

GREATER GIYANI MUNICIPALITY

**PERFORMANCE PLAN
DIRECTOR TECHNICAL SERVICES: MASHAMBA RH
2023/24**

RH

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Vision: "A Municipality where environmental sustainability, tourism and agriculture thrive for economic growth"

Mission: A democratic and accountable municipality that ensures the provision of services through sound environmental management practices, local economic development and community participation

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1. LEGISLATION

The following legislation governs the development of the SDBIP and Performance management plan and functions within the Budget and Treasury Office.

a. Legislation Governing the Development of the SDBIP and Performance Contracts of Section 57 Managers

- **Municipal Finance Management Act 56 of 2003 (MFMA)**, requires municipalities to develop Service Delivery and Budget Implementation Plan (SDBIP) and must be signed by the mayor within 28 days after the budget has been approved.
- **Municipal Systems Act 32 of 2000**, requires municipalities to develop Performance Management Plan that must be reviewed quarterly. The performance management plan must be aligned to the IDP and indicate measurable and realistic targets for each Key Performance Indicator.
- **Performance Regulations, 2006, for managers reporting to the municipal manager and the municipal manger**, outlines the process of the development of Performance agreements. The MFMA, 56 of 2003, further requires that Section 56 manager and municipal manager must develop performance agreement that must be signed by the municipal manager and the mayor respectively. This Performance plans must be linked to the SDBIP, IDP and Budget.

b. Legislation Governing the departmental Functions:

- The Constitution
- The Municipal System Act, 32 of 2000
- The Municipal Structures Act
- Municipal Finance Management Act 56 of 2003
- Performance regulations of 2006

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2. STRATEGIC OBJECTIVES

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

Table A: Strategic Objectives are as follows:

KPA	STRATEGIC OBJECTIVES
1. Spatial Rationale	Integrated spatial and human settlement.
2. Municipal Transformation and Organisational Development	Improved governance and administration
3. Basic Service Delivery and Infrastructure Development	Improved access to sustainable basic services and Promote community well-being and environmental welfare
4. Local Economic Development	Integrated Local economy
5. Municipal Finance Management and Viability	Sound Financial Management and Viability
6. Good Governance and Public Participation	Improved governance and administration and Effective Community Participation

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3.KPA 2: MUNICIPAL TRANSFORMATION AND ORGANIZATIONAL DEVELOPMENT

KPA 1: MUNICIPAL TRANSFORMATION AND ORGANIZATIONAL DEVELOPMENT; KPA WEIGHT = 6.45%

OUTCOME NINE: RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNMENT SYSTEM

OUTPUT 6: ADMINISTRATIVE AND FINANCIAL CAPABILITY

STRATEGIC OBJECTIVE: IMPROVED GOVERNANCE AND ADMINISTRATION

No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
01.	Council Services	To advise EXCO on policy matters and make recommendations to EXCO	# of Portfolio Committee Meetings to be held by 30 June 2024	12 Portfolio Committee Meetings held in 2022/23	12 Portfolio Committee Meetings (12 Infrastructure Per Portfolio Committee) by 30 June 2024	Portfolio Committee Meetings	Organize Portfolio Committee meeting as per schedule	Greater Giyani Municipality	Administration	Income	Operational	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	25	Q1-Q4 Notices of Invitations Agenda and Attendance Register	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
02.	Council Services	To advise EXCO on policy matters and make recommendations to EXCO	# of Portfolio Committee Meetings to be held by 30 June 2024	6 Portfolio Committee Meetings held in 2022/23	12 Portfolio Committee Meetings (12 Roads and Transport Per Portfolio Committee) by 30 June 2024	Portfolio Committee Meetings	Organize Portfolio Committee meeting as per schedule	Greater Giyani Municipality	Administration	Income	Operational	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	25	Q1-Q4 Notices of Invitations Agenda and Attendance Register	TECH
03.	Information Technology	To ensure good governance of ICT	# of IT Steering Committee Meetings to be conducted by 30 June 2024	4 meetings held in 2022/23 Financial year	4 IT Steering Committee meetings conducted by 30 June 2024	IT Governance, Risks and Compliance	Coordination of the IT Steering Committee Meeting	Greater Giyani Municipality	Administration	Income	Operational	1 IT Steering Committee meeting conducted	1 IT Steering Committee meeting conducted	1 IT Steering Committee meeting conducted	1 IT Steering Committee meeting conducted	25	Q1-Q4 Invitations and Attendance Register	TECH
04.	Council Services	To advise EXCO on policy matters and make recommendations to EXCO	# of Portfolio Committee Meetings to be held by 30 June 2024	5 Portfolio Committee Meetings held in 2022/23	12 Portfolio Committee Meetings (12 Water & Sanitation) Per Portfolio Committee) by 30 June 2024	Portfolio Committee Meetings	Organize Portfolio Committee meeting as per schedule	Greater Giyani Municipality	Administration	Income	Operational	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	3 Portfolio Committee Meetings held	25	Q1-Q4 Notices of Invitations Agenda and Attendance Register	TECH

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2: BASIC SERVICE DELIVERY & INFRASTRUCTURE DEVELOPMENT

KPA 3: BASIC SERVICE DELIVERY & INFRASTRUCTURE DEVELOPMENT: KPA WEIGHT=82.25%
OUTCOME NINE: RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNMENT SYSTEM
OUTPUT 2: IMPROVING ACCESS TO BASIC SERVICES
OUTPUT 3: IMPLEMENTATION OF THE COMMUNITY WORK PROGRAMME
STRATEGIC OBJECTIVES: IMPROVED ACCESS TO SUSTAINABLE BASIC SERVICES AND PROMOTE COMMUNITY WELL-BEING AND ENVIRONMENTAL WELFARE

No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
01.	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Mavalani indoor sports centre	Construction	Construction of Mavalani indoor sports centre by 30 June 2024	Mavalani indoor sports centre	Construction of Mavalani Indoor Sports Centre	Mavalani Indoor Sport	Ward 20	LGES/MIG	16 313 679	Bricklaying	Bricklaying	Plastering, flooring and electrification	Practical Completion	1,96	Q1 Progress Report Q2 Progress Report Q3- Progress Report Q4- Practical Completion	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
02.	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Jim Nghalalume community hall	Construction	Construction of Jim Nghalalume community hall by 30 June 2024	Jim Nghalalume community hall	Construction of Jim Nghalalume community hall	Jim Nghalalume	Ward 30	LGES/MIG	14,309,409,79	Bricklaying	Plastering and flooring	Paving of parking lot and installation of high mast	Practical Completion	1,96	Q1 - Progress Report Q2 - Progress Report Q3 - Progress Report Q4 - Practical Completion	TECH
03.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construct Selawa upgrading of roads from gravel to paving for 1,8 km	Construction	1,8km upgrading of road from gravel to paving at Selawa by 30 June 2024	Selawa upgrading of roads from gravel to paving	To construct Selawa upgrading of roads from gravel to paving	Silawa	Ward 8	LGES/MIG	8 500 450.00	Kerbing and paving	Practical Completion	N/A	N/A	1,96	Q1 - Progress Report Q2 - Practical Completion Certificate	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
04.	Building and Construction	To develop sustainable infrastructure networks which promote economic growth and improve quality of life	Construction of Homu14B Sports centre	Construction	Construction of Homu14B Sports centre by 30 June 2024	Homu14B Sports centre	Construction of Homu14B Sports centre	Homu14B	Ward 9	LGES/MIG	900 000	Practical Completion	N/A	N/A	N/A	1,96	Q1- Practical Completion Certificate	TECH
05.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promote economic growth and improve quality of life	Servicing of 539 sites	New Indicator	Submission of Detailed Design for Servicing of 539 sites by 30 June 2024	Servicing of 539 sites	Finalization of Servicing of 539 sites designs	Section F	Ward 13	LGES/MIG	1 000 000	Submission of Detailed Design	N/A	N/A	N/A	1,96	Q1 Detailed Design	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
06.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction Alternative route to Giyani from R81	Preliminary design	Appointment of service provider for Alternative route to Giyani from R81 by 30 June 2024	Alternative route to Giyani from R81	Alternative route to Giyani from R81	Ngove	Ward 21	LGES/MIG	50 000	N/A	N/A	N/A	Appointment of service provider for Alternative route to Giyani from R81	1,96	Q4 Appointment Letter	TECH
07.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Alternative route from Elim Road R578 to Giyani via Siyandhani	Preliminary design	Appointment of service provider for Alternative route from Elim Road R578 to Giyani via Siyandhani by 30 June 2024	Alternative route from Elim Road R578 to Siyandhani	Alternative route from Elim Road R578 to Giyani via Siyandhani	Siyandhani	Ward 7	LGES/MIG	50 000	N/A	N/A	N/A	Appointment of service provider for Alternative route from Elim Road R578 to Giyani via Siyandhani	1,96	Q4 Appointment Letter	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
08.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	4,9 km Section F Upgrading of stormwater Phase 1	New Indicator	2,4 km Section F Upgrading of stormwater Phase 1 by 30 June 2024	4,9 km Section F Upgrading of stormwater Phase 1	4,9 km Section F Upgrading of stormwater Phase 1	Section F	Ward 13	LGES/MIG	10 000 000	N/A	Appointment of Service Provider	Installation of 1,2 km stormwater pipes	Installation of 1,2 km stormwater pipes	1,96	Q2 - Appointment Letter Q3 - Progress Report Q4 - Progress Report	TECH
09.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Upgrading from gravel to paving Giyani Nwamankena	New Indicator	Development of Preliminary Design for 4,2km Upgrading from gravel to paving Giyani Nwamankena by 30 June 2024	Upgrading from gravel to paving Giyani Nwamankena	Upgrading from gravel to paving Giyani Nwamankena	Nwamankena	Ward 8	LGES/MIG	500 000	N/A	N/A	Appointment of Service provider for Designs	Development of Preliminary Design for 4,2km Upgrading from gravel to paving Giyani Nwamankena	1,96	Q3 - Appointment Letter Q4 - Preliminary Design Report	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
10.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Upgrading from gravel to paving Giyani Section F via Golele to Risinga View to Bright Star Road by 30 June 2024	New Indicator	Development of Preliminary Design for 3,6km Upgrading from gravel to paving Giyani Section F via Golele to Risinga View to Bright Star Road by 30 June 2024	Upgrading from gravel to paving Giyani Section F via Golele to Risinga View to Bright Star Road	Upgrading from gravel to paving Giyani Section F via Golele to Risinga View to Bright Star Road	Giyani Section F via Golele to Risinga View to Bright Star Road	Ward 13	LGES/MIG	500 000	N/A	N/A	Appointment of Service provider for Designs	Development of Preliminary Design for 3,6km Upgrading from gravel to paving Giyani Section F via Golele to Risinga View to Bright Star Road	1,96	Q3 Appointment Letter Q4- Preliminary Design Report	TECH
11.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Upgrading from gravel to paving Ngove to Sikhunyani road by 30 June 2024	New Indicator	Development of Preliminary Design for 5km Upgrading from gravel to paving Ngobe to Sikhunyani road by 30 June 2024	Upgrading from gravel to paving Ngobe to Sikhunyani road	Upgrading from gravel to paving Ngobe to Sikhunyani road	Ngove/Sikhunyani	Ward 21,26	LGES/MIG	500 000	N/A	N/A	Appointment of Service provider for Designs	Development of Preliminary Design for 5km Upgrading from gravel to paving Ngobe to Sikhunyani road	1,96	Q3 Appointment Letter Q4- Preliminary Design Report	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
12.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Babangu Internal Streets 1,5km Upgrading from gravel to paving by 30 June 2024	New Indicator	Development of preliminary Design for 1,5km Internal Streets Upgrading from gravel to paving Babangu by 30 June 2024	Babangu Internal Streets Upgrading from gravel to paving	Babangu Internal Streets Upgrading from gravel to paving	Babangu	Ward 3	LGES/MIG	500 000	N/A	N/A	Appointment of Service provider for Designs	Development of preliminary Design for 1,5km Internal Streets Upgrading from gravel to paving Babangu	1,96	Q3 - Appointment Letter Q4 - Preliminary Design Report	TECH
13.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Siyandhani ring road for 4,4km by 30 June 2024	New Indicator	4,4km ring road constructed at Siyandhani by 30 June 2024	Siyandhani ring road	Construction of Siyandhani ring road	Siyandhani	Ward 7	LGES/MIG	32 070 764	Construction	Construction	Construction	Practical Completion	1,96	Q1 - Progress Report Q2 - Progress Report Q3 - Progress Report Q4 - Practical Completion	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
14.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Section E Upgrading of 13km from gravel to paving by June 30 June 2024	New Indicator	Development of Preliminary design for 13km Upgrading from gravel to paving at Section E by 30 June 2024	Section E Upgrading of 13km from gravel to paving	Section E Upgrading of 13km from gravel to paving	Section E	Ward 11	LGES/MIG	500 000	N/A	N/A	Appointment of Service provider(consultant)	Development of Preliminary design for 13km Upgrading from gravel to paving at Section E	1,96	Q3 - Appointment Letter Q4- Preliminary Design Report	TECH
15.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Shikhumba Upgrading from gravel to paving for 2.6 km by 30 June 2024	Construction	2,6km Upgrading from gravel to paving at Shikhumba by 30 June 2024	Shikhumba Upgrading from gravel to paving	Shikhumba Upgrading from gravel to paving for 2.6 km	Shikhumba	Ward 22	LGES/MIG	23 391 087.80	Construction	Construction	Construction	Practical Completion	1,96	Q1 - Progress Report Q2 - Progress Report Q3- Progress Report Q4- Practical Completion	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
16.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promote economic growth and improve quality of life	Shawela upgrading from gravel to paving for 3.6 km by 30 June 2024	Preliminary design	Appointment of service provider for 3.6km upgrading from gravel to paving for at Shawela by 30 June 2024	Shawela Upgrading from gravel to paving	Shawela Upgrading from gravel to paving	Shawela	Ward 22	LGES/MIG	1 000 000	Detailed Design	Development of tender document for 3,6km from gravel to paving at Shawela	N/A	Appointment of service provider for 3.6km upgrading from gravel to paving for at Shawela	1,96	Q1 -Detail Design Q3 - Tender draft document Q4 - Appointment letter	TECH
17.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promote economic growth and improve quality of life	Upgrading of parking lot	Parking lot at Civic Centre upgraded	Upgrading of parking lot at Civic Centre by 30 June 2024	Upgrading of parking lot	Upgrading of parking lot	Greater Giyani Municipality		LGES/MIG	1 300 000	Connection of pay point and boom gate	Practical Completion	N/A	N/A	1,96	Q1 - Progress Report Q2 - Practical Completion Certificate	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
18.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Upgrading of Makosha phase 2 from Gravel to Paving for 3,5km	New Indicator	Appointment of service provider for 3,5km Upgrading of phase 2 from Gravel to Paving at Makosha by 30 June 2024	Upgrading of Makosha phase 2 from Gravel to Paving	Upgrading of Makosha phase 2 from Gravel to Paving	Makosha	Ward 14	LGES/MIG	1 500 000	Detailed Design	Development of tender document for 3,5km from gravel to paving at Makosha phase 2	N/A	Appointment of service provider for 3,5km Upgrading of phase 2 from Gravel to Paving at Makosha	1,96	Q1 -Detail Design Q3 - Tender draft document Q4 - Appointment letter	TECH
19.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Upgrading of Hlomela from Gravel to Paving for 2,6km	New Indicator	Site establishment for 2,6km Upgrading from Gravel to Paving at Hlomela by 30 June 2024	Hlomela upgrading from Gravel to Paving	Upgrading of Hlomela from Gravel to Paving for 2,6km	Hlomela	Ward 19	LGES/MIG	2,577, 159,41	N/A	N/A	Appointment of Service Provider	Site establishment for 2,6km Upgrading from Gravel to Paving at Hlomela	1,96	Q3 - Appointment letter Q4- Progress Report	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Masurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
20.	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Upgrading of Nkhesani Access Road	New Indicator	Development of Detailed design for Upgrading of Nkhesani Access Road by 30 June 2024	Upgrading of Nkhesani Access Road	Upgrading of upgrading of Nkhesani Access Road	Greater Giyani Municipality	Ward 12	LGES/MIG	900 000	N/A	N/A	Development of Detailed design for Upgrading of Nkhesani Access Road	N/A	1,96	Q3 Detailed design	TECH
21.	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Refurbishment of Section E Sports Centre by 30 June 2024	New Indicator	Development of detailed design for refurbishment of Section E Sports Centre by 30 June 2024	Refurbishment of Section E Sports Centre	Refurbishment of Section E Sports Centre	Section E	Ward 11	LGES/MIG	1 500 000	Appointment of Service Provider (consultant)	Development of preliminary design for refurbishment of Section E Sports Centre	Development of detailed design for refurbishment of Section E Sports Centre	N/A	1,96	Q1 - Appointment Letter Q2 - Preliminary Design Report Q3 - Detailed Design Report	TECH

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No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Masurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
22.	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Refurbishment of Sporting Facilities (Gawula) by 30 June 2024	Fixing of defects not done	Refurbishment of ablution facilities at Sporting Facilities (Gawula) by 30 June 2024	Refurbishment of Sporting Facilities (Gawula)	Refurbishment of Sporting Facilities (Gawula)	Gawula	Ward 18	LGES/MIG	2 000 000	N/A	Earthworks	Installation of grass soccer pitch	Refurbishment of ablution facilities and changerooms	1,96	Q1 Signed Progress Report Q2 Signed Progress Report Q3 Signed Progress Report	TECH
23.	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Car ports (Civic Centre, Unigaz, Testing Station and brick yard) by 30 June 2024	New Indicator	Construction of Car ports at Civic Centre by 30 June 2024	Construction of Car ports (Civic Centre, Unigaz, Testing Station and brickyard)	Construction of Car ports (Civic Centre, Unigaz, Testing Station and brickyard)	Greater Giyani Municipality		LGES/MIG	500 000	N/A	N/A	Appointment of Service Provider (contractor)	Construction and practical completion of Car ports (Civic Centre)	1,96	Q3 Appointment Letter Q4 Progress Report and Practical Completion	TECH

No.	Priority Issue/ Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/ Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
24.	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Civic Centre Building Phase 4	Construction	Construction of Civic Centre Building Phase 4 by 30 June 2024	Civic Centre Building Phase 4	Construction Civic Centre Building Phase 4	Giyani CBD		LGES/MIG	6 000 000	Completion of Council Chamber	Installation of lift and Practical Completion	N/A	N/A	1,96	Q1 Progress Report Q2- Progress Report and Practical Completion Certificate	TECH
25.	PMU	To improve financial management systems to enhance venue base	% MIG Budget spent by 30 June 2024	100% MIG budget spent	100% MIG Budget spent by 30 June 2024	MIG Spending	Spending 100 % of MIG allocated fund	Greater Giyani Municipality	Administration	MIG	72 338 000.00	15% of MIG budget spent	30 % of MIG budget spent	30% of MIG budget spent	25% of MIG budget spent	1,96	MIG Spending Report	TECH

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No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
26.	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Waste Disposal Site by 30 June 2024	Construction	Construction of Waste Disposal Site by 30 June 2024	Waste Disposal Site	Waste Disposal Site	Greater Giyani	All wards	MIG	5,300 000	Construction	Practical Completion	N/A	N/A	1,96	Q1- Progress Report Q2- Practical Completion Certificate	TECH

No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline	Annual Targets	Project Name	Project/Indicator Description	Location	Ward	Funding Source	Budget 2023/24	1st Q Target	2nd Q Target	3rd Q Target	4th Q Target	KPI Weight	Portfolio of Evidence	Dept
27.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and	Connect 539 units at Section F by 30 June 2024	New Indicator	Development of a detailed design for connection of 539 units at Section F	Electrification of Section F (539)	Construction of Electrical Network Infrastructure	Section F	13	INEP/LGES	1 000 000	N/A	N/A	Appointment of Service provider (Professional)	Development of a detailed design for connection of	1,96	Q3 - Appointment Letters Q4 - Detailed Design Report	TECH

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No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline	Annual Targets	Project Name	Project/Indicator Description	Location	Ward	Funding Source	Budget 2023/24	1 st Q Target	2 nd Q Target	3 rd Q Target	4 th Q Target	KPI Weight	Portfolio of Evidence	Dept
28.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 450 units at Siyandhani village by 30 June 2024	New Indicator	Connection 450 units at Siyandhani Village by 30 June 2024	Electrification of Siyandhani Village (450)	Construction of Electrical Network Infrastructure	Siyandhani Village	07	INEP/LGES	5 032 989.00	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH
29.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 200 units at Xivulani village by 30 June 2024	New Indicator	Connection 200 units at Xivulani Village by 30 June 2024	Electrification of Xivulani Village (200)	Construction of Electrical Network Infrastructure	Xivulani Village	15	INEP/LGES	4 100 000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH

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30.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 184 units at Mninginisi Block 3 by 30 June 2024	New Indicator	Connection 184 units at Mninginisi Block 3 by 30 June 2024	Electrification of Mninginisi Block 3 (184)	Construction of Electrical Network Infrastructure	Mninginisi Village	16	INEP/LGES	3 780 000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH
31.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Homu 14A by 30 June 2024	New Indicator	Connection 184 at Homu 14A units by 30 June 2024	Electrification of Homu 14A (150)	Construction of Electrical Network Infrastructure	Homu 14A	09	INEP/LGES	3 100 000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH

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32.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 200 units at Bode Village by 30 June 2024	New Indicator	Connection 200 units at Bode Village by 30 June 2024	Electrification of Bode (200)	Construction of Electrical Network Infrastructure	Bode Village	07	INEP/LGES	4 100 000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH
33.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 100 units at Sikhunyani Village by 30 June 2024	New Indicator	Connection of 100 units at Sikhunyani Village by 30 June 2024	Electrification of Sikhunyani Village (100)	Construction of Electrical Network Infrastructure	Sikhunyani Village	15	INEP/LGES	2 100 000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH

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34.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Mapayeni Village by 30 June 2024	New Indicator	Connection of 150 units at Mapayeni Village by 30 June 2024	Electrification of Mapayeni Village (150)	Construction of Electrical Network Infrastructure	Mapayeni Village	26	INEP/LGES	3 100 000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH
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No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline	Annual Targets	Project Name	Project Indicator Description	Location	Ward	Funding Source	Budget 2023/24	1 st Q Target	2 nd Q Target	3 rd Q Target	4 th Q Target	KPI Weight	Portfolio of Evidence	Dept
35.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 120 units at Daniel Rabelela Village by 30 June 2024	New Indicator	Connection of 120 units at Daniel Rabelela Village by 30 June 2024	Electrification of Daniel Rabelela Village (120)	Electrification of Daniel Rabelela Village	Daniel Rabelela Village	25	INEP/LGES	2 500 000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH
36.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Homu 14B by 30 June 2024	New Indicator	Connection of 150 units at Homu 14B by 30 June 2024	Electrification of Homu 14B (150)	Electrification of Homu 14B	Homu 14B	09	INEP/LGES	3 100 000	Appointment of Service provider (Contractor)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH

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37.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Gawula Village by 30 June 2024	New Indicator	Connection of 150 units at Gawula Village by 30 June 2024	Electrification of Gawula Village	Electrification of Gawula Village	Gawula Village	18	LGES	3 100 000	Appointment of Service provider (Contractor)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH
38.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Khakhala Village by 30 June 2024	New Indicator	Connection of 150 units at Khakhala Village by 30 June 2024	Electrification of Khakhala Village (150)	Electrification of Khakhala Village	Khakhala Village	18	INEP/LGES	3 100 000	Appointment of Service provider (Contractor)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	TECH

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39.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Loloka Village by 30 June 2024	New Indicator	Development of a detail design for connection of 150 units at Loloka Village by 30 June 2024	Electrification of Loloka Village (150)	Electrification of Loloka Village	Loloka Village	24	LGES	230 000	Appointment of Service provider (Consultants)	Development of a detailed design for connection of 150 units at Loloka Village	N/A	N/A	1,96	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
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No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
40.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Mageva Village by 30 June 2024	New Indicator	Development of a detail design for connection of 150 units at Mageva Village by 30 June 2024	Electrification of Mageva Village	Electrification of Mageva Village	Mageva Village	15	Income	230 000	Appointment of Service provider (Consultants)	Development of a detail design for connection of 150 units at Mageva Village	N/A	N/A	1,96	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
41.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Mahlathi Village by 30 June 2024	New Indicator	Development of a detailed design for connection of 150 units at Mahlathi Village by 30 June 2024	Electrification of Mahlathi Village	Electrification of Mahlathi Village	Mahlathi Village	19	Income	230 000	Appointment of Service provider (Consultants)	Development of a detailed design for connection of 150 units at Mahlathi Village	N/A	N/A	1,96	Q1 - Appointment Letter Q2 - Detailed Designs	TECH

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42.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Matsotsele Village by 30 June 2024	New Indicator	Development of a detailed design for connection of 150 units at Matsotsele Village by 30 June 2024	Electrification of Matsotsele Village (150)	Electrification of Matsotsele Village	Matsotsele Village	27	Income	230 000	Appointment of Service provider (Consultants)	Development of a detailed design for connection of 150 units at Matsotsele Village	N/A	N/A	1,96	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
43.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 150 units at Mbhedle Village by 30 June 2024	New Indicator	Development of detailed design for connection of 150 units at Mbhedle Village by 30 June 2024	Electrification of Mbhedle Village	Electrification of Mbhedle Village	Mbhedle Village	27	Income	230 000	Appointment of Service provider (Consultants)	Development of detailed design for connection of 150 units at Mbhedle Village	N/A	N/A	1,96	Q1 - Appointment Letter Q2 - Detailed Designs	TECH

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44.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 200 units at Mnghonghoma Village by 30 June 2024	New Indicator	Development of a detailed design for connection of 200 units at Mnghonghoma Village by 30 June 2024	Electrification of Mnghonghoma Village (200)	Electrification of Mnghonghoma Village	Mnghonghoma Village	24	Income	290 000	Appointment of Service provider (Consultants)	Development of a detailed design for connection of 200 units at Mnghonghoma Village	N/A	N/A	1,96	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
45.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Installation of high mast	High mast installed	Installation of 4 high mast in (ward 12)93 villages including CBD by 30 June 2024	Installation of high mast	Installation of high mast	Greater Giyani	All wards	LGES	2 500 000	Appointment of Service provider	Installation of 4 High mast lights	Practical Completion	Practical Completion	1,96	Q1 - Appointment Letter Q2 - Progress Report Q3 - Practical Completion Certificate	TECH

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No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R'000	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
46.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Installation of solar rooftop in municipal buildings	New Indicator	Development of detailed design for installation of Solar rooftop in municipal buildings by 30 June 2024	Installation of solar rooftop	Installation of solar rooftop	Greater Giyani	All wards	LGES	1 000 000	Appointment of Service provider	Development of detailed design for installation of Solar rooftop in municipal buildings	N/A	N/A	1,96	Q1 - Appointment Letter Q2 - Detailed Design Report	TECH
47.	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Install energy saving streetlights	143 energies saving streetlights installed	Installation of 124 energy saving streetlights by 30 June 2024	Installation of energy saving streetlights	Installation of energy saving streetlights	Greater Giyani	All wards	LGES	5 500 000	Digging of holes and planting of poles for 62 energy saving streetlights	Digging of holes and planting of poles for 62 energy saving streetlights	Practical Completion	N/A	1,96	Q1 - Progress Report Q2 - Progress Report Q3 - Practical Completion Certificate	TECH
49.	Sports Facilities	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construct an extension of Mageva soccer pitch	Mageva Soccer pitch extension not constructed	Development of a detailed design for construction of mageva soccer pitch by June 2024	Extension of mageva soccer pitch	To construct an extension of mageva soccer pitch	Mageva - Dzumeri	25	LGES	2 000 000	Appointment of Service provider (Consultants)	Development of a detailed design for construction of an extension of mageva soccer pitch	N/A	N/A	1,96	Q1 - Appointment Letter Q2 - Detailed Designs	TECH

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50.	Sports Facilities	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Refurbishment of Giyani Stadium & Tennis Court by 30 June 2024	Service provider not appointed	Development of a detailed design Refurbishment of Giyani Stadium & Tennis Court by 30 June 2024	Refurbishment of Giyani Stadium & Tennis Court	Refurbishment of Giyani Stadium & Tennis Court	Giyani Section A	12	Income	2 000 000	Appointment of Service provider	Preliminary Design Stage	Development of a detailed design Refurbishment of Giyani Stadium & Tennis Court	Advert	1,96	Q1 - Appointment Letter Q2 - Preliminary Design Report Q3 - Detailed Design Report Q4 - Advert	TECH
51.	EPWP Infrastructure	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	# of people to be appointed through EPWP Infrastructure Program by 30 June 2024	200 people appointed through EPWP Infrastructure program	200 People appointed through EPWP Infrastructure Program by 30 June 2024	EPWP Infrastructure	Creation of jobs through EPWP Infrastructure Program	Giyani Township	All wards	EPWP	5 000 000	200 People appointed through EPWP Infrastructure	N/A	N/A	N/A	1,96	Q1 - Signed Appointment Memo	TECH

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5.KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION KPA WEIGHT =11.29%

OUTCOME NINE: RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNMENT SYSTEM

OUTPUT 5: DEEPEN DEMOCRACY THROUGH A REFINED WARD COMMITTEE MODEL

OUTPUT 6: ADMINISTRATIVE AND FINANCIAL CAPABILITY

No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline	Annual Targets	Project Name	Project/Indicator Description	Location	Ward	Funding Source	Budget 2023/24	1 st Q Target	2 nd Q Target	3 rd Q Target	4 th Q Target	KPI Weight	Portfolio of Evidence	Dept
01.	Performance Management	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	# of Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS within 12 days after the end of the quarter	New Indicator	12 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS by 30 June 2024	Compliance Reports	Compile the compliance report. Submit to PMS within 12 working days after the end of the quarter.	Greater Giyani Municipality	Administration	Income	Operational	3 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	3 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	3 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	3 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	14.28	Q1-Q4 Submission Register, Reports and POEs	COMM

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No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline	Annual Targets	Project Name	Project Indicator Description	Location	Ward	Funding Source	Budget 2023/24	1 st Q Target	2 nd Q Target	3 rd Q Target	4 th Q Target	KPI Weight	Portfolio of Evidence	Dept
02.	Risk Management	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	# of risk management activities to be coordinated by 30 June 2024	4 Risk management Committee meeting held	4 Risk management Committee meeting held by 30 June 2024	Risk Management committee	Organize Risk Management Committee meetings	Greater Giyani Municipality	Administration	Income	Operational	1 Risk management Committee meeting held	1 Risk management Committee meeting held	1 Risk management Committee meeting held	1 Risk management Committee meeting held	14.28	Q1-Q4 Minutes and Attendance Register	TECH
03.	Risk Management	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	% of total number of risks implemented (Strategic and Operational) by 30 June 2024	New Indicator	100% of total number of risks implemented (Strategic and Operational) by 30 June 2024	Risk Register	Implementation of the risk management action plan	Greater Giyani Municipality	Administration	Income	Operational	100% of risk implementation plan	100% of risk implementation plan	100% of risk implementation plan	100% of risk implementation plan	14.28	Q1-Q4 Updated Risk register.	TECH
04.	Internal Auditing	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	% of findings resolved in the Internal Audit Action Plan by 30 June 2024	Implementation in 2022/23 Internal Audit Action plan	100% of findings resolved in the Internal Audit Action Plan by 30 June 2024	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	14.28	Q1-Q4 Updated Internal Audit Action Plan	TECH

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05.	Internal Auditing	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	% of findings resolved in the AG(SA) Action Plan by 30 June 2024	Implementation: AG(SA) Action Plan	100% of findings resolved in the AG(SA) Action Plan by 30 June 2024	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	N/A	50% of findings resolved in the AGSA's Action Plan	100% of findings resolved in the AGSA's Action Plan	14.28	Q3 & Q4 Updated Audit Action Plan	TECH
06.	Internal Auditing	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	# of Audit and Performance Audit Committee meetings to be held by 30 June 2024	6 Audit and Performance Committee meeting held	4 Audit and Performance Committee meeting held by 30 June 2024	Audit and Performance Audit Committee	Organize Audit and Performance Audit Committee meetings	Greater Giyani Municipality	Administration	Income	Operational	1 Audit and Performance Committee meeting to be held	1 Audit and Performance Committee meeting to be held	1 Audit and Performance Committee meeting to be held	1 Audit and Performance Committee meeting to be held	14.28	Q1-Q4 Attendance Register, and Minutes	TECH
07.	Internal Auditing	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	# of Audit and Performance Audit Committee Reports developed and submitted to Council by 30 June 2024	4 Audit and Performance Audit Committee Reports	4 Audit and Performance Audit Committee Reports developed and submitted to Council by 30 June 2024	Audit and Performance Audit Committee Reports	Develop Audit and Performance Audit Committee Reports	Greater Giyani Municipality	Administration	Income	Operational	1 Audit and Performance Audit Committee Reports submitted to council for approval	1 Audit and Performance Audit Committee Reports submitted to council for approval	1 Audit and Performance Audit Committee Reports submitted to council for approval	1 Audit and Performance Audit Committee Reports submitted to council for approval	14.28	Q1-Q4 Report to Council, Council Resolution	TECH

8. PERFORMANCE WEIGHTINGS PER KEY PERFORMANCE AREAS

The criterion upon which the performance of the employee must be assessed consists of 2 components both of which must be contained in the performance agreement. The employee will be assessed against both components, with a weight of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs), respectively. Each area of assessment will be weighted and will contribute a specific part to the total score. KPAs covering the main areas of work will account for 80% and CCR will account for 20% of final assessment.

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Table B: WEIGHTING ON KPAs

KEY PERFORMANCE AREAS	WEIGHT
1. Spatial Rationale	0%
2. Municipal Transformation and Organisational Development	6.45%
3. Basic Service Delivery and Infrastructure Development	82.26%
4. Local Economic Development	0%
5. Municipal Finance Management and Viability	0%
6. Good Governance and Public Participation	11.29%
TOTAL WEIGHTING	100%

TABLE C: CORE COMPETENCY REQUIREMENTS (CCRs)

CORE COMPETENCY REQUIREMENT	Weight
Strategic Direction and Leadership	10
People Management	10
Program and project Management	10
Financial Management	05
Change Leadership	10
Governance Leadership	10
Moral Competency	05
Planning And organising	10
Analysis And Innovation	05
Knowledge and information Management	05
Communication	10
Results and quality focus	10
Total	100%

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9. PERFORMANCE EVALUATION

Performance evaluation will be done in line with section 23(c) of the Performance Regulation of 2006: Performance Regulation of Managers Reporting to the Municipal Manager and the Municipal Manager.

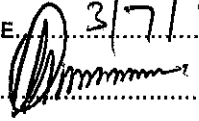
10. PERFORMANCE ASSESSMENT

	Score	Definition
Outstanding Performance	5	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.
Performance Significantly Above Expectations	4	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.
Fully Effective	3	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.
Not Fully Effective	2	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.
Unacceptable Performance	1	Performance does not meet the standard 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. Performance does not meet the standard 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.

11.PERSONAL DEVELOPMENT PLANS (PDP)

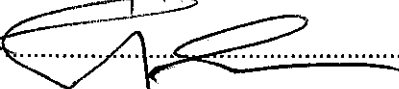
Section 29 of the Performance Regulation of 2006 requires that managers must develop personal Development Plan that must address all gaps and this plan must be part of the performance agreement. This performance is signed in line with the Municipal Finance Management Act 56 of 2003. All s57 Managers are required performance plan and sign performance agreements with the accounting officer. This performance plan serves as an Annexure to the signed Performance Agreement.

12.SIGNATURES

DATE 3/7/2023


DIRECTOR TECHNICAL SERVICES

MASHAMBA RH

DATE 3/7/2023


MUNICIPAL MANAGER

KHOZA VUSI DUNCAN