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For the period
01 July 2019 – 30 June 2020

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

KHOSA MI, DIRECTOR COMMUNITY SERVICES

And

(Herein after referred to as the "Employer")

CHAUKE MM, MUNICIPAL MANAGER

Herein represented by

THE GREATER GIYANI MUNICIPALITY

Made and Entered into by and between

**PERFORMANCE AGREEMENT
2019/2020 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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- its employee in attaining equitable and improved service delivery.
- 2.7 Give effect to the employer's commitment to a performance-orientated relationship with
- 2.6 In the event of outstanding performance, to appropriately reward the employee; and;
- 2.5 Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his/her job;
- 2.4 Monitor and measure performance against set targeted outputs;
- 2.3 Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 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;
- 2.1 Comply with the provisions of legislation and the regulations pertaining to performance management;
- The purpose of this agreement is to:-

2. PURPOSE OF AGREEMENT

performance assessment.

as working documents of Greater Giyani Municipality and therefore, shall be the basis of Implementation Plan (SDBIP) 2019/20. The afore-mentioned documents have been adopted Integrated Development Plan (IDP) 2019/20, the Service Delivery and Budget only. The expected performance reflected in this contract is based on the reviewed delegated powers as stipulated by Council. The contract is for the 2019/20 financial year and Chauke MM in his capacity as the Municipal Manager, within the provisions of the 1.1 This performance contract is between Khosa MI, the Director Community Services,

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.

	Municipal Manager
<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>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>	Finance
<p>To coordinate Sports Arts and Culture, Library Services, Traffic and Licensing Services, Community Safety, Environmental and Waste management, Parks and Cemeteries</p>	Community Services
<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>	Technical Services
<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>	Local Economic Development
<p>To ensure efficient and effective operation of council services, human resources and management, legal services HIV/Aids, Youth, Disabled and Gender Desk Sports Arts and culture, Communication, Events and the provision of high quality customer orientated administrative systems. Ensuring 100% compliance to the Skills Development Plan</p>	Corporate Services

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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 2019 and will remain in force until 30 June 2020 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

5.8 The Personal Development Plan **Annexure "B"** sets out the Employee's personal development requirements in line with the objectives and targets of the Employer

as the case may be.

5.7 The provisions of **Annexure "A"** may be amended by the Employer when the Employer's performance management system is adopted, implemented and/or amended

change is made.

5.6 The Employee acknowledges the fact that the Employer is entitled to review and make reasonable changes to the provisions of **Annexure "A"** from time to time for operational reasons. The Employer agrees that the Employee will be fully consulted before any such

Agreement.

5.5 The Employee will at his/her request be delegated such powers by the Employer as may in the discretion of the Employer be reasonably required from time to time to enable him/her to meet the performance objectives and targets established in terms of this

those performance obligations and targets.

5.4 The Employer will make available to the Employee such employees as the Employee may reasonably require from time to time to assist him/her to meet the performance objectives and targets established in terms of this Agreement; provided that it will at all times remain the responsibility of the Employee to ensure that he/she complies with

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;

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	15
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	10
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	5
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	10
Leading competencies			

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

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

KPA	Key performance areas (KPA'S)	Weighting	TOTAL
1.	Institutional Development and Transformation	0	
2.	Good Governance and Public Participation	30	
3.	Local Economic Development (LED)	5	
4.	Municipal Financial Viability and Management	20	
5.	Basic Service Delivery and Infrastructure	40	
6.	Spatial Development	5	
		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	5
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	10
Core Competencies			
Moral competence		Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence	5
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	10
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	5
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	5
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	10
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	10
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.

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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.	

rating scale for KPAs:

7.6 The assessment of the performance of the Employee will be based on the following

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Quarter	Period	Review date	Type of Review
1	July - September	Before end of October 2019	Informal reviews if performance is satisfactory, if not satisfactory the reviews will be formal
2	October - December	Before end of January 2020 (Midyear Review)	Formal
3	January - March	Before end of April 2020	Informal reviews if performance is satisfactory, if not satisfactory the reviews will be formal
4	April- June	Before end of September 2020 (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

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



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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- 12.1.1 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.
- 12.1 In the case of unacceptable performance, the employer shall –

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

- 12.4.1 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%).
- 12.5 The performance bonus referred to in 12.4 here above is payable annually and constituted as follows

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14.1.2 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.

14.1.1 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 10th day of July 2019.

AS WITNESSES:

1. _____

2. _____


Thus done and signed on this _____ day of July 2019.

AS WITNESSES:

1. _____

2. _____

MUNICIPAL MANAGER



DIRECTOR COMMUNITY

SERVICES



ANNEXURE A (Part 1): PERFORMANCE PLAN - 2019/20
KPA 2: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT

Priority Issue/Programme	Development Objective	Key Performance Indicators	Baseline	Annual Targets	Project Name	Project /Indicator Description	Location	Ward	Funding Source	Budget 2019/20	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	Portfolio Of Evidence	Weights	Dept
Information Technology	To develop operations and Retail on the best Human Capital, Effective and Efficient Administration	# of IT Steering Committee Meetings to be attended by June 30 2020	4 meetings held in 2017/18	4 IT Steering Committee meetings attended by 30 June 2020	IT Governance, Risks and Compliance	Coordination of the IT Steering Committee Meeting	Greater Giyani Municipality	Administration	Income	Operational	1 IT steering committee meeting attended	1 IT steering committee meeting attended	1 IT steering committee meeting attended	1 IT steering committee meeting attended	Attendance Register and Minutes	5	COM

Council Services	To develop and retail on the best human capital, effective and efficient administration and operational support systems	# of Portfolio Committees	Approved Spatial Development Men	12 Portfolio Committees held by 30 June 2020	Portfolio Committee Meetings	Organize Portfolio Committee Meetings as per schedule	Greater Giyani Municipality	Administration	Income	Operational	12 Portfolio Committees	12 Portfolio Committees	12 Portfolio Committees	12 Portfolio Committees	Notices of Invitations, Minutes, Attendance Register	5	COM M
			30 June 2020														



KPA 3: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT

Priority Issue/Programme	Development Objective	Key Performance Indicator	Baseline	Annual Targets	Project Name	Project Description	Location	Ward	Frequency	Budget	1st Q Targets	2nd Q Targets	3rd Q Targets	4th Q Targets	Portfolio Of Evidence	Weights	Dept
Waste Management	Accessible basic and infrastructure services	# of households with access to refuse removal services by June 2020	635	Collect refuse removal to 7609 households by 30 June 2020	Waste Management	Collect ion of waste in all the Townships in wards 11, 12, 13 & 21	Sectio n A, D1, D2, E, F and Krem etart	Wards 11, 12, 13 & 21	Inc om e	Op era tio nal	7609 of households with access to refuse removal	7609 of households with access to refuse removal	7609 of households with access to refuse removal	7609 of households with access to refuse removal	Refuse collection scheduled and Auto track truck movements reports	5	COM
Environmental and Cultural	To develop sustainable infrastructure	# of people to be appointed through EPWP	149	110 People appointed through EPWP Environment by 30 June	EPWP Environmental and Culture	Creatio n of jobs through EPWP Environmental and	Giyani Township	All wards	EPWP	3,000,000	N/A	152 People appointed through EPWP Environmental and	N/A	N/A	Particip ant list, Payment Register, Attendance Register	3	COM

Environmental Awareness Campaign	To develop sustainable infrastructure network	# of environmental awareness campaigns to be conducted by June 30	8 awareness campaigns	8 x Environmental Awareness campaigns and programs to be conducted by June	Environment Awareness Campaign	Conduct Environmental Education awareness campaigns on environmental management	Great	All wards	Income	127,790	2 Environmental Awareness Campaigns.	2 Environmental Awareness Campaigns.	2 Environmental Awareness Campaigns.	2 Environmental Awareness Campaigns.	"Progress Report, Attendance registers	5	COM M
Environmental Awareness Campaign	To develop sustainable infrastructure network	# of environmental awareness campaigns to be conducted by June 30	8 awareness campaigns	8 x Environmental Awareness campaigns and programs to be conducted by June	Environment Awareness Campaign	Conduct Environmental Education awareness campaigns on environmental management	Great	All wards	Income	127,790	2 Environmental Awareness Campaigns.	2 Environmental Awareness Campaigns.	2 Environmental Awareness Campaigns.	2 Environmental Awareness Campaigns.	"Progress Report, Attendance registers	5	COM M

	h prom otes econ omic grow th and impr ove quali ty of life	2020	2020		ement to comm unities					Parks Maint enanc e	To devel op susta inabl e infra struc ture netw orks whic h prom	# of Parks to be Mainta ined at Sectio n A, B and C by 30 June 2020	3 Park s mai ntai ned	Maintain 3 parks in Section A, B and C by the 30 June 2020	Parks Maintena nce	Mainte nance of Parks at Greate r Giyani	Sectio n A, B and C	Ward 12 and 21	Inc ome e	Op era tio nal	3 park sto be main tain ed	3 parks to be maintai ned	3 parks to be maintai ned	3 parks to be maintai ned	3 parks to be maintai ned	"Progres s Report, Attenda nce registers	3	COM M
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Scholar Patrol	To develop infrastructure networks.	# of scholar patrols conducted by June 30 2020	20 scholar patrols conducted by June 2020	To conduct 20 scholar patrols by 30 June 2020	Scholar Patrol	Conducting of Scholar patrols	All Wards	All Wards	Income	Operational	Conduct 5 scholar patrols	Conduct 5 scholar patrols	Conduct 5 scholar patrols	Conduct 5 scholar patrols	Reports	3	COM M
Speed Checks	To develop infrastructure networks.	# of speed checks conducted by June 30 2020	20 speed checks conducted by June 2020	20 Speed checks conducted by 30 June 2020	Speed Checks	Conduction of Speed Checks	All Wards	All Wards	income	Operational	Conduct 5 Speed Checks	Conduct 5 Speed Checks	Conduct 5 Speed Checks	Conduct 5 Speed Checks	Reports	4	COM M

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Warra nt of arrest s	To devel op susta inabl e infra struc ture netw orks whic h prom otes econ omic grow th and impr ove quali ty of life	# Warra nt arrest issued by 30 June 2020	12 war rant of arrests	12 Warrant of arrests issued by 30 June 2020	Warrant of arrests	Condu cting warran t of arrests	All Ward s	All Wards	inc o m e	Op era tio nal	Issue 3 warr ant of arrests	Issue 3 warrant of arrests	Issue 3 warrant of arrests	Issue 3 warrant of arrests	Reports	4	COM M

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Pound Station	To develop	# of community	1st presentation	To conduct 4th community safety awareness	Pound Station Operation	Community safety awareness and impounding of stray animals	All Wards	All Wards	incorporation	Operational	1st community safety awareness conduct	1st community safety awareness conduct	1st community safety awareness conduct	1st community safety awareness conduct	Attendance registers	2	COM M
Operational Station	operational	community safety awareness	1st presentation	community safety awareness	Operational Station	community safety awareness and impounding of stray animals	All Wards	All Wards	incorporation	Operational	1st community safety awareness conduct	1st community safety awareness conduct	1st community safety awareness conduct	1st community safety awareness conduct	Attendance registers	2	COM M
	infrastructure network works	community safety awareness conducted by June 30 2020	1st presentation	community safety awareness by June 30 2020							community safety awareness conduct	community safety awareness conduct	community safety awareness conduct	community safety awareness conduct			
	economic growth and improvement of quality of life																

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Payment of DLCA fees	To develop sustainable infrastructure network works which promote economic growth and improve quality of life	# of Payments of DLCA fees facilitated by June 30 2020	12 months of DLCA payment of DLCA fees facilitated by June 30 2020	12 months of DLCA payment of DLCA fees facilitated by June 30 2020	Drivers Licence Card Agency	Facilitating payment of card agency	Giyani Section C	Ward 12	Income	Operational	3 payments to be facilitated	3 payments to be facilitated	3 payments to be facilitated	3 payments to be facilitated	Reports	3	COM M

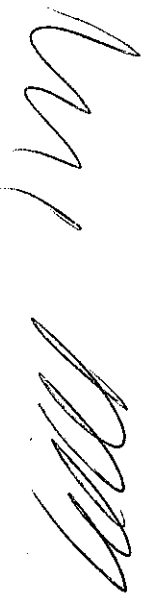
RTMS paym ents	To devel op susta inabl e infrastruc ture netw orks whic h prom otes econ omic grow th and impr ove quali ty of life	# of RTMS payme nts facilita ted by June 2020	12 pay men ts of RT MC fees as per SLA	12 payment s of RTMC fees facilitate d by 30 June by 30 June 2020	Road Traffic Management Corporati on fees	Facilita ting payme nt of RTMC fees	Giyani Sectio n C	Ward 12	Inc o m e	Op era tio nal	3 pay men ts facilitate d	3 paymen ts facilitate d	3 paymen ts facilitate d	3 paymen ts facilitate d	Reports	3	COM M

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Calibration of VTS	To develop sustainable infrastructure network works which promotes economic growth and improve quality of life	# of Calibrations of VTS done by 30 June 2020	1 calibration of VTS test equipment done by 30 June 2020	Vehicle Testing Station Calibration	Facilitating calibration of VTS equipment	Giyani Section C	Ward 12	Income	Operational	1 Calibration of VTS to be done	N/A	N/A	N/A	Reports	3	COM M

WV [Signature]

Payment of SABS fees	To develop sustainable infrastructure network works which promotes economic growth and improve quality of life	# Payment of SABS fees facilitated by June 30 2019	2 payments of SABS fees per NRTA	2 payments of SABS FEEs facilitated by June 2019	SABS Levy	Facilitating payment of SABS fees	Giyani Section C	Ward 12	Income	Operational	1 payment facilitated	N/A	1 payment facilitated	N/A	Reports	3	COM M
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Payment of Agency fees	To develop sustainable infrastructure network which promotes economic growth and improve quality of life	# of Agency fees facilitated for payment by June 2019	12 paymen t of Agency fee as SLA	12 payment of Agency fee facilitated for payment by 30 June 2019	80% Agency fees	Facilitating payment of 80% Agency	Giyani Section C	Ward 12	Income	Operational	Facilitate 3 paymen ts	Facilitate 3 paymen ts	Facilitate 3 paymen ts	Facilitate 3 paymen ts	Reports	3	COM M

Road safety Operations	To	# of K78 road blocks held by	4 Join K78 ops	12 K78 road blocks held by	Road blocks	Condu	All Wards	All Wards	inc	Op	Hold	Hold 3	Hold 3	Hold 3	Register	5	COM
development	June 2020	30	held with Provincial Traffic	30 June 2020		cting of K78 road blocks	s		em	erational	3 K78 Road blocks	3 K78 Road blocks	3 K78 Road blocks	3 K78 Road blocks	s		M
economic growth and improvement of life																	

Environment Management	To develop sustainable infrastructure networks which promote economic growth and improve quality of life	# of Indigent Burial Support and Pauper Burial Policy developed to council by 30 June 2020	New Indicator	Indigent Burial Support and Pauper Burial Policy developed and submitted to council by 30 June 2020	Indigent Burial Support and Pauper Burial Policy	To develop Indigent Burial Support and Pauper Burial Policy	All wards	All wards	Income	Operational	Draft Indigent Burial Support and Pauper Burial Policy	Submit the Indigent Burial Support and Pauper Burial Policy to council for approval	Implementation of the policy	Implementation of the policy	Request for support from the communities or institutions. Indigent assessment reports	4	COM M	



Waste Management	Accessible and infrastructure services	# of Integrated Waste Management Plan(IWMP) reviewed and submitted to Council by 30 June 2020	New Indicator	Integrated Waste Management Plan(IWMP) reviewed and submitted to council by 30 June 2020	Integrated Waste Management Plan(IWMP)	Review of the IWMP	Greater Giyani	All Wards	Income	Operational	Draft IWMP	To conduct Public Participation	Submission for Council Approval	N/A	Copy of the IWMP, Council Resolution	4	COM M
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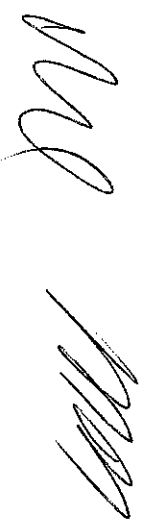
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KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION


Priority/Issue/Programme	Development Objective	Key Performance Indicator	Baseline	Annual Target	Project Name	Project/Indicator Description	Location	Ward	Function/Souffice	Budget 2019/20	1st Q Target	2nd Q Target	3rd Q Target	4th Q Target	Portfolio of Evidence	Weights	Dept
Arts and Culture Support	To promote Arts and Culture within the community members	To host Arts and Culture	1 festival was held in 2017	One event of Arts and Culture festival to be held in September 2019	Arts & Culture Support	To host Arts and Culture festival	All Wards	All wards	Inc om e	Oper ation al	1 Arts and Culture festival held	N/A	N/A	N/A	purchase requisitions & attendance register	4	COM M

Library Outreach Program	To develop operational governance structures and systems that will ensure effective public consultation and organizational discipline	# of library outreach conducted by 30 June 2020	12 library outreach conducted	12 library outreach conducted by 30 June 2020	Library outreach	conduct library outreach to identified schools	Greater Giyani Municipality	All wards	Income	Operational	Conduct three library outreaches	Conduct three library outreaches	Conduct three library outreaches	Conduct three library outreaches	Attendance registers	2	COM M
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Indigent Support	"To develop governing structure and systems that will ensure effective public consultation and organizational discipline	# of qualifying households provided with indigent burial by 30 June 2020	Indigent register in place	# of indigent burials provided by 30 June 2020	Indigent Support	Conduct Assessment and offer indigent support to qualifying members of community as per the request for indigent support	Greater Giyani Municipality	All wards	Income	Operational	# of indigent burials provided	# of indigent burials provided	# of indigent burials provided	# of indigent burials provided	Assessment report. Implementation Report.	4	COM M

Heritage Day Celebration	To promote the Culture of heritage within members of the community	To host the celebration of Heritage Day	1 heritage Day Celebration was held	1 Heritage Day Celebration held in September 2019	Heritage Day Celebration	To host Heritage Day Celebration	All Wards	All wards	Inclusion	Operational	Heritage Day Celebration held	N/A	N/A	N/A	N/A	purchase requisitions & attendance register	3	COM M
Sport Development	To develop Sports programmes within the community members	# of sporting code supported by June 2020	7 wards benefited	To support sport programming code by June 2020	Sport Development	To procure sporting equipment	All Wards	All wards	Inclusion	Operational	1 sporting code supported	N/A	N/A	1 sporting code supported	purchase requisitions & proof of payment Report	2	COM M	



Indigenous games	To promote the Indigenous games within the community members	To coordinate and host Indigenous games within the community by 30 June 2020	Local, District and Provincial Indigenous games coordination of local team of Indigenous games hosted	Coordinate the selection of Indigenous games hosted	Indigenous Games	1 local Indigenous games to be hosted	All Wards	All wards	Income	Operational	N/A	N/A	N/A	Local indigenous games selected conducted	Purchases requisitions and attendance register	4	COM M
Internal Auditing	To develop governance structures and systems that will ensure effective public consul	# of Audit and Performance Audit Committee meetings attended by June 2020	4 Audit and Performance Audit Committee meetings	4 Audit and Performance Audit Committee meetings attended by 30	Audit and Performance Audit Committee meetings	Attend Audit and Performance Audit Committee	Greater Giyani Municipality	Administration	Income	Operational	1 Audit and Performance Audit Committee attended	1 Audit and Performance Audit Committee attended	1 Audit and Performance Audit Committee attended	1 Audit and Performance Audit Committee attended	Attendance register	5	COM M

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tation and organizational discipline		June 2020	ded												
Internal Audit To develop governance structures and systems that will ensure effective public consultation and organizational discipline	% of total number of findings resolved in the Action Plan by 30 June 2020	100% of total number of findings resolved in the Action Plan by 30 June 2020	Internal Audit Action Plan	Implementation of the Internal Audit Action Plan	Greater Giyani Municipality	Administration	Income	Operational	100% of findings resolved in the Internal Audit Action Plan	100% of findings resolved in the Internal Audit Action Plan	100% of findings resolved in the Internal Audit Action Plan	100% of findings resolved in the Internal Audit Action Plan	Updated Action plan	4	COM M

08/2020

Internal Audit finding	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	% of total number of findings resolved in the AG(SA) Action Plan by 30 June 2020	Implementation of AG(SA) Action Plan	100% of total number of findings resolved in the AG(SA) Action Plan by 30 June 2020	AG(SA) action plan	Implementation of the AG(SA) action plan	Greater Giyani Municipality	Administration	Income	Operational	100% of findings resolved in the AGSA's Action Plan	100% of findings resolved in the AGSA's Action Plan	100% of findings resolved in the AGSA's Action Plan	100% of findings resolved in the AGSA's Action Plan	Updated Action plan	5	COM

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ANNEXURE B: PERSONAL DEVELOPMENT PLAN 2019/20

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
Business continuity management	Training	Operations management	Certificate	6 months	Business process engineering	Municipal Manager


ANNEXURE C: DISCLOSURE OF INTEREST FORM 2019/20

Other Interests:

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


 Signatures


 Date

MM MM

Fax : 015 812 2068

Tel : 015 811 5500

(Name of Municipality) : Greater Giyani Municipality

(Position held) : Director Community Services

(Residential address) : 315 B GIYANI 0828

I, the undersigned (surname and initials): MZOMANI Isaac Khosa

CONFIDENTIAL

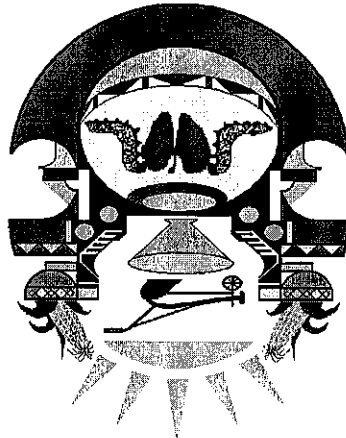
Financial Disclosure Form

STRICTLY CONFIDENTIAL

EMPLOYEE NAME: KHOSA MI

2019/2020

FINANCIAL DISCLOSURES



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I hereby certify that the following information is complete and correct to the best of my knowledge:

1. Shares and other financial interests (Not bank accounts with financial institutions.) See information sheet: note (1)

Name of Company/Entity	Nominal Value	Nature	Number of shares/Extent of financial interests
			None

2. Directorships and partnerships See information sheet: note (2)

Name of corporate entity, partnership or firm	Type of business	Amount of Remuneration/Income
DM Enterprises	Consultancy	None (not a partner)

3. Remunerated work outside the Municipality must be sanctioned by Council. See information sheet: note (3)

Name of Employer	Type of Employment	Amount of Remuneration/Income
		None

4. Consultancies and retainerships See information sheet: note (4)

Name of client	Nature	Type of business activity	Value of any benefits received
			None

5. Sponsorships See information sheet: note (5)

Source of assistance/sponsorship	Description of assistance/sponsorship	Value of assistance/sponsorship of
		None

6. Gifts and hospitality from a source other than a family member See information sheet: note (6)

Description	Value	Source
		None

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DATE: _____

CONTENTS NOTED: (Immediate supervisor) _____

Date 11.07.2019 Place CITY

Street address of institution HOSPITAL STREET

Designation (rank) SUPPLEMENTARY Ex Office of Republic of South Africa

Full first names and surname: JEMBE PETER

Commissioner of Oath / Justice of the Peace

2019-07-11
LICENSING DEPARTMENT
GREAT BRITAIN MUNICIPALITY
PRIVATE BAG X9559 CITY 0826
TEL: 015 811 5500 FAX: 015 812 2058
NIPANI DISTRICT (look letters)

deponent is affixed to the declaration in my presence.
so help me God. / "I truly affirm that the contents of
declaration. The deponent utters the following words: "I swear that the contents of this declaration are true,
2. I certify that the deponent has acknowledged that she/he knows and understands the contents of this

Answer:

(iii) Do you consider the prescribed oath or affirmation to be binding on your conscience?

Answer:

(ii) Do you have any objection to taking the prescribed oath or affirmation?

Answer:

(i) Do you know and understand the contents of the declaration?

wrote down her/his answers in his/her presence:

1. I certify that before administering the oath/affirmation I asked the deponent the following questions and

OATH/AFFIRMATION

PLACE: CITY

DATE: 10/07/2019

SIGNATURE OF EMPLOYEE

[Handwritten Signature]

Description	Extent	Area	Value
House		City	R800000000
House		City	R120000000
Flat		Port Elizabeth	R350000000
Down House		Worcester	R450000000

See information sheet: note (7)

7. Land and property

INFORMATION SHEET FOR THE FINANCIAL DISCLOSURE FORM

The following notes are a guide to assist with completing the attached Financial Disclosure form (Appendix C):

1. SHARES AND OTHER FINANCIAL INTERESTS

Designated employees are required to disclose the following details with regard to shares and other financial interests held in any private or public company or any other corporate entity recognized by law:

- The number, nature and nominal value of shares of any type;
- The nature and value of any other financial interests held in any private or public company or any other corporate entity; and
- The name of that entity.

2. DIRECTORSHIPS AND PARTNERSHIPS

Designated employees are required to disclose the following details with regard to directorships and partnerships:

- The name and type of business activity of the corporate entity or partnership/s; and
 - The amount of any remuneration received for such directorship or partnership/s.
- Directorship includes any occupied position of director or alternative director, or by whatever name the position is designated.

Partnership is a legal relationship arising out of a contract between two or more persons with the object of making and sharing profits.

3. REMUNERATED WORK OUTSIDE THE PUBLIC SERVICE (ALL REMUNERATED EMPLOYMENT MUST BE SANCTIONED PRIOR TO THE WORK BEING DONE.)

Designated employees are required to disclose the following details with regard to remunerated work outside the public service:

- The type of work;
- The name and type of business activity of the employer; and
- The amount of the remuneration received for such work.

Remuneration means the receipt of benefits in cash or kind.

Work means rendering a service for which the person receives remuneration.

4. CONSULTANCIES AND RETAINERSHIPS

Designated employees are required to disclose the following details with regard to consultancies and retainerships:

- The nature of the consultancy or retainership of any kind;
- The name and type of business activity, of the client concerned; and
- The value of any benefits received for such consultancy or retainerships.

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5. SPONSORSHIPS

Designated employees are required to disclose the following details with regard to sponsorships:

- The source and description of direct financial sponsorship or assistance; and
- The value of the sponsorship or assistance.

6. GIFTS AND HOSPITALITY FROM A SOURCE OTHER THAN A FAMILY MEMBER

Designated employees are required to disclose the following details with regard to gifts and hospitality:

- A description and the value and source of a gift with a value in excess of R350;
- A description and the value of gifts from a single source which cumulatively exceed the value of R350 in the relevant 12 month period; and
- Hospitality intended as a gift in kind.

Designated employees must disclose any material advantage that they received from any source e.g. any discount prices or rates that are not available to the general public.

All personal gifts within the family and hospitality of a traditional or cultural nature need not be disclosed.

7. LAND AND PROPERTY

Designated employees are required to disclose the following details with regard to their ownership and other interests in

land and property (residential or otherwise both inside and outside the Republic):

- A description and extent of the land or property;
- The area in which it is situated; and
- The value of the interest.