

**PERFORMANCE AGREEMENT  
2022/2023 FINANCIAL YEAR**

Made and Entered into by and between

**THE GREATER GIYANI MUNICIPALITY**

Herein represented by

**ACTING MUNICIPAL MANAGER, SITHOLE KV**

(Herein after referred to as the "Employer")

And

**DIRECTOR CORPORATE SERVICES, MDAKA NR**

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

For the period

**01 August 2022 – 30 June 2023**

*Handwritten signatures:*  
KV  
NR

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- (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.

*NOW Therefore* the Parties agree as follows:

## **DEFINITIONS**

“**The ACT**” shall mean the Local Government: Municipal Systems Act, 2000 (Act 32 of 2000 as amended)

<b>IDP</b>	-	Integrated Development Plan
<b>SDBIP</b>	-	Service Delivery Budget Implementation Plan
<b>POE</b>	-	Portfolio of Evidence
<b>KPA</b>	-	Key Performance Area
<b>KPI</b>	-	Key Performance Indicator
<b>MFMA</b>	-	Municipal Finance Management Act
<b>FINANCIAL YEAR</b>	-	refers to the 12 month period which the organisation determines as its budget year.

## **1. INTRODUCTION**

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

## **2. PURPOSE OF AGREEMENT**

The purpose of this agreement is to:-

2.1 Comply with the provisions of legislation and the regulations pertaining to performance management;

2.2 Specify objectives and targets defined and agreed to with the employee and to communicate to the employee the employer's expectations of the employee's performance

*Mdaka NR*

and accountabilities in alignment with the Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Municipality;

2.3 Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;

2.4 Monitor and measure performance against set targeted outputs;

2.5 Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his/her job;

2.6 In the event of outstanding performance, to appropriately reward the employee; and;

2.7 Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

### 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.

<b>Municipal Manager</b>	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.
<b>Finance</b>	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

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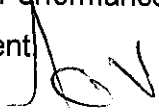
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	manage the Grant Revenue of the municipality so that no grant funding is foregone
<b>Community Services</b>	To coordinate Environmental Health Services, Libraries, Safety and Security, Environmental and Waste management Parks and Recreation as well as Disaster management to decrease community affected by disasters
<b>Technical Services</b>	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
<b>Local Economic Development</b>	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
<b>Corporate Services</b>	To ensure efficient and effective operation of council services, human resources and management, Information and Communication Technology (ICT), Administration and Public Participation, Events and the provision of high quality customer orientated administrative systems. Ensuring 100% compliance to the Skills Development Plan

#### 4. COMMENCEMENT AND DURATION

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

4.2 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




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

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.

4.5 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.

## 5. PERFORMANCE OBJECTIVES

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

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.

5.2 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:

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

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 key objective has been achieved;

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

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

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

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 those performance obligations and targets.

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 Agreement.

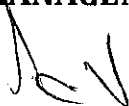
5.6 The Employee acknowledges the fact that the Employer is entitled to review and make reasonable changes to the provisions of **Annexure "A"** from time to time for operational reasons. The Employer agrees that the Employee will be fully consulted before any such change is made.

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 as the case may be.

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

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

## 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**.

KPA	Key performance areas (KPA'S)	Weighting
1.	Institutional Development and Transformation	84
2.	Good Governance and Public Participation	16
3.	Local Economic Development (LED)	
4.	Municipal Financial Viability and Management	
5.	Basic Service Delivery and Infrastructure	
6.	Spatial Development	
<b>TOTAL</b>		<b>100%</b>

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

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

Competencies	Components	Competency Definition	Weighting % (total 100%)
<b>Leading competencies</b>			
Strategic Direction and Leadership	<ul style="list-style-type: none"> <li>• Impact and Influence</li> <li>• Institutional Performance Management</li> <li>• Strategic Planning and Management</li> <li>• Organisational Awareness</li> </ul>	Provide and direct a vision for the institution, and inspire and deploy others to delivery on the strategic institutional mandate	10

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Competencies	Components	Competency Definition	Weighting % (total 100%)
People Management	<ul style="list-style-type: none"> <li>• Human Capital Planning and Development</li> <li>• Diversity Management</li> <li>• Employee Relations Management</li> <li>• Negotiation and dispute Management</li> </ul>	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"> <li>• Programme and Project Planning and Implementation</li> <li>• Service Delivery Management</li> <li>• Programme and Project Monitoring and Evaluation</li> </ul>	Able to understand programme and project management methodology; plan, manage, monitor and evaluate specific activities in order to delivery on set objectives	10
Financial Management	<ul style="list-style-type: none"> <li>• Budget Planning and Execution</li> <li>• Financial Strategy and Delivery</li> <li>• Financial Reporting and Monitoring</li> </ul>	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	5
Change Leadership	<ul style="list-style-type: none"> <li>• Change Vision and Strategy</li> <li>• Process Design and improvement</li> <li>• Change Impact Monitoring and Evaluation</li> </ul>	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	10
Governance Leadership	<ul style="list-style-type: none"> <li>• Policy Formulation</li> <li>• Risk and Compliance management</li> <li>• Cooperative Governance</li> </ul>	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
<b>Core Competencies</b>			
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	10

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Competencies	Components	Competency Definition	Weighting % (total 100%)
		quality of service delivery and build efficient contingency plans to manage risk	
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
<b>Core Competencies</b>			<b>100%</b>

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## 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.

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

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

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding Performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of Responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Performance not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan					
1	Unacceptable Performance	Performance does not meet the standard performance expected for the job. The review/ Assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

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

- 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

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

## 8. SCHEDULE FOR PERFORMANCE REVIEWS

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:

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

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			will be formal
4	April- June	Before end of September 2023 (Annual Review)	Formal

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.

## 9. DEVELOPMENTAL REQUIREMENTS

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

## 10. OBLIGATIONS OF THE EMPLOYER

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;

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- 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.

## **11. CONSULTATION**

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

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

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

11.1.3 A substantial financial effect on the Municipality.

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.

## **12. MANAGEMENT OF EVALUATION OUTCOMES**

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.

12.2 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.

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

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-

12.4.1 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

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

12.1 In the case of unacceptable performance, the employer shall –

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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.

### **13. PERFORMANCE BONUS**

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

- 13.1 the annual report for the financial year under review has been tabled and adopted by the municipal Council;
- 13.2 an evaluation of performance in accordance with the provisions of section 7 of this agreement; and
- 13.3 approval of such evaluation by the municipal Council, as a reward for outstanding performance.

### **14. DISPUTE RESOLUTION /APPEAL**

#### **14.1 Dispute on performance agreement / performance evaluation**

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



14.2 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.

## **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.

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Thus done and signed on this 13 day of September 2022.

AS WITNESSES:

1.  \_\_\_\_\_


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DIRECTOR CORPORATE  
SERVICES

2.  \_\_\_\_\_

Thus done and signed on this 13 day of September 2022.

AS WITNESSES:

1.  \_\_\_\_\_

2.  \_\_\_\_\_

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ACTING MUNICIPAL  
MANAGER

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

**KPA 2: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT**

Priority Issue/Programme	Development Objective	Key Performance Indicators	Baseline 2021/22	Annual Budget	Project Name	Project Indicator	Project Location	War Ward	Financial Source	Budget Allocation	1st Quarter Target	2nd Quarter Target	3rd Quarter Target	4th Quarter Target	Portfolio of Budgets	Verifiable Outputs	Dept
Council Services	To develop and retain the best human capital, effective and efficient administrative and operational support systems	# of Council Meetings convened by 30 June 2023	10 Council meetings held in 2021/22	6 Council Meetings coordinated and supported by 30 June 2023	Council Meeting	Organize Council Meetings as per schedule	Greater Giyani Municipality	Administration	Income	Operational	1 Council Meeting	2 Council Meetings	2 Council Meetings	2 Council Meetings	Notice of Invitations, Minutes, Attendance Register	5	CORP
Council Services	To develop and retain the best human capital, effective and efficient administrative	# of Executive Committee Meetings convened by 30 June 2023	12 Executive Committee held in 2021/22	12 Executive Committee Meetings coordinated and supported	Executive Committee Meetings	Organize Executive Committee Meetings as per schedule	Greater Giyani Municipality	Administration	Income	Operational	3 EXCO meetings convened	3 EXCO meetings convened	3 EXCO meetings convened	3 EXCO meetings convened	Notice of Invitations, Minutes, Attendance Register	5	CORP

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Council Services	To develop and retain the best human capital, effective and efficient administrative and operational support systems	June 2023	# of Portfolio Committees Meetings to be held by June 2023	New Indicator	12 Portfolio Committee Meetings (12 Portfolio Committees) by 30 June 2023	Portfolio Committee Meetings	Organization Portfolio Committee meetings as per schedule	Greater Giyani Municipality	Administration	Income	Operational	3 Portfolio Committee Meetings (1 per month) coordinated	3 Portfolio Committee Meetings (1 per month) coordinated	3 Portfolio Committee Meetings (1 per month) coordinated	3 Portfolio Committee Meetings (1 per month) coordinated	3 Portfolio Committee Meetings (1 per month) coordinated	5	CORP
Council Services	To develop and retain the best human capital, effective and efficient administrative and operational support systems		# of reports developed on implementation of council resolutions by 30 June	4 reports developed in 2021/22	4 progress reports on implementation of council resolutions to be developed by June	Council resolution implementation	Development of Council Resolution Register and monitoring implementation of council resolutions	Greater Giyani Municipality	Administration	Income	Operational	1 Council resolution implementation report	1 Council resolution implementation report	1 Council resolution implementation report	1 Council resolution implementation report	1 Council resolution implementation report	5	CORP

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Human Resources and Organizational Development	Operational Support System	To develop and Retain the best Human Capital, Effective and Efficient Administrative and Operational Support System	Review the Organogram by 30 June 2023	Approved Organogram 2021/22	Reviewed organizational structure by 30 June 2023	Organogram review	Review organizational structure	Greater Giyani Municipality	Administration	Income	Operational	N/A	N/A	Consolidate inputs from departments and stakeholder review of the Organizational structure	Submit the draft organogram to Council for inputs and for Consultation with stakeholders and to Council for approval	Approved Organogram and Council Resolution	5	CORP
Human Resources and Organizational Development	Operational Support System	To develop and Retain the best Human Capital, Effective and Efficient Administrative	# of posts filled in terms of the organogram by 30 June	Approved Organogram 2021/22	40 posts to be Filled in terms of the organogram by 30 June 2023	Personnel Recruitment	Personnel Recruitment as per priority list	Greater Giyani Municipality	Administration	Income	Operational	12 posts	10 posts	8 posts	10 posts	Advertisements and Appointment letters	5	CORP

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Human Resources and Organizational Development	To develop and Retain the best Human Capital, Effective and Efficient Administrative and Operational Support System	2023	# of Local Labour Forum meetings held by 30 June 2023	12 Local Labour Forum Meetings held in 2022/23	12 LLF meetings to be held by 30 June 2023	Labour Relations	Maintaining good labour relations	Greater Giyani Municipality	Administration	Income	Operational	3 LLF	3 LLF	3 LLF	3 LLF	3 LLF	3 LLF	Invitations, Minutes and Attendance Registers	4	CORP
Information Technology	To develop and Retain the best Human Capital, Effective and Efficient Administrative and Operational		percentage of network Infrastructure maintained by 30 June 2023	Network Infrastructure maintained	100% of network Infrastructure maintained by 30 June 2023	Infrastructure Maintenance	Maintaining the network infrastructure	Greater Giyani Municipality	Administration	Income	Operational	100% Maintenance of network Infrastructure	100% Maintenance of network Infrastructure	100% Maintenance of network Infrastructure	100% Maintenance of network Infrastructure	100% Maintenance of network Infrastructure	100% Maintenance of network Infrastructure	Maintenance Register	4	CORP

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Information Technology	Support System	To develop and Retain the best Human Capital, Effective and Efficient Administrative and Operational Support System	% of municipal website updated by 30 June 2023	Website updated 100% in 2022/23 Financial Year	100% of municipal website updated by 30 June 2023	Update of Municipal website	Placing of compliance documents on municipal website	Greater Giyani Municipality	Administration	Operational	100% information updated on the Municipal website	100% information updated on the Municipal website	100% information updated on the Municipal website	100% information updated on the Municipal website	100% information updated on the Municipal website	100% information updated on the Municipal website	Web site Register	4	CORP
Providing and supply of IT equipment	To develop and Retain the best Human Capital, Effective and Efficient Administrative and Operational	# of payments made for provision of internet connection by 30 June	70 3Gs and Vodacom internet line	70 3Gs and Vodacom internet line	12 Payments for internet connection	Providing and supply of IT equipment	To provide IT Equipment (75 3Gs and Vodacom line)	Greater Giyani Municipality	Administration	Operational	3 Payments for the provision of internet connection	3 Payments for the provision of internet connection	3 Payments for the provision of internet connection	3 Payments for the provision of internet connection	3 Payments for the provision of internet connection	3 Payments for the provision of internet connection	Proof of payment Invoices	4	CORP

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Information Technology	Support System	2023	4 meetings held in 2021/22 Financial year	4 IT Steering Committee meetings conducted by 30 June 2023	IT Governance, Risks and Compliance	Coordination of the IT Steering Committee Meeting	Greater Giyani Municipality	Administration	Income	Operational	1 IT Steering Committee meetings coordinated	1 IT Steering Committee meetings coordinated	1 IT Steering Committee meetings coordinated	1 IT Steering Committee meetings coordinated	1 IT Steering Committee meetings coordinated	Invitations, Attendance Registers and Minutes	4	CORP
Office Support Provision of Office Furniture	To ensure conducive working environment by providing office furniture	Procure and distribute office furniture by June 2023	New Indicator	Provide office furniture to 20 Offices	Office Furniture	Provision of office furniture	GGM	Administration	Income	Operational	Advertisement	Report on Procurement processes	Appointment	Delivery and Distribution report	Advertisements, Appointment letter, Invoice, and delivery note	4	CORP	

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Security of Municipal Premises	To install Cameras at Civic Centre	Acquisition and installation of Cameras by June 2023	New Indicator	Installation of Security Cameras at Civic Centre	Provision of security cameras	GGM	Admission	Operational	Advertisement	Report on procurement processes	Appointment	Installation	Advertisement, Appointment letter, invoice and Installation Certificate	5	CORP
Installation of Walkthrough Metal Detector or X-Ray Machine at Civic Centre	To install Metal detector and X-Ray Machine at Civic Centre	Acquisition and installation of Walkthrough Metal detector and X-Ray Machine by June 2023	New Indicator	Acquisition and installation of Walkthrough Metal detector and X-Ray Machine at Civic Centre	To install Metal detector and X-Ray Machine at Civic Centre	GGM	Admission	Operational	Advertisement	Report on Procurement Processes	Appointment	Installation	Advertisement, Appointment letter, Invoice and Installation Certificate	4	CORP

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**KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION**

Priority Issue/Program	Development Objective	Key performance indicators	Baseline	Annual Target	Project/Indicator/Description	Local Jurisdiction	Ward	Financial Source	Budget FY 2019/20	1st Target	2nd Q Target	3rd Q Target	4th Q Target	Portfolio Of Activities	Weight	Dept
Public Participation	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	# of public participation to be conducted by 30 June 2023	4 public participations conducted	4 public participation conducted by 30 June 2023	Public Participation	Greater Giyani Municipality	All wards	Income	Operational	1 public participation conducted	1 public participation conducted	1 public participation conducted	1 public participation conducted	Attendance Register and Programme	4	CORP
Public Participation	To develop governance structures	# of ward committee meetings conducted	372 Ward Committee meetings	372 Ward Committee meetings conducted	Support services through PPOs to have	Greater Giyani Municipality	Administration	Income	Operational	Coordinate 93 ward committee meetings	Coordinate 93 ward committee meetings	Coordinate 93 ward committee meetings	Coordinate 93 ward committee meetings	Attendance register, Ward committee Quarterly	4	CORP

Public Participation	To develop governance structures and systems that will ensure effective public consultation and	# of ward report back meetings to be conducted by 30 June 2023	124 Report back meetings held	124 ward report back meetings conducted per ward by 30 June 2023	Ward Public Report Back meetings	Consult members of the public on service delivery issues	Greater Giyani Municipality	All wards	Income	Operational	31 Ward Public Meetings conducted	31 Ward Public Meetings conducted	31 Ward Public Meetings conducted	31 Ward Public Meetings conducted	Attendance Registers and Minutes	4	CORP
and systems that will ensure effective public consultation and organizational discipline		cted by 30 June 2023			cted by 30 June 2023	monthly ward committee meetings in each of 31 wards					gs and quarterly ward committees' report to Council.	ngs and quarterly ward committees' report to Council.	mittee meetings and quarterly ward committees' report to Council.	meetings and quarterly ward committees' report to Council.	Yearly Reports		

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Public Hearing of MPAC	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	# of MPAC Public Hearings to be coordinated by 31 March 2023	1	MPAC Public hearing conducted on 31 March 2023	1	MPAC Public Hearing coordinated by 31 March 2023	MPAC Public Hearing	Conduct public hearing of the 2021/22 Annual Report	Greater Giyani Municipality	Administration	Income	Operational	N/A	N/A	Conduct MPAC public Hearing on 2021/22 Annual Report	N/A	Public Notice and Attendance registers	5	CORP
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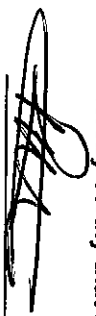
ANNEXURE B: PERSONAL DEVELOPMENT PLAN 2022/23

Skills performance gap (in order of priority)	Outcomes expected (measurable indicators, quantity, quality and time frames)	Suggested training and/or development activity	Suggested mode of delivery	Suggested time frame	Work opportunity created to practice skills/ development area	Support person
PROJECT MANAGER	TRAINING	PROJECT MANAGER	ONLINE TRAINING	30 JUNE 2023	PROJECT MANAGER	MANAGER HR

ANNEXURE C: DISCLOSURE OF INTEREST FORM 2022/23

Other Interests:

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



Signatures

13/09/2022  
Date

