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01 July 2022 – 30 June 2023

For the period

(Herein and after referred to as the "Employee")

DIRECTOR; TECHNICAL SERVICES, MASHAMBA RH

And

(Herein after referred to as the "Employer")

MUNICIPAL MANAGER, CHAUKE MM

Herein represented by

THE GREATER GIYANI MUNICIPALITY

Made and Entered into by and between

**REVISIED PERFORMANCE AGREEMENT
2022/2023 FINANCIAL YEAR**



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“The ACT” shall mean the Local Government: Municipal Systems Act, 2000 (Act 32 of 2000) as amended)		
IDP	-	Integrated Development Plan
SDBIP	-	Service Delivery Budget Implementation Plan
POE	-	Portfolio of Evidence
KPA	-	Key Performance Area
KPI	-	Key Performance Indicator
MFMA	-	Municipal Finance Management Act
FINANCIAL YEAR		- refers to the 12 month period which the organisation determines as its budget year.

DEFINITIONS

NOW *Therefore* the Parties agree as follows:

- (i) The Employer has entered into a contract of employment with the Employee in terms of contract of employment signed with employee. The **Employer** and the **Employee** are hereinafter referred to as “the Parties”;
- (ii) Performance Management System Policy as approved by Council, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement;
- (iii) The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the **Employee** to a set of outcomes that will secure local government policy goals;
- (iv) The Parties wish to ensure that there is compliance with the PMS Policy and the procedure manual of Council.

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- 2.1 Comply with the provisions of legislation and the regulations pertaining to performance management;
- 2.2 Specify objectives and targets defined and agreed to with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Municipality;
- 2.3 Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his/her job;
- 2.6 In the event of outstanding performance, to appropriately reward the employee; and;
- 2.7 Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

2. PURPOSE OF AGREEMENT

The purpose of this agreement is to:-

- 1.1 This performance contract is between, **Mashamba RH the Director Technical Services, and Chauke MM** in his capacity as the **Municipal Manager**, within the provisions of the delegated powers as stipulated by Council. The contract is for the 2022/23 financial year only. The expected performance reflected in this contract is based on the reviewed Integrated Development Plan (IDP) 2022/23, the Service Delivery and Budget Implementation Plan (SDBIP) 2022/23. The afore-mentioned documents have been adopted as working documents of **Greater Giyani Municipality** and therefore, shall be the basis of performance assessment.

1. INTRODUCTION

3. STRATEGIC OBJECTIVE

3. STRATEGIC OBJECTIVES

Chapter Two of the IDP indicates Municipal Strategic Objectives which further indicates what the municipality needs to achieve. The Strategic objectives were developed to ensure that all National Key Performance Areas are addressed.

<p>Municipal Manager</p> <p>To lead, direct and manage a motivated and inspired Administration and account to the Greater Giyani Municipality Council as Accounting Officer for long term Municipal sustainability to achieve a good creditor rating within the requirements of the relevant legislation and whereas the following sections within the department, i.e. Performance Management, Risk Management and Internal Auditing is managed for integration, efficient, economic and effective communication and service delivery.</p>	<p>Finance</p> <p>To secure sound and sustainable management of the financial affairs of Greater Giyani Municipality by managing the budget and treasury office and advising and if necessary assisting the accounting officer and other directors in their duties and delegation contained in the MFMA. Ensuring that the Greater Giyani Municipality is 100% financially viable when it comes to Cost Coverage and to manage the Grant Revenue of the municipality so that no grant funding is foregone</p>	<p>Community Services</p> <p>To coordinate Environmental Health Services, Libraries, Safety and Security, Environmental and Waste management Parks and Recreation.</p>	<p>Technical Services</p> <p>To ensure that the service delivery requirements for roads are met and maintenance of water, sewerage and electricity are conducted for access to basic services as well as no less than an average of 100% MIG expenditure</p>	<p>Local Economic Development</p> <p>To direct the Greater Giyani Municipality's resources for advanced economic development and investment growth through appropriate town and infrastructure planning in order that an environment is created whereby all residents will have a sustainable income</p>	<p>Corporate Services</p> <p>To ensure efficient and effective operation of council services, human resources and management, Information and Communication Technology (ICT), Administration and Public Participation, Events and the provision of high quality customer orientated administrative systems. Ensuring 100% compliance to the Skills Development Plan</p>
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5.2 The performance objectives and targets reflected in **Annexure "A"** are set by the Employer in consultation with the Employee, and are based on the IDP, SDBIP and Budget of the Employer and shall include the following:

- 5.1.1 The performance objectives and targets that must be met by the Employee and;
- 5.1.2 The time frames within which those performance objectives and targets must be met.

5.1 The Performance Plan **Annexure "A"** sets out:

5. PERFORMANCE OBJECTIVES

4.5 If at any time during the validity of the agreement the work environment alters to the extent that the contents of the agreement are no longer appropriate, the contents must by mutual agreement between the parties. Immediately be revised.

4.4 The parties agree that the contents of the agreement may be revised at any time during the duration thereof with the purpose to determine the applicability thereof.

4.3 This Agreement will terminate on the termination of the employment contract entered into by and between the parties for whatever reason.

4.2 The parties will review the provisions of this Agreement during June each year and will conclude not later than 31st July of each ensuing financial year a new Performance Agreement, Performance Plan and Personal Development Plan that replaces this Agreement.

4.1 This Agreement will commence on **01 July 2022** and will remain in force until **30 June 2023** or until a new Performance Agreement, Performance Plan and Personal Development Plan is concluded between the parties for the ensuing financial year or part thereof.

4. COMMENCEMENT AND DURATION

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employee

5.9 Disclosure of Financial Interests **Annexure "C"** set out the financial interests of the

development requirements in line with the objectives and targets of the Employer

5.8 The Personal Development Plan **Annexure "B"** sets out the Employee's personal

as the case may be.

Employer's performance management system is adopted, implemented and/or amended

5.7 The provisions of **Annexure "A"** may be amended by the Employer when the

change is made.

reasonable changes to the provisions of **Annexure "A"** from time to time for operational

5.6 The Employee acknowledges the fact that the Employer is entitled to review and make

Agreement.

him/her to meet the performance objectives and targets established in terms of this

in the discretion of the Employer be reasonably required from time to time to enable

5.5 The Employee will at his/her request be delegated such powers by the Employer as may

those performance obligations and targets.

times remain the responsibility of the Employee to ensure that he/she complies with

objectives and targets established in terms of this Agreement; provided that it will at all

may reasonably require from time to time to assist him/her to meet the performance

5.4 The Employer will make available to the Employee such employees as the Employee

the goals and strategies set out in the Employer's IDP.

5.3 The Employee's performance will, in addition, be measured in terms of contributions to

other.

5.2.4 The weightings showing the relative importance of the key objectives to each

achieved;


5.2.3 The target dates that describe the timeframes in which the work must be

key objective has been achieved;

5.2.2 The key performance indicators and means of verification that provide the

details of the portfolio of evidence (POE) that must be provided to show that a

5.2.1 The key objectives that describe the main tasks that need to be done;

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6. PERFORMANCE MANAGEMENT SYSTEM

6.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the municipality, management and municipal staff of the municipality.

6.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the municipality, management and municipal staff to perform to the standards required.

6.3 The Employer shall consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.

6.4 The Employee undertakes to actively focus towards the promotion and implementation of the Key Performance Areas (KPA's), including special projects relevant to the Employee's responsibilities, within the local government framework.

6.5 The criteria upon which the performance of the Employee must be assessed consist of two components, both of which must be contained in the performance agreement-

6.5.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and the Core Competency Requirements (CCR's), respectively.

6.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.

6.5.3 KPA's covering the main areas of work will account for eighty percent (80%) and CCR's will account for twenty percent (20%) of the final assessment.

6.6 The Employee's assessment will be based on his/her performance in terms of the outputs/outcomes (performance indicators) identified as per the performance plan which are linked to the KPA's, which constitute eighty percent (80%) of the overall assessment result as per the weightings agreed to between the Employer and Employee.

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Competencies	Components	Competency Definition	Weighting % (total 100%)
Strategic Direction and Leadership	<ul style="list-style-type: none"> Impact and Influence Institutional Performance Management Strategic Planning and Management Organisational Awareness 	Provide and direct a vision for the institution, and inspire and deploy others to delivery on the strategic institutional mandate	12
People Management	<ul style="list-style-type: none"> Human Capital Planning and Development Diversity Management Employee Relations Management Negotiation and dispute Management 	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	17
Programme and Project Management	<ul style="list-style-type: none"> Programme and Project Planning and Implementation Service Delivery Management Programme and Project Monitoring and Evaluation 	Able to understand programme and project management methodology; plan, manage, monitor and evaluate specific activities in order to delivery on set objectives	13
Financial Management	<ul style="list-style-type: none"> Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring 	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner	12

6.7 The key performance areas related to the functional area of Employee shall be subject to negotiation between the Employer and the Employee.

6.8 The CFRs will make up the other 20% of the Employee's assessment score as follows:

KPA	Key performance areas (KPA'S)	Weighting	TOTAL
1.	Institutional Development and Transformation	4	
2.	Good Governance and Public Participation	6	
3.	Local Economic Development (LED)		
4.	Municipal Financial Viability and Management		
5.	Basic Service Delivery and Infrastructure	90	
6.	Spatial Development		
			100

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Competencies	Components	Competency Definition	Weighting % (total 100%)
Change Leadership	<ul style="list-style-type: none"> • Change Vision and Strategy • Process Design and Improvement • Change Impact Monitoring and Evaluation 	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community	12
Governance Leadership	<ul style="list-style-type: none"> • Policy Formulation • Risk and Compliance management • Cooperative Governance 	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships	12
Core Competencies			
Moral competence		Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence	13
Planning and Organising		Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk	13
Analysis and Innovation		Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives	13
Knowledge and Information Management		Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	12
Communication		Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders	12
Results and Quality Focus		Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage other to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives	13
Core Competencies			100%

7. EVALUATING PERFORMANCE

7.1 Annexure "A" to this Agreement sets out:

7.1.1 The standards and procedures for evaluating the **Employee's** performance; and
7.1.2 The intervals for the evaluation of the **Employee's** performance.

7.2 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.

7.3 Personal growth and development needs identified during any performance review discussion must be documented in a personal development plan as well as the actions.

7.4 The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** IDP.

7.5 The annual performance appraisal must involve:

7.5.1 Assessment of the achievement of results as outlined in the performance plan-

(i) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
(ii) An indicative rating on the five-point scale should be provided for each KPA.
(iii) The applicable assessment rating calculator must then be used to add the scores and calculate a final KPA score.

7.5.2 Overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

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

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Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding Performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee 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 significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	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 fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards 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					
1	Unacceptable Performance	Performance does not meet the standard performance expected for the job. The review/assessment indicates that the employee has 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.					

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meetings.

8.2 The Employer shall keep a record of the mid-year review and annual assessment

Quarter	Period	Review date	Type of Review
1	July - September	Before end of October 2022	Informal reviews if performance is satisfactory, if not satisfactory the reviews will be formal
2	October - December	Before end of January 2023 (Midyear Review)	Formal
3	January - March	Before end of April 2023	Informal reviews if performance is satisfactory, if not satisfactory the reviews will be formal
4	April- June	Before end of September 2023 (Annual Review)	Formal

8.1 The performance of the Employee in relation to his/her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

8. SCHEDULE FOR PERFORMANCE REVIEWS

The PMS Manager must provide secretariat services to the evaluation panel referred to in sub regulations (d) and (e).

- 7.7.1 Municipal Manager
- 7.7.2 Municipal Manager from another Municipality
- 7.7.3 Chairperson of the Performance Audit Committee
- 7.7.4 Member of Executive Council

7.7 For purposes of evaluating the annual performance of the Employee an evaluation panel constituted of the following persons must be established-

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- 10.1 The Employer shall:
- 10.1.1 create an enabling environment to facilitate effective performance by the Employee;
 - 10.1.2 provide access to skills development and capacity building opportunities;
 - 10.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
 - 10.1.4 on the request of the employee delegate such powers reasonably required by the Employee to enable him/her to meet the performance objectives and targets established in terms of the agreement; and
 - 10.1.5 Make available to the employee such resources as the Employee may reasonably require from time to time assisting him/her to meet the performance objectives and targets established in terms of the agreement.

10. OBLIGATIONS OF THE EMPLOYER

- 9.1 A Personal Development Plan (PDP) for addressing developmental gaps is attached as "ANNEXURE B" and shall form part of this agreement.

9. DEVELOPMENTAL REQUIREMENTS

- 8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 8.4 The Employer will be entitled to review and make reasonable changes to the provisions of the performance plan from time to time for operational reasons on agreement between both parties.
- 8.5 The Employer may amend the provisions of the performance plan whenever the performance management system is adopted, implemented and/or amended as the case may be on agreement between both parties.

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12.4 A performance bonus ranging from five percent (5%) to fourteen percent (14%) of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance, subject thereto that, in determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating calculator; provided that-

12.3 The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance

12.2 Performance appraisal feedback shall be conveyed to employees in writing or discussed with employees on a regular basis to prevent a scenario where employees only find out about the gaps in their performance during mid-year or during the final review.

12. The key to a developmentally oriented performance management system towards inadequate performance is to promote improvement through feedback, learning and support, rather than judgement, sanctions or punishment.

12. MANAGEMENT OF EVALUATION OUTCOMES

11.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

11.1.3 A substantial financial effect on the Municipality.

Employer;

11.1.2 Commit the Employee to implement or to give effect to a decision made by the

11.1.1 A direct effect on the performance of any of the Employee's functions;

11.1 The Employer agrees to consult the Employee timeously where the exercising of the Employee powers will have amongst others-

11. CONSULTATION

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- 12.1 In the case of unacceptable performance, the employer shall –
- 12.1.1 Provide systematic remedial or developmental support to assist the employee to improve his/her performance; and
 - 12.1.2 After appropriate performance counselling and having provided the necessary guidance and/or support and reasonable time for improvement in performance, and performance does not improve, the employer may consider steps to implement a disciplinary process that will be guided by the Labour Relations Act 66 of 1995.

Score	Bonus %
130 - 133	5
134 - 137	6
138 - 141	7
142 - 145	8
146 - 149	9
150 - 153	10
154 - 157	11
158 - 161	12
162 - 165	13
166 - 167	14

- 12.5 The performance bonus referred to in 12.4 here above is payable annually and constituted as follows
- 12.4.1 A score of one hundred and thirty percent (130%) to one hundred and forty nine percent (149%) is awarded a performance bonus ranging from five percent (5%) to nine percent (9%); and
 - 12.4.2 A score of one hundred and fifty percent (150%) and above is awarded a performance bonus ranging from ten percent (10%) to fourteen percent (14%).

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14.2 The application must be submitted to the Municipal Manager and the Municipal Manager must appoint an Appeals Committee to deal with such appeals. The findings of the Appeals Committee should be forwarded to the Municipal Manager with recommendations. The Municipal Manager must make a final decision on the matter and his/her decision will be regarded as final and binding.

14.1 In a case where the employee is not satisfied with the assessment proceedings or results, the employee must apply in writing for reconsidering the performance review. The application for the appeal must be submitted within 14 working days from the date in which the assessment feedback has been communicated with the concerned employee. The employee shall look for a representative for assistance and support, example, Union Representatives.

14.1 Dispute on performance agreement / performance evaluation

14. DISPUTE RESOLUTION / APPEAL

13.3 approval of such evaluation by the municipal Council, as a reward for outstanding performance.

13.2 an evaluation of performance in accordance with the provisions of section 7 of this agreement; and

13.1 the annual report for the financial year under review has been tabled and adopted by the municipal Council;

In accordance with PMS Policy, a Performance bonus must be paid once a year provided the Municipality has budget for bonuses, after

13. PERFORMANCE BONUS

15. GENERAL

15.1 The contents of the Agreement shall be made available to the public by the Municipality, where appropriate.

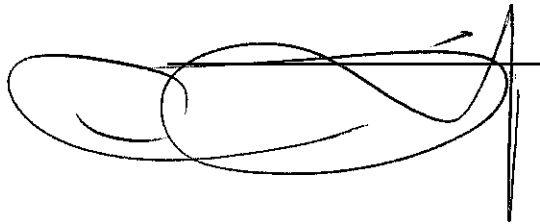
15.2 Nothing in this Agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

15.3 The performance assessment results of the Employee shall be submitted to the Council within fourteen (14) days after the conclusion of the assessment.

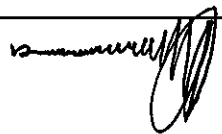
Thus done and signed on this 22 day of JULY 2022.

AS WITNESSES:

1. 

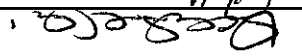
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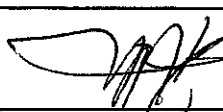
DIRECTOR; TECHNICAL SERVICES
MASHAMBA RH



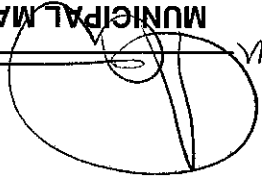
Thus done and signed on this 22 day of JULY 2022.

AS WITNESSES:

1. 

2. 

MUNICIPAL MANAGER
CHAUKE MM



ANNEXURE A (Part 1): PERFORMANCE PLAN - 2022/23

KPA 3: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT

Priority Issue/Programme	Strategic Objective	Key Performance Indicators	Responsible Officer	Approved Budget	Project/Initiative	Location	Ward	Ward Council	Budget	Start Date	End Date	Reporting Period	Ward Council	Ward Council		
Building and Construction	To develop sustainable infrastructure network which promotes economic growth and improve quality of life	Construction of Mavalani indoor sports centre	New Indicator	Construction of Mavalani indoor sports centre	Mavalani indoor sports centre	Mavalani Indoor Sport	Ward 20	LGES /MIG	21 475 650	Advert and Appointment Letter	Signed Progress Report	Signed Progress Report	Practical handover	Completion Certificate	2	TE CH
Building and Construction	To develop sustainable infrastructure network which promotes economic growth and improve quality of life	Construction of Jim Nghalalu indoor sports centre	New Indicator	Construction of Jim Nghalalu indoor sports centre	Jim Nghalalu indoor sports centre	Jim Nghalalu Sport	Ward 30	LGES /MIG	28 243	Advert and Appointment	Signed Progress Report	Signed Progress Report	Practical handover	Completion Certificate	2	TE CH

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ion	sustain able infrastructure networks which promotes economic growth and improve quality of life	Nghalalu community hall	or	Nghalalu community hall	community hall	Nghalalu community hall	me	Ward 15	LGES /MIG	11 897 934	Advert and appoint ment letter	Signed Progress Report on Nwadze kudzeku Community Hall	Signed Progress Report on Nwadze kudzeku Community Hall	er	ate	2	TE CH
Building and Construct ion	To develo p sustain able infrastructure networks which promotes economic growth and improv	Construct tion of Nwadze kudzeku community hall	New Indicat or	Construct tion of Nwadze kudzeku community hall	Nwadze kudzeku community hall	Construct tion of Nwadzek udzeku community hall	Nwadze kudzeku										

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Storm water	sustainable infrastructure networks which promotes economic growth and improve quality of life	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	New Indicator	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	Alternative route from Elim Road R578 to Giyani via Siyandhani	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	Siyandhani	Ward 7	LGES /MIG	1 500 000	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	design	N/A	Detailed Design	2	TE CH
Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	Indicator	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	Alternative route from Elim Road R578 to Giyani via Siyandhani	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	Siyandhani	Ward 7	LGES /MIG	1 500 000	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	Finalization of Alternative route from Elim Road R578 to Giyani via Siyandhani	design	N/A	Detailed Design	2	TE CH

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	financial management systems to enhance venue base	30 June 2023	spent	spent by 30 June 2023		allocated fund	ality	Ward 29	INEP/LGES	2 100 000	spent	spent	spent	Report	TE CH	
Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 200 units at June 2023	New Indicator	Connect 200 units at June 2023	Electricity provision of Makhuv a Village (200)	Construction of Electrical Network Infrastructure	Makhuv a Village	Ward 29	INEP/LGES	2 100 000	Appointment of Service Provider for Makhuv a	Signed Progress Report of Electric action of Makhuv a Village	Signed Progress Report of Electric action of Makhuv a Village	Practical completion	Completion Certificate	TE CH
Electricity Provision	To develop	Connect 200 units at	New Indicator	Connect 200 units at	Electricity provision of Churchvi	Construction of Electrical	Churchvi Village	Ward 11	INEP/LGES	4 100 000	Appointment of Service	Signed Progress Report	Signed Progress Report	Practical completion	Completion Certificate	TE CH

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EPWP Infrastructure	To develop sustainable infrastructure networks which promote economic growth and improve quality of life	# of people to be appointed through EPWP Infrastructure Program by 30 June 2023	163 people appointed through EPWP Infrastructure Program	200 People appointed through EPWP Infrastructure Program by 30 June 2023	EPWP Infrastructure	Creation of jobs through EPWP Infrastructure Program	Giyani Township	All wards	EPWP	6 019 000	200 People appointed through EPWP	N/A	N/A	N/A	Signed Appointment Memo, Participant list and Appointment letters.	2	TE CH
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KPA 2: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT

Priority Issue/Program	Develop	Key	Basel	Annual	Project/Indicator	Location	Year	Estimated	Budget	1st Q Target	2nd Q Target	3rd Q Target	4th Q Target	Remarks	Responsible	
Council Services	To develop and retain the best human capital, effective and efficient administrative and operational support systems	# of Portfolio Committee Meetings to be held by 30 June 2023	New Indicator	12 Portfolio Committee Meetings by 30 June 2023	Portfolio Committee Meetings	Greater Giyani Municipality	Administration	Income	Operational	3 Portfolio Committee Meetings	3 Portfolio Committee Meetings	3 Portfolio Committee Meetings	3 Portfolio Committee Meetings	Notice of Invitations, Minutes	3	TECH
Council Services	To develop and retain the best	# of Portfolio Committee Meetings	New Indicator	12 Portfolio Committee Meetings	Portfolio Committee Meetings	Greater Giyani Municipality	Administration	Income	Operational	3 Portfolio Committee Meetings	3 Portfolio Committee Meetings	3 Portfolio Committee Meetings	3 Portfolio Committee Meetings	Notice of Invitations, Minutes	3	TECH

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Internal Auditing	To develop governance structure and systems that will ensure effective public	# of Audit and Performance Audit Committee meetings held by	6 Audit and Performance Committee meetings held	4 Audit and Performance Committee meetings held by 30	Audit and Performance Committee	Organize Audit and Performance Committee meetings	Greater Giyani Municipality	Administration	Income	Operational	100% of findings resolved in the AGSA's Action Plan	N/A	50% of findings resolved in the AGSA's Action Plan	100% of findings resolved in the AGSA's Action Plan	3	Updated Audit Action Plan	TECH
Internal Auditing	To develop governance structure and systems that will ensure effective public	# of Audit and Performance Audit Committee meetings held by	6 Audit and Performance Committee meetings held	4 Audit and Performance Committee meetings held by 30	Audit and Performance Committee	Organize Audit and Performance Committee meetings	Greater Giyani Municipality	Administration	Income	Operational	100% of findings resolved in the AGSA's Action Plan	N/A	50% of findings resolved in the AGSA's Action Plan	100% of findings resolved in the AGSA's Action Plan	3	Updated Audit Action Plan	TECH

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consultation and organizational discipline	30 June 2023	June 2023																		
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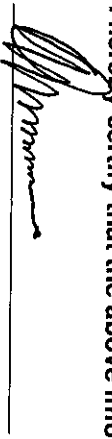
ANNEXURE B: PERSONAL DEVELOPMENT PLAN 2022/23

Skills performance gap (in order of priority)	Outcomes expected (measurable indicators, quantity, quality and time frames)	Suggested training and/or development activity	Suggested mode of delivery	Suggested time frame	Work opportunity created to practice skills/ development area	Support person

ANNEXURE C: DISCLOSURE OF INTEREST FORM 2022/23

Other Interests:

I hereby certify that the above information is complete and correct to the best of my knowledge.

Signature 

Date 22/07/2022

