



GREATER GIYANI MUNICIPALITY

REVISED 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

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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	2.8%
2.Municipal Transformation and Organisational Development	13.88%
3. Basic Service Delivery and Infrastructure Development	50%
4. Local Economic Development	2.8%
5. Municipal Finance Management and Viability	0%
6. Good Governance and Public Participation	30.50%
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
- (a) 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
 - (b) 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
 - (c) The final scores are converted to % Performance by making use of COGTA Performance Assessment Rating Calculator
- 6.5.2. Assessment of the CCRs
- (a) Each CCR should be assessed according to the extent to which the specified standards have been met
 - (b) An indicative rating on the five-point scale should be provided for each CCR
 - (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score
 - (d) 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 –
- 6.7.1. Municipal Manager
 - 6.7.2. 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;
 - 6.7.3. Member of the Executive Committee

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- 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 Girani Civic Centre on this the 15th day of March 2026.

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.

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.

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- **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 municipally 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=2.8%

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

OUTPUT 4: ACTIONS SUPPORTIVE OF THE HUMAN SETTLEMENT OUTCOMES:

STRATEGIC OBJECTIVE: INTEGRATED SPATIAL AND HUMAN SETTLEMENT

No.	Development Objective	Program me	Key Performance Indicators/Measurable Objective	Baseline 2024/25	Budget 2025/26	Adjusted 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 intergrated and sustainable	Spatial and Town Planning	Number of Tribunal Sittings held	4 Tribunal Sittings held	Operational	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
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4. KPA 2: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT 13.88%

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
1	To ensure good governance of ICT	Information Technology	Number of IT Steering Committee Meetings to be conducted	4 IT Steering Committee meetings conducted	Operational	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	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	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	Council implementation report
3	To develop and retain the best human capital, effective and efficient administrative and operational support system	Human Resources and Organizational Development	Development and submission of Work Skills Plan (WSP) and Annual Training Report (ATR) and to LGSETA	WSP and ATR has been developed and submitted to LGSETA	Operational	Operational		Development and Submission of WSP and ATR submitted to LGSETA by 30 April 2026	N/A	N/A	N/A	Develop and Submit WSP and ATR to LGSETA	20	MM	Proof of submission

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4	To develop and retain the best human capital, effective and efficient administrative and operational support	Human Resources and Organizational Development (DOL)	Submit the Employment Equity Report to the Department of Labour (DOL)	Employment Report submitted to DOL	Operational	Operational	Submission of the Employment Equity report to the Department of Labour (DOL) by 15 January 2026	N/A	N/A	Submission of Employment equity report to the Department of Labour	N/A	20	MM	Proof of submission
5	To safeguard municipal interests in all legal related matters and to ensure that all municipal operations are conducted within the parameters of the law	Management of litigation cases attended to	% of litigation cases attended to	100% (62/62) of litigation cases attended to	Operational	Operational	100% of litigation cases attended to by 30 June 2026	100% of litigation cases attended	100% of litigation cases attended	100% of litigation cases attended	100% of litigation cases attended	20	MM	Signed Quarterly Litigation Register

5. KPA 3: BASIC SERVICE DELIVERY & INFRASTRUCTURE DEVELOPMENT: KPA WEIGHT=50%

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.	Development Objective	Programme	Key Performance Indicators/Measurable Objective	Baseline	Budget 2025/26	Adjusted budget 2025/26	Annual Targets	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Depx	Portfolio of Evidence
1	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Processing of base layer for 4km Babangu Upgrading from gravel to paving	5.15km Babangu detailed design for upgrading from gravel to paving has been developed	R23,051,661.64	R23,051,661.64	Processing of base layer for 4km Babangu Upgrading from gravel to paving by 30 June 2026	Site establishment, Road setting out, Clearing and grubbing for 5.15km Babangu	Box cutting for 5.15km Babangu	Construction of Subbase layer for 4km Babangu	Processing of base layer for 4km Babangu	5.6	MM	Progress reports

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2	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Roads, Bridges and Storm water	Site establishment, box cutting for Giyani Section E Phase 1 (3km)	Consultant for Section E Phase 1 (3km) of upgrading of 13km from gravel to paving has been appointed	R12,223,298	R3,652,174	Site establishment, box cutting for Giyani Section E Phase 1 (3km) of upgrading of 13km from gravel to paving by 30 June 2026	N/A	Appointment of the contractor for Giyani Section E Phase 1 (3km)	Appointment of the contractor for Giyani Section E Phase 1 (3km)	Site establishment, box cutting for Giyani Section E Phase 1 (3km)	4.34	TECH	Appointment letter - Progress report - Progress Report
3	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Planting of grass on the soccer pitch, grandstand support, refurbished combicourts for Mageva sport centre	Tender document for extension of Mageva soccer pitch has been developed	R8,695,652.17	R14,297,391.30	Planting of grass on the soccer pitch, grandstand support, refurbished combicourts for Mageva sport centre by 30 June 2026	Site establishment and clearance for Mageva sport centre	Planting of grass on the soccer pitch for Mageva soccer pitch	Installation of irrigation system,, installation of roof at the guard house and ablution blocks, fencing around the soccer pitch, Refurbishment of grandstand for Mageva sport centre	Refurbishment of grandstand, and combi courts for Mageva sport centre	4.34	TECH	Progress reports - Practical Completion Certificate
4	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Roads, Bridges and Storm water	4.7 km upgrading from gravel to paving at Nwa-Mankena	Subbase layer for 4.8 km Upgrading of internal streets at Nwa-Mankena has been constructed	R19,053,599.23	R22,596,454.01	4.7 km upgrading from gravel to paving at Nwa-Mankena by 30 June 2026	Installation of kerbing and paving blocks	Installation of kerbing and paving blocks	Road markings and road signs	Installation of stormwater stonepitching and gabions	4.34	TECH	Progress reports
5	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Roads, Bridges and Storm water	3.8 km Upgrading from gravel to paving at Khakhala	new Indicator	R26,552,139.13	R32,959,086.09	3.8 km Upgrading from gravel to paving at Khakhala by 30 June 2026	Appointment of Contractor	Box cutting, and roadbed preparation	Construction of subbase, processing of base layer	Laying of kerbing and paving, Road markings and road signs	4.34	TECH	Appointment Letter - Progress Reports - Practical Completion Certificate

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6	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Roads, Bridges and Storm water	Appointment of a contractor for installation of a paypoint system at Civic Centre Parking Lot	new Indicator	R434,782.61	R260,869.57	Appointment of a contractor for installation of a paypoint system at Civic Centre Parking Lot by 30 June 2026	N/A	N/A	N/A	Appointment of a contractor for installation of a paypoint system at Civic Centre Parking Lot	5.6	MM	Appointment letter
7	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Site establishment for refurbishment of the Section E Sports Centre	Tender document for refurbishment of Section E Sports Centre has been developed	R8,695,652.17	R3,652,173.91	Site establishment for refurbishment of the Section E Sports Centre by 30 June 2026	Tender document for refurbishment of the Section E Sports Centre	Appointment of a contractor, Site establishment, Drilling of borehole, for refurbishment of the Section E Sports Centre	Appointment of a contractor, for refurbishment of the Section E Sports Centre	Site establishment, for refurbishment of the Section E Sports Centre	5.6	MM	Tender Document Appointment Letter Progress report
8	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Appointment of contractor and site establishment for refurbishment of the ablutions blocks and kitchen at	Consultant for Refurbishment of Giyani Community Hall has been appointed	R3,304,347.83	R1,565,217.39	Appointment of contractor and site establishment for refurbishment of the ablutions blocks and kitchen at Giyani Community Hall by 30 June 2026	Advertisement for refurbishment of the ablutions blocks and kitchen at Giyani Community Hall	Appointment of contractor for Refurbishment of the ablutions blocks and kitchen at Giyani Community Hall	Tender document for refurbishment of the ablutions blocks and kitchen at Giyani Community Hall	Appointment of contractor and site establishment for refurbishment of the ablutions blocks and kitchen at Giyani Community Hall	5.6	MM	Tender document Appointment Letter Progress reports
9	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Construction of (10 market stalls) at Giyani section A	Contractor for construction of market stalls at Giyani Section A (10 market stalls) has been appointed	R4,347,826.09	R11,586,903.48	Construction of (10 market stalls) at Giyani section A by 30 June 2026	Site establishment and setting out Giyani section A	Clearing and grubbing, casting of foundation slab at Giyani section A	Construction of superstructure at Giyani section A	Installation of roof, plumbing, glazing and installation of doors at Giyani section A	5.6	MM	Progress reports - Practical Completion Certificate

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10	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Development of Detail Design for Gawula Sport Centre	New Indicator	R2.608.695.65	R434.782.61	Development of Detail Design for Gawula Sport Centre by 30 June 2026	N/A	Appointment of a consultant for Gawula Sport Centre	Development of Scoping Report and Preliminary Design Report for Gawula Sport Centre	Development of Detail Design Report for Gawula Sport Centre	5.6	MM	Appointment Letter - Scoping & Preliminary Design Report - Detail Design
11	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Development of Draft Preliminary Design Report for Refurbishment of Giyani Stadium & Section A	New Indicator	R1.304.347.83	R434.782.61	Development of Draft Preliminary Design Report for Refurbishment of Giyani Stadium & Section A Tennis Court by 30 June 2026	N/A	N/A	Appointment of Consultant	Submission of Scoping and draft preliminary design report	5.5	MM	Appointment Letter - Scoping and draft preliminary design report
12	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Appointment of consultant for Upgrading of Muxiyani from Gravel to Paving	New Indicator	R347.826.09	R96.927.83	Appointment of consultant for Upgrading of Muxiyani from Gravel to Paving by 30 June 2026	N/A	Appointment of a consultant for Muxiyani	N/A	Appointment of a consultant for Muxiyani	5.5	MM	Appointment Letter
13	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construction	Development of Preliminary Designs for Upgrading of Phikela from Gravel to Paving	New Indicator	R347.826.09	R347.826.09	Development of Preliminary Designs for Upgrading of Phikela from Gravel to Paving by 30 June 2026	N/A	Appointment of a consultant for Phikela	Development of scoping report for Phikela	Development of preliminary designs for Phikela	5.5	MM	Appointment Letter - Scoping report - Preliminary design report

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14	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construct on	Development of Preliminary Designs for Upgrading of Ndhambi from Gravel to Paving	New Indicator	R347,826.09	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 for Ndhambi	Development of scoping report for Ndhambi	Development of preliminary designs for Ndhambi	5.5	MM	Appointment Letter Scoping report Preliminary design report
15	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Building and Construct on	Development of Preliminary Designs for Upgrading of Noble hoek from Gravel to Paving	New Indicator	R347,826.09	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 for Noble hoek	Development of scoping report for Noble hoek	Development of preliminary designs for Noble hoek	5.5	MM	Appointment Letter - scoping report - Preliminary design report
16	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
17	Accessible basic and infrastructure services	Waste Magement	Number of zones and town to have access to weekly refuse removal	06 zones (A, B, C, D, E, F and 1 town CBA) have access to weekly refuse removal	Operational	Operational	06 zones (A, B, C, D, E, F and 1 town CBA) have access to weekly refuse removal by 30 June 2026	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
18	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	EPWP Social	Number of workers to be appointed through EPWP Social Program	24 EPWP workers appointed through the EPWP Social Program	R2,058,000.00	R2,058,000.00	34 workers appointed through EPWP Social program by 30 June 2026	34 workers appointed through EPWP Social program	N/A	N/A	N/A	5.5	MM	Signed appointment memo

6. KPA 4 : LOCAL ECONOMIC DEVELOPMENT (HIGHER SDBIP) KPA WEIGHT=2.8%

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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 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	SMME Support (Projects & Cooperatives	Number of SMME'S Supported Financially	4 SMME'S Supported financially	Operational	Operational	4 SMME'S Supported financially by 30 June 2026	N/A	N/A	4 SMME's supported financially	100%	MM	Call for proposals, Application Form and Acknowledgement letter	
8. KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION 30.5%														
KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION KPA WEIGHT =30.43%														
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	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	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	AGSA Audit Report

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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	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	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	IDP for 2024/2025 has been reviewed and 2025/26 IDP financial year was developed	Operational	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	Council Resolution (Adopted Process Plan), -Draft Analysis phase(Chapter
4	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Risk Management	Number of risk management committee meeting conducted	4 Risk management Committee meeting held	Operational	Operational	4 Risk management committee meeting conducted by 30 June 2026	1 Risk management committee meeting conducted	1 Risk management committee meeting conducted	1 Risk management committee meeting conducted	1 Risk management committee meeting conducted	9.1	MM	Minutes and Attendance Register

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5	To develop governance structures and systems that will ensure effective public consultation and organizational discipline	Risk Management	% of risk implemented (Strategic and Operational)	67% (228/340) strategic and operational risks actions have been implemented	Operational	Operational	Operational	Operational	100% of strategic risk implemented by 30 June 2026	100% of strategic risk implemented	100% of strategic risk implemented	100% of strategic risk implemented	100% of strategic risk implemented	100% of strategic risk implemented	9.1	MM	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 developed and submitted to council for approval by 30 June 2026	Operational	Operational	Operational	Operational	Audit Committee Charter developed and submitted to council for approval by 30 June 2026	N/A	N/A	N/A	N/A	Develop Audit Committee Charter and submit to council for approval	9.1	MM	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 submitted to Audit Committee for approval	3-year Internal Audit plan and Internal Audit Charter developed and submitted to Audit Committee for approval by 30 June 2026	Operational	Operational	Operational	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	N/A	Develop 3 year Internal Audit plan and Internal Audit Charter submit to Audit Committee for approval	9.1	MM	Approved 3 year Internal Audit plan, Internal Audit Charter,
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	82.77% (197/238) of findings resolved in the Internal Audit Action Plan	Operational	Operational	Operational	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	100% of findings resolved in the Internal Audit Action Plan	100% of findings resolved in the Internal Audit Action Plan	9.1	MM	Updated Internal Audit Action Plan

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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	17% (10 out of 57) of findings resolved in the AG(SA)'s Action Plan	Operational	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	N/A	50% of findings resolved in the AGSA's Action Plan	100% of findings resolved in the AGSA's Action Plan	9.1	MM	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 Committee meetings to be held	10 Audit Performance Committee meeting 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	1 Audit and Performance Committee meeting to be held	9.1	MM	Attendance Register, and Minutes
11	To develop governance structures and systems 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 Committee Reports	Operational		4 Audit and Performance Committee Reports developed and submitted to Council by 30 June 2026	1 Audit and Performance Committee Reports submitted to council for approval	1 Audit and Performance Committee Reports submitted to council for approval	1 Audit and Performance Committee Reports submitted to council for approval	1 Audit and Performance Committee Reports submitted to council for approval	9	MM	Report to Council, Council Resolution

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 (KPs) and the Core Competency Requirements (CCRs), respectively. Each area of assessment will be weighted and will contribute a specific part to the total score. KPs covering the main areas of work will account for 80% and CCR will account for 20% of final assessment.

9. Table B: WEIGHTING ON KPs

KEY PERFORMANCE AREAS		WEIGHT
1. Spatial Rationale		2.80%
2. Municipal Transformation and Organisational Development		13.85%
3. Basic Service Delivery and Infrastructure Development		50.00%
4. Local Economic Development		2.80%
5. Municipal Finance Management and Viability		0.00%
6. Good Governance and Public Participation		30.50%
TOTAL WEIGHTING		100%

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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	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			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 for the job. The review/assessment 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.
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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 s54 Managers are required performance plan and sign performance agreements with the Mayor.

This performance plan serves as an Annexure to the signed Performance Agreement.

13. SIGNATURES

SIGNATURES

MUNICIPAL MANAGER
KHOZA VD (EMPLOYEE)

MAYOR
ZITHA T (EMPLOYER)