q4 Target
Agenda, Minutes & attendance register	Attendance Register, Minutes	Agenda, Minutes & attendance register	Updated Resolutions Register	Agenda, Minutes & attendance register	Source of Evidence

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Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Municipal KPA
To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	Strategic Objective
To ensure functionality of Municipality within the financial year	To ensure functionality of Council within the financial year	To ensure functionality of administration	To ensure functionality of administration	To ensure functionality of Council committee within the financial year	To ensure functionality of Council committee within the financial year	Measurable Objectives
Labou r Relati ons	Relati	Mana geme nt commi ttee	Mana geme nt commi ttee	Ward Comm ittee	MPAC	Munici pal Progra mme
% in implementation of LLF resolutions within the financial year	# of LLF meetings held within the financial year	% in implementation of MANCO Resolutions within the financial year	# of Management meetings held within the financial year	# of Ward District Committee Meetings held within the financial year	# of MPAC reports submitted to council held within the financial year	Performance Indicator Title
%	#	#	#	#	#	MOU
Outcom e	Outcom e	Output	Outcom e	Outcom e	Output	KPI Concept
Municip al Manage	Municip al Manage r	Municip al Manage	Municip al Manage	Municip al Manage r	Municip al Manage r	KPI Owner
64%	133	100	. 14	. 0	Çī	Bas eline
Monthly	Monthly	Quarterly	Monthly	Quarterly	Annually	Reporting Category
100%	. 12	100%	12	4	51	Annual Target
Cumulativ e	Stand- Alone	Stand- Alone	Stand alone	Stand- Alone	Stand alone	KPI Calculatio n Type
100%	C	100%	်ယ		1	Q1 Target
100%	cu	100%	ယ			Deg=23 Q2 Target
100%	دى	100%	ယ		2	Q3 Target
100%	د	100%	ω		_	Jun-24 Q4 Target
Updated Resolutions register	Agenda, Minutes & attendance register	Updated Resolutions register	Agenda, Minutes & attendance register	Agenda, Minutes & attendance register	Council resolution	Source of Evidence



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To promote democracy public and sound involvement in pation pation of pation
To ensure Public # of public involvement in pation Partici IDP/Budget/ Forum meetings held within the public involvement in pation Partici IDP/Budget/ Partici IDP/Budget/ Porum meetings within a financial year Public Partici IDP/Budget/ Par
mine uure Public # of Partici IDP/Budget/ Partici IDP/Budget/ PMS REP Forum meetings held within the financial year uure Public # of Partici IDP/Budget/ Partici IDP/Budget/ Partici IDP/Budget/ Partici IDP/Budget/ Within the financial cial year mote mote he public % of complaints within the pation pation pation pality Partici resolved pation Public Community meetings held within a a financial al year Public # of quarterly # Output Municip 100 Manage Manage Manage
Output Municip 6 IDP/Budget/ PMS REP Forum meetings held within the financial year # of Committee meetings within the financial year # of quarterly # Output Municip 13 # of quarterly # Output Municip 2 # of quarterly # Output Municip 3 feedback meetings held within a financial # of quarterly # Output Municip 3 # of quarterly # Output Municip 3 Manage r
Budget/ # Output Municip 6 REP m meetings m meetings within the ncial year Budget/ Steering # Output Municip al Manage r fings within financial fromplaints Manage r quarterty Municip al Manage r
Output Municip 6 al Manage r Output Municip 13 al Manage r
Municip 6 al Manage r Municip 13 al Municip 100 al Municip 100 al Manage r
4 3 %0 13 6
Quarterly Annually Annually Quarterly Quarterly Quarterly
100%
Stand-Alone Stand-Alone Stand-Alone Stand-Alone Stand-Alone Stand-Alone Stand-Alone
Target 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
100% 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Target 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Target 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
Agenda & Attendance register Agenda & Attendance register Updated Complaints Managemen t Register Agenda & Attendance register Printed Printed News letters



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Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Municipal KPA
To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	Strategic Objective
To ensure functionality of Risk committee within the financial year.	To ensure functionality of mitigation of risks committee within the financial year.	To ensure functionality of mitigation of risks committee within the financial year.	To ensure functionality of Audit committee within a financial year	To ensure functionality of Audit committee within a financial year	Measurable Objectives
Risk	Risk	Risk	Comm ittees	Committees	Munici pal Progra mme
Council approved Fraud and Anti- Corruption strategy	# of Council approved Risk strategy	# of Council approved Risk Policy	% of Audit and Performance Audit Committee resolutions implemented within the financial year	# of Audit Committee meetings held within the financial year	Performance Indicator Title
#	#	##	%	#	MON
Output	Output	Output	Output	Output	KPI Concept
Municip al Manage	Municip al Manage	Municip at Manage	Municip al Manage r	Municip al Manage	KPI Owner
_	_	_	64%	11	Bas eline
Annually	Annually	Annually	Quarterly	Quarterly	Reporting Category
_			100%	7	Annual Target
Cumulativ e	Stand- Alone	Stand- Alone	Stand- Alone	Stand- Alone	KPI Calculatio n Type
N/A	N/A	N/A	100%	2	Q1 Target
N/A	Z/A	N/A	100%		©ec 23 Q2 Target
N/A	N/A	N/A	100%	2	Q3 Target
		_	100%	N	Jun-24 Q4 Target
Council Resolution	Council Resolution	Council Resolution	Audit Committee resolutions register	Agenda, Minutes & Attendance register	Source of Evidence



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Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Good Governance & Public Participation	Municipal KPA
To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	To promote democracy and sound governance	Strategic Objective
Functionality of Audit within the financial year	Functionality of Audit within the financial year	To ensure functionality of ICT within the financial year.	To ensure functionality of Council committee within the financial year.	To monitor response in terms of the fraud and corruption cases registered	Measurable Objectives
Intern al Audit	Intern al Audit	. Э	Audit	Legal	Munici pal Progra mme
Audit Committee approve revised Internal Audit Charter by 30June each year	Audit Committee approve Internal Audit Plan by 30 June each year	Number of super user accounts activities reviewed per quarter	# of Unqualified Audit Opinion obtained by 31 December each year	% of Fraud and Corruption cases investigated	Performance Indicator Title
#	#	#	#	%	MON
Output	Output	Output	Output	Output	KPI Concept
Municip al Manage r	Municip al Manage r	Municip al Manage r	Municip al Manage r	Municip al Manage	KPI Owner
	_	4	Disc laim er	100 %	Bas eline
_	Annually	Annually	Annually	Annually	Reporting Category
<u> </u>		4		100%	Annual Target
Stand- Alone	Stand- Alone	Stand- Alone	Stand- Alone	Stand- Alone	KPI Calculatio n Type
N/A	N/A		N/A	100%	Q1 Target
N/A	N/A	->	_	100%	©es-28 Q2 Target
N/A	N/A		N/A	100%	Q3 Target
	حـ	_	N/A	100%	Jun-24 Q4 Target
AC approved revised Internal Audit Charter	AC approved Internal Audit Plan	Audit trail reports	Auditor General Audit	Updated Fraud and Corruption case register	Source of Evidence





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Good Governance & Public Participation	Good Governance & Public Participation	
To promote democracy and sound governance	To promote democracy and sound governance	Strategic Objective
To ensure functionality of IGR structures within the financial year.	To ensure functionality of Council committee within the financial year.	Measurable Objectives
IGR	F	Munici pal Progra mme
% in Implementation of IGR Resolutions	Percentage of quarterly IT servers backups verified	Performance Indicator Title
%	#	MON
Outcom e	Output	KPI
Municip al Manage	Municip al Manage	KPI Owner
82	100 %	Bas
Quarterly	Annually	Reporting Category
100%	100%	Annual Target
Stand alone		KPI Calculatio n Type
100%	100%	Q1 Target
100%	100%	Dec 23 Q2
100%	100%	Q3
100%	100%	Jun 24 Q4
Updated Resolutions Register		Source of Evidence

MUNICIPAL CAPITAL PROJECTS

BASIC SERVICES DELIVERY PROJECTS

→ D & B '	U → 0 20
	Municipal KPA
integrated infrastructur e developmen	Strategic Objective
waa a	Program me
Hoedspruit bulk water supply	Project Description
Bulk water supply	Project Name
202 3/07 /01	
/30	Completi on Date
Municip al Manage	Project Owner
MIG	Sourc e of Fundin g
R10 689 867	Budget
100%	Annua i Target
Stand- Alone	KPI Calculatio n Type
25%	Q1 Target
50%	inec:23 1 Q2 get Target
75%	Q3 Target
	Juni-24 Q4 Target
Completion certificate	Source of Evidence

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				+	\[\frac{1}{2} \rightarrow \frac{1}{2} \rightarrow \fr
Basic Service Delivery	Basic Service Delivery	Basic Service Delivery	Basic Service Delivery	Service Delivery	Municipal KPA
To have integrated infrastructur e developmen f	To have integrated infrastructur e developmen t	To have integrated infrastructur e developmen t	To have integrated infrastructur e developmen	integrated infrastructur e developmen t	Strategic Objective
Water	Water	Water	Water	Wale	Program me
Construction of Ritavi 2 Water Scheme Supply	Construction of Makhushane water scheme	Construction of Bulk Water Supply at Lulekani Water Scheme Benfarm	Construction of Water Water Reticulation Thabina to Lenyenye Bulk Water supply	Seforotse to Ditshosine bulk water / ramahlatsi bulk water & reticulation	
Ritavi 2 Water Scheme	Makhushane Water scheme	Lulekani Water Scheme Benfarm	Thabina to Lenyenye	Setofotse to Ditshosine bulk water / ramahlatsi bulk water & reticulation	Project Name
202 3/07 /01	202 3/07 /01	202 3/07 /01	202 3/07 /01	202 3/07 /01	Start Date
2023/06 /30	2023/06 /30	2024/06 /30	2024/06 /30	/30	
Municip al Manage	Municip al Manage	Municip al Manage	Municip al Manage	Municip al Manage r	Project Owner
MIG	MIG	MIG	MIG	MIG	Sourc e of Fundin
R59 500 000	R42 500 000	R63 200 419	R54 733 657	R5 974 307	Budget
100%	100%	100%	100%	100%	Annua I Target
Cumulativ e	Stand- Alone	Stand- Alone	Stand alone	Stand- Alone	KPI Calculatio n Type
25%	25%	25%	25%	25%	Q1 Target
50%	50%	50%	50%	50%	Dec 23 Q2
75%	75%	75%	75%	75%	Q3
100%	100%	100%	100%	100%	Jun 24 Q4
Completion certificate	Completion certificate	Completion certificate	Completion certificate	Completion certificate	Source of Evidence



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P Basic Service B Delivery S D	P Basic - Service B Delivery S D	P Basic - Service B Delivery S D	P Basic - Service B Delivery S D	P Basic - Service B Delivery S D	
To have integrated infrastructur e developmen	To have integrated infrastructur e developmen t	To have integrated infrastructur e developmen	To have integrated infrastructur e developmen t	To have integrated infrastructur e developmen	
Water	Water	Water	Water	Water	Program me
Construction of Thabina to Lenyenye Bulk Water Water Supply	Construction of Tours Water reticulation	Upgrading of Thapane water scheme & reticulation	Upgrading and extension of Thapane water scheme	Construction of Sekgosese Water Scheme supply and Borehole equipment	Project Description
Lephephane Bulk Water	Tours Water Scheme reticulation	Thapane water supply scheme – upgrading and reticulation	Thapane water supply scheme – upgrading and extension	Sekgosese Water Scheme	Project Name
202 3/07 /01	202 3/07 /01	202 3/07 /01	202 3/07 /01	202 3/07 /01	Start Date
2024/06 /30	2024/06 /30	2024/06 /30	/30	/30	Completi on Date
Municip al Manage	Municip al Manage	Municip at Manage	Municip al Manage	Municip al Manage	Project Owner
MIG	MIG	MIG	MIG	MIG	Sourc e of Fundin
R51 000 000	R61 625 000	R6 911 166	R35 107 834	R59 500 000	Budget
100%	100%	100%	100%	100%	Annua I Target
Stand alone	Stand- Alone	Stand- Alone	Stand- Alone	Stand alone	KPI Calculatio n Type
25%	25%	25%	25%	25%	Q1 Target
50%	50%	50%	50%	50%	Dec-23 Q2 Target
75%	75%	75%	75%	75%	Q3 Target
100%	100%	100%	100%	100%	Jun-24 Q4 Target
Completion certificate	Completion certificate	Completion certificate	Completion certificate	Completion certificate	Source of Evidence



CORE COMPETENCY REQUIREMENTS

The core competencies the employee should conform to and will be assessed and evaluated against follows:

CORE MANAGERIAL COMPETENCIES	DEFINITION	DIMENSIONS MEASURED	WEIGHT
Strategic Capability and Leadership	Must be able to provide a vision, set the direction for the organisation and inspire others in order to deliver	Annual Performance Reporting; Lead People; Strategy and Task Execution; Strategic Planning; Governance and	10%
	on the organisational mandate	Management Frameworks	
Programme and Project Management	Must be able to plan, manage, monitor and evaluate specific activities in order to deliver the desired	Project/Programme Planning; Execution and Reporting	5%
	outputs		
Financial Management	Must be able to compile and manage budgets, control cash flow, institute risk management and administer	Financial Planning: MFMA, MTEF and MTSF; Financial Budget Execution and Reporting (in Year Monitoring	15%
	tender procurement processes in accordance with generally recognised financial practices in order to	and Reporting) AG Report	
	ensure the achievement of strategic organisational		
Change Management	Must be able to initiate and support organisational	Change Vision Planning and Change December	72
	transformation and change in order to successfully	Improvement: Organisation Design: Policy Change and	زر
	implement new initiatives and deliver on service	Execution; Change Results; Impact Monitoring and	
	delivery commitments	Evaluation	
Knowledge	Must be able to promote the generation and sharing	Knowledge and Learning; Technology Usage; Knowledge	5%
Management	of knowledge and learning in order to enhance the	Strategies; Information Sharing Sessions; Integration of	1
	collective knowledge of the organisation	Knowledge and Partnership Development	
Service Delivery	Must be able to explore and implement new ways of	Innovation; Processes, Policy and Structures:	л%
Innovation	delivering services that contribute to the	Application of Best Practice	,
	improvement of organisational processes in order to		
	achieve organisational goals		



	freely; Acts against Corruption		
	Responsible and Accountable; Shares information	promote confidence and trust in the Public Service.	
	Confidentiality and Trust; Treat everyone with Respect;	standards of ethical and moral conduct in order to	
15%	High standard; Ethical and Moral Conduct;	Must be able to display and build the highest	Honesty and Integrity
		influence others to achieve the desired outcomes	
	of Language; Negotiation and Bargaining	audience in order to explain, persuade, convince and	
	Communication Strategy; Marketing and Branding; Use	clear and concise manner appropriate for the	
10%	Information and Ideas; Stakeholder Communication;	Must be able to exchange information and ideas in a	Communication
	Time, Budget, Quality, and Targets Consciousness	service (Batho Pele) into practice	
	knowledge; Coaching and Mentoring Others; Cost,	and efficiently in order to put the spirit of customer	Customer Focus
15%	Application of Batho-Pele Principles; Service Delivery	Must be willing and able to deliver services effectively	Client Orientation and
		relationships in order to achieve organisational goals	
	Planning: Management and Development	optimise their outputs and effectively manage	and Empowerment
5%	Employee Relations; Diversity Management; HR	Must be able to manage and encourage people,	People Management
		reach optimum solutions in a timely manner	
	manner; Contingency Plans and Anticipate Problems	resolve existing and anticipated problems in order to	Analysis
10%	Identify, Analyse and Resolve Problems in timely	Must be able to systematically identify, analyse and	Problem Solving and
%			COMPETENCIES
WEIGHT	DIMENSIONS MEASURED	DEFINITION	CORE MANAGERIAL

More details related to each competency are attached as Annexure A1 to this plan.





Ċ weightings are indicated below: contributing to the 80% contribution to KPAs. It is also necessary to allocate weightings amongst KPIs and projects where relevant. A summary of the total requirements (CCRs). It is also required that the KPAs relevant to the employee's functions also be weighted in terms of importance out of a total of 100%, In terms of Regulation 805 of 2006, the employee will be scored on a ratio of 80% for key performance areas (KPAs) and 20% for core competency

T00/0				
100%				The state of the s
20%				Core Competency Requirements (CCRs)
80%				
	100%	KPI's	10%	Spatial Planning
	100%	KPI's	20%	Good Governance and Public Participation
	100%	KPI's	20%	Municipal Financial Viability
	100%	KPI's	10%	Local Economic Development
	100%	KPI's	20%	Basic Service Delivery
	100%	KPI's	20%	Municipal Transformation and Organisational Development
				Key Performance Areas
ASSESS WEIGHTING	KPI / PROJECT. WEIGHTING	KPI / PROJEC	KPA WEIGHTINGS	POSITION OUTCOMES/OUTPUTS

₹.,



The assessment of the performance of the Employee will be based on the following rating scale for KPAs and CCRs:

Level	Terminology	Description
Q	Outstanding	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee
	performance	has achieved above fully effective results against all performance criteria and indicators as specified in the PA and
		Performance plan and maintained this in all areas of responsibility throughout the year.
4	Performance	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has
	significantly above	achieved above fully effective results against more than half of the performance criteria and indicators and fully
	expectations	achieved all others throughout the year.
ω	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has
		fully achieved effective results against all significant performance criteria and indicators as specified in the PA and
		Performance Plan.
2	Performance not	Performance is below the standard required for the job in key areas. Performance meets some of the standards
	fully effective	expected for the job. The review/assessment indicates that the employee has achieved below fully effective results
		against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.
Ь	Unacceptable	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has
	performance	achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA
		and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to
		the level expected in the job despite management efforts to encourage improvement.





ġ PERFORMANCE ASSESSMENT PROCESS

The following steps will be followed to ensure a fully participative and compliant performance assessment process is adhered to

- Performance Assessment:
- 1.1. Formal assessment between employee and employer will take place twice a year to measure the performance of the employee against the agreed performance targets for the half yearly and yearly assessments respectively
- Actual performance against the targets will be captured in preparation for the assessments
- Scores of 1-5 will be calculated based upon the progress against targets.
- KPI's and targets are audited before assessment date and their findings must accompany the Performance Plans

The employer must keep a record of the mid-year assessment and annual assessment meetings.

- The employee being assessed will compile a portfolio of evidence confirming the level of performance achieved for a given assessment period and made available to the Panel on request. One independent person may be assigned to act as an Observer.
- The process for determining Employee ratings are as follows:
- The panel to rate the achievement for the KPI's on a 5 point scale. Decimal places can be used
- The employee to motivate for higher ratings where applicable.
- The panel to rate the employee's core competency requirements (CCR) on the 5 point scale. Decimal places can be used
- The panel scores are averaged to derive at a total score per KPI / Activity /CCR. Overall scores are calculated by taking weightings into account where applicable.
- The final KPA's rating will account for 80% of the final assessment total. The CCR's are to account for 20% of the final assessment total
- The five point rating scale referred to in regulation 805 correspond as follows:

0-66 67-99 100-132 133-166 167

- į. The assessment rating calculator is used to calculate the overall % score for performance
- 9 Annual performance evaluation to determine the final ratings and scores as well as recommend performance bonuses will be conducted by the appropriate panel as constituted by Regulation 805 of 2006.
- package as indicated in table below: The performance bonus percentages described in the performance agreement will be calculated on a sliding scale of the all inclusive remuneration

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- œ The Personal Development Plan (PDP) can be reviewed after the performance evaluation had been finalised in case where more clarity has been established on what the essential development needs for the relevant person will be.
- 9 The results of the annual performance evaluation will be submitted to the performance audit committee for final approval of the assessment/s /evaluations.
- 10. Performance bonus, based upon the annual evaluation, will be subject to approval by Council.
- 11. The performance evaluation results of the Municipal Manager will also be submitted to the MEC responsible for Local Government in the Province.



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. APPROVAL

both have responsibilities and accountabilities in getting value from this plan. Neither party can succeed without the support of the other. excellent performance. This plan has derived from intense workshopping to ensure integration, motivation and self-direction. The employer and employee self-directed approach to execute on the objectives, to build sound relationships, to develop human capital and to strengthen the organisation through The process followed ensures individual alignment to the strategic intent of the institution and gives clear direction on what needs to be achieved through a

DATE: 26/07/3023	Signed and accepted by the Employee:	Undertaking of the employee I herewith confirm that I understand the strategic importance of my position within the broader organisation. I furthermore confirm that I understand the purpose of my position, as well as the criteria on which my performance will be evaluated twice annually. As such, I therefore commit to do my utmost to live up to these expectations and to serve the organisation, my superiors, my colleagues and the community with loyalty, integrity and enthusiasm at all times. I hereby confirm and accept the conditions to this plan.
DATE: 28/07/2003	Signed and accepted on behalf of Council:	Undertaking of the employer On behalf of my organisation, I undertake to ensure that a work environment conducive for excellent employee performance is established and maintained. As such, I undertake to lead to the best of my ability, communicate comprehensively, and empower managers and employees. Employees will have access to ongoing learning, will be coached, and will clearly understand what is expected of them. I herewith approve this Performance Plan.