



GREATER GIYANI MUNICIPALITY

PERFORMANCE AGREEMENT

2025/2026

Greater Giyani Municipality herein represented by

ZITHA THANDI,

in her capacity as the Mayor (hereinafter referred to as the
Employer or Supervisor)

and

KHOZA VUSI DUNCAN,

employee of the Municipality (hereinafter referred to as the
Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. Introduction

- 1.1. The Employer has entered into a contract of employment with the Employee in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement.
- 1.3 This agreement does not at all replace the Employment Contract signed between the parties.
- 1.4 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.
- 1.5 The Parties wish to ensure that there is compliance with Sections 57 (4A), 57 (4B) and 57 (5) of the Systems Act.

2. Purpose of this Agreement

The purpose of this Agreement is to:

- 2.2 Comply with the provisions of Section 57(1)(b), (4A), (4B) and (5) of the Act as well as the employment contract entered into between the parties
- 2.3 Specify objectives in terms of the key performance indicators and targets defined and agreed with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality
- 2.4 Specify accountabilities as set out in a Performance Plan, which forms an Annexure to the Performance Agreement
- 2.5 Monitor and measure performance against set targeted outputs
- 2.6 Use the Performance Agreement as the basis for assessing whether the employee has met the performance expectations applicable to his job
- 2.7 In the event of outstanding performance, to appropriately reward the employee
- 2.8 Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery

3. Commencement and duration

- 3.1. This Agreement will commence on **1 July 2025** and will remain in force until **30 June 2026 (provided the employment contract signed with the employer is still in force)** thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or **any portion thereof**.
- 3.2 The parties will review the provisions of this Agreement during June each year
- 3.3 The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than one month after the beginning of each successive financial year
- 3.4 This Agreement will **automatically terminate** on termination of the Employee's contract of employment for any reason
- 3.5 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon
- 3.6 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or Council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised

4. Performance Objectives

- 4.1. The Performance Plan (Annexure A) sets out-
 - 4.1.1. Key Performance Areas that the employee should focus on
 - 4.1.2. Core competencies required from employees
 - 4.1.3. The performance objectives, key performance indicators, projects and targets that must be met by the Employee
 - 4.1.4. The time frames within which those performance objectives and targets must be met
- 4.2. The performance objectives, key performance indicators and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Employer, and shall include

strategic objectives; key performance indicators, targets, projects and activities that may include dates and weightings. A description of these elements follows:

- 4.2.1. The strategic objectives describe the strategic intent of the organisation that needs to be achieved
- 4.2.2. The performance indicators provide the measurement on how a strategic objective needs to be achieved
- 4.2.3. The target dates describe the timeframe in which the work must be achieved
- 4.2.4. The weightings show the relative importance of the key performance areas, key objectives, key performance indicators to each other
- 4.2.5. The activities are the actions to be achieved within a project

5. Performance Management System

- 5.1. The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer
- 5.2. 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 Employer, management and municipal staff to perform to the standards required
- 5.3. The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee
- 5.4. The Employee undertakes to actively focus towards the promotion and implementation of the KPA's (including special projects relevant to the employee's responsibilities) within the local government framework
- 5.5. The criteria upon which the performance of the Employee shall be assessed shall consist of two components, Key Performance Areas and core Competency Requirements, both of which shall be contained in the Performance Agreement.
 - 5.5.1. 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 (CCRs) respectively.
 - 5.5.2. KPA's covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
 - 5.5.3. Each area of assessment will be weighted and will contribute a specific part to the total score.
 - 5.5.4. The Employee's assessment will be based on his performance in terms of the key performance indicator outputs / outcomes identified as per attached Performance Plan (Annexure A), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

KEY PERFORMANCE AREAS	WEIGHT
1.Spatial Rationale	4%
1.Municipal Transformation and Organisational Development	10.42%
3. Basic Service Delivery and Infrastructure Development	56%
4. Local Economic Development	8.74%
5. Municipal Finance Management and Viability	0%
6. Good Governance and Public Participation	20.84%
TOTAL WEIGHTING	100%

- 5.6. Senior Manager's responsibilities are directed in terms of the abovementioned key performance areas.
- 5.7. The CCRs will make up the other 20% of the Employee's assessment score. The following CCRs are deemed to be most critical for the Employee's specific job.

Core Managerial and Occupational Competencies	Weight
Strategic Direction and Leadership	10%
Program and project Management	5%
Financial Management	10%
Change Leadership	5%
Knowledge Management	5%
Service Delivery Innovation	5%
Problem Solving and Analysis	5%
People Management and Empowerment	5%
Governance Leadership	5%
Client Orientation and Customer focus	5%
Communication	5%
Honesty and Integrity	5%
Core Occupational Competencies:	
Interpretation and implementation within the legislative and national policy frameworks	5%
Knowledge of developmental local government	5%
Knowledge of performance management and reporting	4%
Competency in policy conceptualisation, analysis and implementation	4%
Knowledge of more than one functional municipal field/discipline	4%
Skills in governance	4%
Competency as required by other national line sector departments	4%
Total percentage	100%

6. Evaluating Performance

6.1. The Performance Plan (Annexure A) to this Agreement sets out:

- 6.1.1. The standards and procedures for evaluating the Employee's performance
- 6.1.2. The intervals for the evaluation of the Employee's performance

6.2. 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

- 6.3. Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames
- 6.4. The Employee's performance will be measured in terms of contributions to the strategic objectives and strategies set out in the Employer's IDP
- 6.5. The Annual performance appraisal will involve:
- 6.5.1. Assessment of the achievement of results as outlined in the Performance Plan
- 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
 - Values on actual performance are supplied for KPI's and Activities under each KPA as part of the Institutional Assessment. Based on the Target for an activity or KPI, over or under performance are calculated and converted to the 1-5-point scale. These scores are carried over to the applicable employee's performance plan. During assessment, the employee has a chance to motivate for higher scores. The panel members have a chance to ask questions regarding
 - The final scores are converted to % Performance by making use of COGTA Performance Assessment Rating Calculator
- 6.5.2. Assessment of the CCRs
- Each CCR should be assessed according to the extent to which the specified standards have been met
 - An indicative rating on the five-point scale should be provided for each CCR
 - This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score
 - The score is translated to a final CCR percentage through COGTA Performance Assessment Rating Calculator (refer to paragraph 6.5.1)
- 6.5.3. Overall rating

An overall rating is calculated by using the Performance Assessment Rating Calculator whereby a weighting of 80% is applied to KPA performance and a weighting of 20% to CCR's.

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

The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:				
5 (167%)	4 (133%-166%)	3 (100%-132%)	2 (67%-99%)	1 (0%-66%)
Outstanding Performance	Performance Significantly Above Expectations	Fully Effective	Not Fully Effective	Unacceptable Performance
Performance far exceeds the standard expected of an employee at this level.	Performance is significantly higher than the standard expected in the job.	Performance fully meets the standards expected in all areas of the job.	Performance is below the standard required for the job in key areas.	Performance does not meet the standard expected for the job.

- 6.7. For purposes of evaluating the annual performance of the Senior manager, an evaluation panel constituted of the following persons must be established –
- Municipal Manager
 - Chairperson of the Performance Audit Committee or a member of the Performance Audit Committee in the absence of the Chairperson of the Performance Audit Committee;
 - Member of the Executive Committee

- 6.7.4. Municipal manager from another municipality; and
- 6.7.5. Member from COGHSTA
- 6.7.6. The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

7. Schedule for Performance Reviews

7.1. The performance of each Employee in relation to his Performance Agreement shall be reviewed within the month following the quarters as indicated with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

- First quarter: July – September 2025
- Second quarter: October – December 2025
- Third quarter: January – March 2026
- Fourth quarter: April – June 2026

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

7.3. Performance feedback shall be based on the Employer's assessment of the Employee's performance

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

7.5. The Employer may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the Employee will be fully consulted before any such change is made

8. Developmental Requirements

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

9. Obligations of the Employer

The Employer shall:

- 9.1. Create an enabling environment to facilitate effective performance by the employee
- 9.2. Provide access to skills development and capacity building opportunities
- 9.3. Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee
- 9.4. On the request of the Employee delegate such powers reasonably required by the Employee to enable him to meet the performance objectives and targets established in terms of this Agreement
- 9.5. Make available to the Employee such resources as the Employee may reasonably require from time to time to assist him to meet the performance objectives and targets established in terms of this Agreement

10. Consultation

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

- 10.1.1. A direct effect on the performance of any of the Employee's functions
- 10.1.2. Commit the Employee to implement or to give effect to a decision made by the Employer
- 10.1.3. A substantial financial effect on the Employer
- 10.1.4. The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in as soon as is practicable to enable the Employee to take any necessary action without delay

11. Management of Evaluation Outcomes

11.1. The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

11.2. A performance bonus of between 5% to 14% of the all-inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance to be constituted as follows:

% Rating Over Performance %	% Rating Over Performance % Bonus
130 - 133.8	5%
133.9 – 137.6	6%
137.7 – 141.4	7%
141.5 - 145.2	8%
145.3 – 149	9%
150 – 153.4	10%
153.5 – 156.8	11%
156.9 – 160.2	12%
160.2 – 163.6	13%
163.7 – 167	14%

- 11.3. In the case of unacceptable performance, the Employer shall:
- 11.4. Provide systematic remedial or developmental support to assist the Employee to improve his performance
- 11.5. After appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his duties

12. Dispute Resolution

- 12.1. Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee or any other person appointed by the MEC

13. General

- 13.1. The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Employer
- 13.2. Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments
- 13.3. The performance assessment results of the Municipal Manager must be submitted to the MEC responsible for local government in the relevant province as well as the National Minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

Thus, done and signed at Cirani on this the 4th day of July 2025.

AS WITNESSES:

1. [Signature]
2. [Signature]

[Signature]
KHOZA VUSI DUNCAN
EMPLOYEE

AS WITNESSES:

1. [Signature]
2. [Signature]

[Signature]
ZITHA THANDI
EMPLOYER



GREATER GIYANI MUNICIPALITY

PERFORMANCE PLAN

MUNICIPAL MANAGER: KHOZA VD

2025/2026 FY

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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.

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

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· **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 manager** , 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

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
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
3. KPA 1: SPATIAL; KPA WEIGHT=2.08%	
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No.	Development Objective	Programme	Key Performance Indicators/Measurable Objective	Baseline 2024/25	Budget 2025/26	Annual Targets	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Dept	Portfolio of Evidence
1	To develop an effective spatial framework that promotes integrated and sustainable	Spatial and Town Planning	Number of Tribunal Sittings held	4 Tribunal Sittings held	Operational	4 Tribunal Sittings held by 30 June 2026	1 Tribunal sitting held	1 Tribunal sitting held	1 Tribunal sitting held	1 Tribunal sitting held	100%	MM	Q1-Q4 Invitation, agenda and attendance register

4. KPA 2: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT 10.42

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

OUTPUT 6: ADMINISTRATIVE AND FINANCIAL CAPABILITY

STRATEGIC OBJECTIVE: IMPROVED GOVERNANCE AND ADMINISTRATION

No.	Development Objective	Programme	Key Performance Indicators/Measurable Objective	Baseline	Budget 2025/26	Annual Targets	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Dept	Portfolio of evidence
4	To ensure good governance of ICT	Information Technology	Number of IT Steering Committee Meetings to be conducted	4 meetings held in 2024/25 Financial year	Operational	4 IT Steering Committee meetings conducted by 30 June 2026	1 IT Steering Committee meeting conducted	1 IT Steering Committee meeting conducted	1 IT Steering Committee meeting conducted	1 IT Steering Committee meeting conducted	20	MM	Q1-Q4 Invitation and Attendance Register and Minutes
2	To monitor and assess implementation of Council resolutions	Council Services	Number of reports developed on implementation of council resolutions	4 Progress reports on implementation of council resolutions developed	Operational	4 progress reports on implementation of council resolutions to be developed by 30 June 2026	1 progress report on implementation of council resolutions to be developed	1 progress report on implementation of council resolutions to be developed	1 progress report on implementation of council resolutions to be developed	1 progress report on implementation of council resolutions to be developed	20	MM	Q1-Q4 Council implementation report

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No.	Development Objective	Program me	Key Performance Indicators/Measurable Objective	Baseline	Budget 2025/26	Annual Targets	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Dept	Portfolio of Evidence
1	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	4.3km Babangu Internal Streets Upgrading from gravel to paving	Development of 4.3km Babangu detailed design for upgrading from gravel to paving	R23,051,661.64	Processing of base layer of Babangu Upgrading from gravel to paving 5.1km by 30 June 2026	Appointment letter of the contractor	Site establishment ,Box cutting for Babangu	Construction of Subbase layer for Babangu	Processing of base layer for Babangu	5.6	MM	Q1- Appointment letter Q2- Progress report Q3- Progress Report Q4- Progress Report
2	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Roads, Bridges and Storm water	Section E Phase 1 (3km) of upgrading of 13km from gravel to paving	New Indicator	R12,223,298	Construction of Subbase layer for Giyani Section E Phase 1 (3km) of upgrading of 13km from gravel to paving by 30 June 2026	N/A	Appointment letter of the contractor	Site establishment, box cutting	Construction of Subbase layer for Giyani Section E Phase 1	5.6	MM	Q2- Appointment letter Q3- Progress report Q4- Progress Report

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3	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Mageva Sports centre Phase 2		R8.695.652.17	Grassed soccer pitch, grandstand support, refurbished combi courts by 30 June 2026	Appointment of contractor, site establishment	Planting of grass on the soccer pitch	Installation of irrigation system,, installation of roof at the guard house and ablation blocks, fencing around the soccer pitch, Refurbishment of grandstand	Refurbishment of grandstand, Installation of two highmast lights and turnstile gate ,, refurbishment of combi courts	5.6	MM	Q1- Appointment Letter Q2- Progress Report Q3- Progress Report Q4-Practical Completion Certificate
4	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Roads, Bridges and Storm water	Nwa- Mankena Upgrading of internal streets 4.8km	New Indicator	R19.053.599.23	Nwa- Mankena Upgrading of internal streets 4.8km by 30 June 2026	Installation of kerbing and paving blocks	Installation of kerbing and paving blocks	Road markings and road signs	N/A	5.6	MM	Q1- Progress Report Q2- Progress Report Q3- Practical Completion Certificate
5	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Roads, Bridges and Storm water	Khakhala Upgrading from gravel to paving 3.8km	new Indicator	R26.552.139.13	Khakhala Upgrading from gravel to paving 3.8km by 30 June 2026	Appointment of Service Provider (Contractor)	Box cutting, and roadbed preparation	Construction of subbase,proce ssing of base layer	Laying of kerbing and paving. Road markings and road signs	5.6	MM	Q1- Appointment Letter Q2 - Progress Report Q3 - Progress Report Q4- Practical Completion Certificate
6	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Roads, Bridges and Storm water	Upgrading of Parking Lot	new Indicator	R434.782.61	Installation of a paypoint system at Civic Centre Parking Lot by 30 June 2026	N/A	N/A	Appointment of a contractor	Installation of a paypoint system at Civic Centre Parking Lot	5.6	MM	Q3- Appointment letter Q4- Practical completion Certificate

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7	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Section E Sports Centre	new Indicator	R8.695.652.17	Construction of change rooms, Refurbishment of the guardhouse, at Giyani Section E Sport Centre by 30 June 2026	Submission of a tender document	Appointment of a contractor, Site establishment, Drilling of borehole,	Construction of a Football Turf, Refurbishment of Palisade fence Refurbishment of Combi court Paving	Construction of change rooms, Refurbishment of the guardhouse,	5.6	MM	Q1- Tender Document Q2- Appointment Letter Q3- Progress Report Q4- Progress Report
8	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Refurbishment of Giyani Community Hall	New Indicator	R3.304.347.63	Refurbishment of the kitchen at Giyani Community Hall by 30 June 2026	Tender Advert	Appointment of contractor	Refurbishment of the ablutions blocks	Refurbishment of the kitchen	5.6	MM	Q1- Tender Advert Q2 - Appointment Letter Q3 - Progress Report Q4- Progress Report
9	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Construction of market stalls (10 market stalls)	New Indicator	R4.347.826.09	Construction of market stalls by 30 June 2026	Site establishment and setting out	Clearing and grubbing, casting of foundation slab	Construction of superstructure,	Installation of roof, plumbing, glazing and installation of doors.	5.6	MM	Q1- Progress Report Q2- Progress Report Q3- Progress Report Q4- Practical Completion Certificate
10	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Refurbishment of Sporting Facilities (Gawula)	new Indicator	R2.608.695.65	Development of Detail Design for Gawula Sport Centre by 30 June 2026	N/A	Appointment of a consultant	Submission of Scoping Report and Preliminary Design Report	Submission of Detail Design Report	5.6	MM	Q2- Appointment Letter Q3- Scoping & Preliminary Design Report Q4- Detail Design

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11	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Refurbishment of Giyani Stadium & Section A Tennis Court	New Indicator	R1.304.347.83	Development of Preliminary Design Report of Refurbishment of Giyani Stadium & Section A Tennis Court by 30 June 2026	N/A	N/A	Appointment of Consultant	Submission of Scoping and preliminary design report	5.5	MM	Q3- Appoint Letter Q4 - Scoping and preliminary design report
12	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Integrated Transport Plan (ITP)	New Indicator	R400.000.00	Integrated Transport Plan (ITP) by 30 June 2026	N/A	N/A	Appointment of a consultant	Submission of a preliminary design and detail design report	5.5	MM	Q2- Appointment Letter Q3- Submission of a scoping and preliminary design report Q4- Detail Design
13	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Muxiyani Upgrading from Gravel to Paving	New Indicator	R347.826.09	Development of Preliminary Designs for Upgrading of Muxiyani from Gravel to Paving by 30 June 2026	N/A	N/A	Appointment of a consultant	Submission of a scoping and preliminary design report	5.5	MM	Q2- Appointment Letter Q3- Submission of a scoping Q4- preliminary design report
14	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Phikela Upgrading from Gravel to Paving	New Indicator	R347.826.09	Development of Preliminary Designs for Upgrading of Phikela from Gravel to Paving by 30 June 2026	N/A	N/A	Appointment of a consultant	Submission of a scoping and preliminary design report	5.5	MM	Q2- Appointment Letter Q3- Submission of a scoping Q4- preliminary design report

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To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Noble hoek Upgrading from Gravel to Paving	New Indicator	R347.826.09	Development of Preliminary Designs for Upgrading of Noble hoek from Gravel to Paving by 30 June 2026	N/A	Appointment of a consultant	Submission of a scoping and preliminary design report	Development of preliminary designs	5.5	MM	Q2- Appointment Letter Q3- Submission of a scoping Q4- preliminary design report
To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Ndhambi Upgrading from Gravel to Paving	New Indicator	R347.826.09	Development of Preliminary Designs for Upgrading of Ndhambi from Gravel to Paving by 30 June 2026	N/A	Appointment of a consultant	Submission of a scoping and preliminary design report	Development of preliminary designs	5.5	MM	Q2- Appointment Letter Q3- Submission of a scoping Q4- preliminary design report
To improve financial management systems to enhance venue base	PMU	% MIG Budget spent	100% MIG budget spent	R71.306.050	100% MIG Budget spent by 30 June 2026	15% of MIG budget spent	45 % of MIG budget spent	80% of MIG budget spent	100% of MIG budget spent	5.5	MM	MIG Spending Report
Accessible basic and infrastructure services	Waste Magement	Number of zones and town to have access to weekly refuse removal services	4 wards (11, 12, 13 and 21) had access to refuse removal	Operational	06 zones (A,B,C,D,E,F and 1 town CBA) have access to weekly refuse removal by 30 June 2025	06 zones (A,B,C,D,E,F and 1 town CBA) have access to weekly refuse removal	06 zones (A,B,C,D,E,F and 1 town CBA) have access to weekly refuse removal	06 zones (A,B,C,D,E,F and 1 town CBA) have access to weekly refuse removal	06 zones (A,B,C,D,E,F and 1 town CBA) have access to weekly refuse removal	5.5	MM	Billing Report

6. KPA 4 : LOCAL ECONOMIC DEVELOPMENT (HIGHER SDBIP) KPA WEIGHT=8.33%

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

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No.	Development Objective	Program	Key Performance Indicators/Measurable Objective	Baseline 2024/25	Budget 2025/26	Annual Targets	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Dept	Portfolio of Evidence
1	To Create An Enabling Environment For Sustainable Economic Growth	LED Forum	Number of LED Forums held	4 LED Forums held	operational	4 LED Forums held by 30 June 2026	1 LED Forum held	1 LED Forum held	1 LED Forum held	1 LED Forum held	33.33	MM	Q1-Q4 Invitation, Minutes and Attendance Register
2	To Create An Enabling Environment For Sustainable Economic Growth	LIBRA	Number of Business Registration and Licensing adjudication committee meetings held	4 Business Registration and Licensing adjudication committee meetings held	operational	4 Business Registration and Licensing adjudication committee meetings held by 30 June 2026	1 Business Registration and Licensing Adjudication Committee Meeting held	1 Business Registration and Licensing Adjudication Committee Meeting held	1 Business Registration and Licensing Adjudication Committee Meeting held	1 Business Registration and Licensing Adjudication Committee Meeting held	33.33	MM	Q1-Q4 Invitation, Minutes and Attendance Register
3	To Create An Enabling Environment For Sustainable Economic Growth	SMME Support (Projects & Cooperatives	Number of SMME'S Supported Financially	4 SMME'S Supported financially	operational	4 SMME'S Supported financially by 30 June 2026	N/A	N/A	N/A	4 SMME's supported financially	33.34	MM	Q4 Call for proposals, Application Form and Acknowledgement letter
8. KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION 20.84													
KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION KPA WEIGHT=20.84%													
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.	Development Objective	Program	Key Performance Indicators/Measurable Objective	Baseline	Budget 2025/26	Annual target	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Dept	Portfolio of evidence

1.1

1	To improve financial management systems to enhance venue base	Budget and Reporting	Obtaining Unqualified Audit Opinion with no other matters	Obtaining Unqualified Audit Opinion	Operational	Obtaining Unqualified Audit Opinion with no other matters for the 2024/25 FY by 30 November 2025	N/A	Obtaining Unqualified Audit Opinion with no other matters for the 2024/25 FY	N/A	N/A	9.1	MM	Q2 AGSA Audit Report
2	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Performance Management	Develop and submit the 2026/2027 SDBIP to the Mayor for signature within 28 days after approval of the budget	Developed and submitted the 2025/2026 SDBIP to the Mayor for signature within 28 days after approval of the budget	Operational	Development and submission of the 2026/2027 SDBIP to the Mayor for signature within 28 days after approval of the budget by 30 June 2026	N/A	N/A	N/A	Development and submission of the 2026/2027 SDBIP to the Mayor for signature within 28 days after approval of the budget	9.1	MM	Q4-Signed SDBIP and Proof of Submission
3	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Integrated Development Planning	Review the IDP for 2025/2026 and development of 2026/27 IDP financial year	Reviewed IDP for 2023/2024 and developed 2024/25 IDP financial year	Operational	Review the IDP for 2025/2026 and development of 2026/27 IDP financial year by 31 May 2026	Development and adoption by Council of IDP process plan	Development of analysis phase of IDP and conduct strategic planning	Conduct IDP Rep Forum, adoption of Draft IDP by Council 31 March 2026	Conduct public participation and IDP Rep Forum, adoption of Final IDP by Council 31 May 2026	9.1	MM	Q1 Council Resolution (Adopted Process Plan), Q2 Draft Analysis phase(Chapter) Q3 Council Resolution (Draft IDP) and Attendance Registers Q4-Council Resolution (Final IDP) and attendance registers

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4	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Risk Management	Number of risk management committee meeting held	4 Risk management Committee meeting held	Operational	4 Risk management Committee meeting held by 30 June 2026	1 Risk management Committee meeting held	1 Risk management Committee meeting held	1 Risk management Committee meeting held	9.1	MM	Q1-Q4 Minutes and Attendance Register
5	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Risk Management	% of risk implemented (Strategic)	59% of risk implemented (Strategic and Operational)	Operational	100% of risk implemented (Strategic and) by 30 June 2026	100% of risk implementation plan (Strategic)	100% of risk implementation plan (Strategic)	100% of risk implementation plan (Strategic)	9.1	MM	Q1-Q4 Updated Risk register
6	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Internal Auditing	Develop Audit Committee Charter and submit to council for approval	Audit Committee Charter was developed and submitted to council for approval	Operational	Audit Committee Charter developed and submitted to council for approval by 30 June 2026	N/A	N/A	N/A	9.1	MM	Q4-Approved Audit Committee Charter
7	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Internal Auditing	Develop the 3 year Internal Audit Plan, and Internal Audit Charter and submit to Audit Committee for approval	3 year Internal Audit plan and Internal Audit Charter was developed and submitted to Audit Committee for approval	Operational	3 year Internal Audit plan and Internal Audit Charter developed and submitted to Audit Committee for approval by 30 June 2026	N/A	N/A	N/A	9.1	MM	Q4-Approved 3 year Internal Audit plan, Internal Audit Charter,

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8	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Internal Auditing	% of findings resolved in the Internal Audit Action Plan	60.45% of findings (133 out of 220) resolved in the Internal Audit action Plan	Operational	100% of findings resolved in the Internal Audit Action Plan by 30 June 2026	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	9.1	MM	Q1-Q4 Updated Internal Audit Action Plan
9	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Internal Auditing	% of findings resolved in the AG(SA) Action Plan	14% of findings (07 out of 49) resolved in the AG(SA) Action Plan	Operational	100% of findings resolved in the AG(SA) Action Plan by 30 June 2026	100% of findings resolved in the AGSA's Action Plan	50% of findings resolved in the AGSA's Action Plan	100% of findings resolved in the AGSA's Action Plan	9.1	MM	Q1-Q3 & Q4 Updated Audit Action Plan
10	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Internal Auditing	Number of Audit and Performance Audit Committee meetings to be held	9 Audit and Performance Committee meetings held	Operational	4 Audit and Performance Committee meeting held by 30 June 2026	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	9.1	MM	Q1-Q4 Attendance Register, and Minutes

11	To develop governance structures that will ensure effective public consultation and organizational discipline	Internal Auditing	Number of Audit and Performance Committee Reports developed and submitted to Council	4 Audit and Performance Audit Committee Reports	Operational	4 Audit and Performance Audit Committee Reports developed and submitted to Council by 30 June 2026	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	9	MM	Q1-Q4 Report to Council, Council Resolution
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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 (KPA's) 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

9. Table B: WEIGHTING ON KPAs

KEY PERFORMANCE AREAS		WEIGHT
1. Spatial Rationale		4.00%
2. Municipal Transformation and Organisational Development		10.42%
3. Basic Service Delivery and Infrastructure Development		56.00%
4. Local Economic Development		8.74%
5. Municipal Finance Management and Viability		0.00%
6. Good Governance and Public Participation		20.84%
TOTAL WEIGHTING		100%

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (CCR)

Core Managerial and Occupational Competencies	
Strategic Direction and Leadership	10%
Program and project Management	5%
Financial Management	10%
Change Leadership	5%
Knowledge Management	5%
Service Delivery Innovation	5%
Problem Solving and Analysis	5%
People Management and Empowerment	5%
Governance Leadership	5%
Client Orientation and Customer focus	5%
Communication	5%
Honesty and Integrity	5%
CORE COMPETENCY REQUIREMENT FOR EMPLOYEES(CCR)	

Core Occupational Competencies:	
Interpretation and implementation within the legislative and national policy frameworks	5%
Knowledge of developmental local government	5%
Knowledge of performance management and reporting	4%
Competency in policy conceptualisation, analysis and implementation	4%
Knowledge of more than one functional municipal field/discipline	4%
Skills in governance	4%
Competency as required by other national line sector departments	4%
Total percentage	100%

10. 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

11. PERFORMANCE ASSESSMENT

	Score	Definitions
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.
Performance Significantly Above Expectations	5	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	4	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	3	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	2	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.
	1	

12. 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.

13. SIGNATURES

SIGNATURES


MUNICIPAL MANAGER
KHOZA VD (EMPLOYEE)


MAYOR
ZITHA T (EMPLOYER)



GREATER GIYANI MUNICIPALITY

PERSONAL DEVELOPMENT PLAN

2025/2026

Greater Giyani Municipality herein represented by

ZITHA I.

in his capacity as the Municipal Manager (hereinafter referred to as the Employer or Supervisor)

KHOZA VD.

employee of the Municipality (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

Handwritten signature and initials.

1. INTRODUCTION

The Aim of the Personal Development Plan (PDP) is to ensure that Employees are skilled to meet Objectives as set out in the Performance Management Agreement as prescribed by legislation. Successful career path planning ensures competent employees for current and possible future positions. It there for identifies, prioritise and implement training needs.

Legislative needs taken into account comes from the Municipal Systems Act Guidelines: Generic senior management competency framework and occupational competency profiles, Municipal Finance Management Competency Regulations, such as those developed by the National Treasury and other line sector departments' legislated competency requirements need also be taken into consideration during the PDP process.

2. COMPETENCY MODELLING

The COGTA has decided that a competency development model will consist of both managerial and occupational competencies:

- Managerial competencies should express those competencies which are generic of all management positions.
- Occupational competence refers to competencies which are job/function specific.

3. COMPILING THE PERSONAL DEVELOPMENT PLAN ATTACHED AS THE APPENDIX

The Municipal Manager, in consultation with the employee is to compile a Personal Development Plan.

1. Suggested training.

1. Skills /Performance Gap (in order of priority)	2. Outcomes Expected (measurable indicators: quantity, quality and time frames)	3. Suggested training and / or development activity	4. Suggested mode Of delivery	5. Suggested Time Frames	6. Work opportunity Created to practice skill / Development area	7. Support Person
M&MP	Understanding municipality system	M&MP	Contact class	5 days	N/A	Mayor

Training needs must be identified with due regard to cost effectiveness and listed in columns.

The suggested mode of delivery refers to the chosen methodology that is deemed most relevant to ensure transfer of skills. Mode of delivery consists of, amongst others, self-study, internal or external training provision; coaching and / or mentoring and exchange programmes.

Training must be conducted either in line with a recognised qualification from a tertiary institution or unit standards registered on the National Qualifications Framework (South African Qualifications Authority), which could enable the trainee to obtain recognition towards a qualification for training undertaken. It is important to determine within the municipality whether unit standards have been developed with regard to a specific outcome (and registered with the South African Qualifications Authority). Unit standards usually have measurable assessment criteria to determine achieved competency.

Thus, done and signed at Quthuthi Civic Centre on this the 4th day of July 2025.

AS WITNESSES:

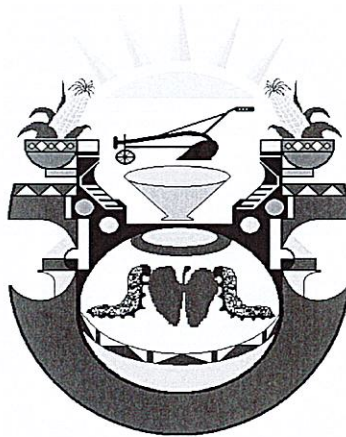
1. [Signature]
2. [Signature]

[Signature]
MUNICIPAL MANAGER
KHOZA VD

AS WITNESSES:

1. [Signature]
2. [Signature]

[Signature]
MAYOR
ZITHA T



FINANCIAL DISCLOSURES

2025/2026

EMPLOYEE NAME: KHOZA VD

STRICTLY CONFIDENTIAL

Financial Disclosure Form

CONFIDENTIAL

I, the undersigned (surname and initials):

Khoza VD

(Residential address) : 897 Summerset Hill Street, Copperleaf Golf Estate, Mnandi, Centurion

(Position held) : Municipal Manager

(Name of Municipality) : Greater Giyani Municipality

Tel : 015 811 5500

Fax : 015 812 2068

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