



GREATER GIYANI MUNICIPALITY

REVISED PERFORMANCE AGREEMENT 2023/2024

Greater Giyani Municipality herein represented by

KHOZA VUSI DUNCAN,

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

and

MASHAMBA RH,

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

WHEREBY IT IS AGREED AS FOLLOWS:

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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 2023 and will remain in force until 30 June 2024 (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

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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	0%
1.Municipal Transformation and Organisational Development	4.45%
3. Basic Service Delivery and Infrastructure Development	84.26%
4. Local Economic Development	0%
5. Municipal Finance Management and Viability	0%
6. Good Governance and Public Participation	11.29%
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.

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Core Managerial and Occupational Competencies

Strategic Direction and Leadership

Program and project Management

Financial Management

Change Leadership

Knowledge Management

Service Delivery Innovation

Problem Solving and Analysis

People Management and Empowerment

Governance Leadership

Client Orientation and Customer focus

Communication

Honesty and Integrity

Core Occupational Competencies:

Interpretation and implementation within the legislative and national policy frameworks

Knowledge of developmental local government

Knowledge of performance management and reporting

Competency in policy conceptualisation, analysis and implementation

Knowledge of more than one functional municipal field/discipline

Skills in governance

Competency as required by other national line sector departments

Total percentage

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

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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	4	3	2	1
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

6.7.4. Municipal manager from another municipality; and

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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 2023
- Second quarter: October – December 2023
- Third quarter: January – March 2024
- Fourth quarter: April – June 2024

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:

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% 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 GIRYANI on this the..... day of 2024

AS WITNESSES:

1. Mall

2. [Signature]

[Signature]
MASHAMBA RH
EMPLOYEE

AS WITNESSES:

1. [Signature]

2. _____

[Signature]
KHOZA VUSI DUNCAN
MUNICIPAL MANAGER



GREATER GIYANI MUNICIPALITY
PERFORMANCE PLAN
DIRECTOR : TECHNICAL MASHAMBA RH
2023/24

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1. LEGISLATION

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

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

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

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2 STRATEGIC OBJECTIVES

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

Table A: Strategic Objectives are as follows:

KPA	STRATEGIC OBJECTIVES
1. Spatial Rationale	Integrated spatial and human settlement.
2. Municipal Transformation and Organisational Development	Improved governance and administration
3. Basic Service Delivery and Infrastructure Development	Improved access to sustainable basic services and Promote
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

KPA 2: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT 4.45%

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

OUTPUT 6: ADMINISTRATIVE AND FINANCIAL CAPABILITY

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

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Council Services	To advise EXCO on policy matters and make recommendations to EXCO	Number of Portfolio Committee Meetings attended by 30 June 2024	5 Portfolio Committee Meetings attended in 2022/23	12 Portfolio Committee Meetings (12 Infrastructure e) Per Portfolio Committee by 30 June 2024	Portfolio Committee Meetings	Organize Portfolio Committee meeting as per schedule	Greater Gyani Municipality	Administration	Income	Operational	Operational	3 portfolio committee meeting attended	3 portfolio committee meeting attended	3 portfolio committee meeting attended	3 portfolio committee meeting attended	25	Q1-Q4 Notices of Invitations Agenda and Attendance Register	TECH
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KPA 3: BASIC SERVICE DELIVERY & INFRASTRUCTURE DEVELOPMENT: KPA WEIGHT=84.26

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

OUTPUT 2: IMPROVING ACCESS TO BASIC SERVICES

OUTPUT 3: IMPLEMENTATION OF THE COMMUNITY WORK PROGRAMME

STRATEGIC OBJECTIVES: IMPROVED ACCESS TO SUSTAINABLE BASIC SERVICES AND PROMOTE COMMUNITY WELL-BEING AND ENVIRONMENTAL WELFARE

No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R000	Adjusted budget	1st Q Target	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
1	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Completion of guardhouse, parking, vinyl flooring, palisade fence, and ceiling installation for Mavalani Indoor Sports Centre	Paving of public guardhouse, parking, vinyl flooring, palisade fence, and ceiling installation for Mavalani Indoor Sports Centre by 30 June 2024	Completion of guardhouse, indoor sports centre	Mavalani Indoor Sports Centre	Construction of Mavalani Indoor Sports Centre	Mavalani Indoor Sport	Ward 20	LGES/MIG	16,313,679	12,313,679	Bricklaying	Bricklaying	Plastering, flooring and electrification	Completion of guardhouse, vinyl flooring and ceiling for Mavalani Indoor Sports Centre	2.63	Q1 - Progress Report Q2 - Progress Report Q3 - Progress Report Q4 - Progress Report	TECH
2	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Jim Nqhalume community hall	Construction has started at Jim Nqhalume community hall by 30 June 2024	Construction of Jim Nqhalume community hall by 30 June 2024	Jim Nqhalume community hall	Construction of Jim Nqhalume community hall	Jim Nqhalume	Ward 30	LGES/MIG	14,309,409.79	14,842,432	Bricklaying	Bricklaying	Plastering, flooring and electrification	Practical Completion	2.63	Q1 - Progress Report Q2 - Progress Report Q3 - Progress Report Q4 - Progress Report	TECH
3	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construct Selawa roads from upgrading of roads from gravel to paving for 1.8 km	Base layer has been completed for Selawa roads from upgrading of roads from gravel to paving for 1.8 km	1.8km upgrading of road from gravel to paving at Selawa by 30 June 2024	Selawa upgrading of roads from gravel to paving	To construct Selawa upgrading of roads from gravel to paving	Silawa	Ward 8	LGES/MIG	8,500,450.00	9,025,691.48	Kerbing and paving	Practical Completion	N/A	N/A	2.63	Q1 - Progress Report Q2 - Progress Report Q3 - Progress Report Q4 - Progress Report	TECH

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9	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Shawela upgrading from gravel to paving for 3.6 km by 30 June 2024	Preliminary design	Appointment of service provider for 3.6km upgrading from gravel to paving for at Shawela by 30 June 2024	Shawela Upgrading from gravel to paving	Shawela Upgrading from gravel to paving	Shawela Greater Giyani Municipality	Ward 22	LGES/MIG	1,000,000	1,000,000		Detailed Design	Development of tender document for 3.6km from gravel to paving at Shawela	N/A	Appointment of service provider for 3.6km upgrading from gravel to paving for at Shawela	2.63	Q1 -Detail Design Q2 -Tender draft document Q4 - Appointment letter	TECH
10	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Upgrading of parking lot at Civic Centre upgraded	Parking lot of boomgate at Civic Centre parking lot by 30 June 2024	Connection of boomgate at Civic Centre parking lot by 30 June 2024	Upgrading of parking lot of parking lot	Upgrading of parking lot	Greater Giyani Municipality		LGES/MIG	1,300,000	1,300,000		Connection of boomgate	N/A	N/A	Practical Completion	2.63	Q1 Progress Report Q4-Practical Completion Certificate	TECH
11	Roads, Bridges and Storm water	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Appointment of contractor for 2.6km upgrading from gravel to paving for at Homela	Development of preliminary Design Report	Appointment of contractor for 2.6km upgrading from gravel to paving for at Homela by 30 June 2024	Homela Upgrading from Gravel to Paving	Upgrading of Homela from Gravel to Paving for 2.6km	Homela	Ward 19	LGES/MIG	2,527,159.41	1,027,159		N/A	N/A	N/A	Appointment of contractor for 2.6km upgrading from gravel to paving for at Homela	2.63	Q4 - Appointment letter	TECH
12	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Appointment of consultant for refurbishment of Section E Sports Centre by 30 June 2024	New Indicator	Appointment of consultant for refurbishment of Section E Sports Centre by 30 June 2024	Refurbishment of Section E Sports Centre	Refurbishment of Section E Sports Centre	Section E	Ward 20	LGES/MIG	1,500,000	250,000		N/A	N/A	N/A	Appointment of consultant for refurbishment of Section E Sports Centre	2.63	Q4- Appointment letter	TECH
13	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Appointment of consultant for refurbishment of Sporting Facilities (Gawula)	Fixing of defects not done	Appointment of consultant for refurbishment of Sporting Facilities (Gawula) by 30 June 2024	Refurbishment of Sporting Facilities (Gawula)	Refurbishment of Sporting Facilities (Gawula)	Gawula	Ward 18	LGES/MIG	2,000,000	250,000		N/A	N/A	N/A	Appointment of consultant for refurbishment of Sporting Facilities (Gawula)	2.63	Q4- Appointment Letter	TECH

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14	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Construction of Civic Centre Building Phase 4	Installed stand-by general or piping of the HVAC system, installation of the ceiling on the Council Chamber	Construction of Civic Centre Building Phase 4 by 30 June 2024	Civic Centre Building Phase 4	Construction of Civic Centre Building Phase 4	Giyani CBD		MIG/LGES	6,000,000.00	22,576,087.95	Completion of Council Chamber	Installation of lift	Commissioning of the air conditioning, installation of booster pumps, electrification of Chamber	Practical Completion	2.63	Q1 - Progress Report Q2 - Practical Completion Certificate Q3 - Progress Report Q4 - Practical Completion Certificate	TECH
15	PMU	To improve financial management systems to enhance venue base	% MIG Budget spent by 30 June 2024	100% MIG budget spent	100% MIG Budget spent by 30 June 2024	MIG Spending	Spending 100% of MIG allocated fund	Greater Giyani Municipality	Administration	MIG	72,338,000.00	64,462,433.21	15% of MIG budget spent	30% of MIG budget spent	80% of MIG budget spent	100% of MIG budget spent	2.63	MIG Spending Report	TECH
16	Building and Construction	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Appointment of contractor for construction of Waste Disposal Site	Construction for construction of Waste Disposal Site by 30 June 2024	Appointment of contractor for construction of Waste Disposal Site by 30 June 2024	Waste Disposal Site	Waste Disposal Site	Greater Giyani	All wards	MIG	5,300,000	5,300,000	N/A	N/A	Development of a tender document	Appointment of contractor for construction of Waste Disposal Site	2.63	Q3 - Tender document Q4 - Appointment Letter	TECH
17	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Development of a detailed design for connection of 539 units at Section F	New Indicator	Development of a detailed design for connection of 539 units at Section F by 30 June 2024	Electrification of Section F (539)	Construction of Electrical Network Infrastructure	Section F	13	INEP/LGES	1,000,000	1,000,000	N/A	N/A	Appointment of Service provider (Professional Engineers)	Development of a detailed design for connection of 539 units at Section F	2.63	Q3 - Appointment Letters Q4 - Detailed Design Report	TECH
18	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 565 units at Syandhani Village	(Contract for connection of 470 units at Syandhani Village and appoint a	Connection of 565 units at Syandhani Village by 30 June 2024	Electrification of Syandhani Village (565)	Construction of Electrical Network Infrastructure	Syandhani Village	13	INEP/LGES	5,032,989	503,2989	Appointment of Service provider (Contractors)	Digging of holes for MV and LV networks	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH

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19	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 181 units at Xivulani village	New Indicator	Connection 181 units at Xivulani Village by 30 June 2024	Electrification of Xivulani (181) Network	Construction of Electrical Infrastructure	Xivulani Village	15	INEPILGES	4,100,000	4,100,000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH
20	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 258 units at Minginsi Block 3	New Indicator	Connection 258 units at Minginsi Block 3 by 30 June 2024	Electrification of Minginsi Block 3 (258) Network	Construction of Electrical Infrastructure	Minginsi Village	6	INEPILGES	3,780,000	3,780,000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH
21	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 457 units at Homu 14A	New Indicator	Connection 457 at Homu 14A units by 30 June 2024	Electrification of Homu 14A (457) Network	Construction of Electrical Infrastructure	Homu 14A	9	INEPILGES	3,100,000	3,100,000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH
22	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 303 units at Bode Village	New Indicator	Connection 303 units at Bode Village by 30 June 2024	Electrification of Bode (303) Network	Construction of Electrical Infrastructure	Bode Village	23	INEPILGES	4,100,000	4,100,000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH
23	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 210 units at Sikhunyani Village	New Indicator	Connection of 210 units at Sikhunyani Village by 30 June 2024	Electrification of Sikhunyani Village (210) Network	Construction of Electrical Infrastructure	Sikhunyani Village	15	INEPILGES	2,100,000	2,100,000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH

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24	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 188 units at Mapayeni Village	New Indicator	Connection of 188 units at Mapayeni Village by 30 June 2024	Electrification n of Mapayeni Village (188)	Construction of Electrical Infrastructure	Mapayeni Village	26	INEP/LGES	3,100,000	3,100,000	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH
25	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life?	Connect 432 units at Daniel Rabelela Village	New Indicator	Connection of 432 units at Daniel Rabelela Village by 30 June 2024	Electrification n of Daniel Rabelela Village (432)	Electrification n of Daniel Rabelela Village	Daniel Rabelela Village	25	INEP/LGES	2,500,000	5,592,480	Appointment of Service provider (Contractors)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH
26	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 306 units at Homu 14B	New Indicator	Connection of 306 units at Homu 14B by 30 June 2024	Electrification n of Homu 14B (306)	Electrification n of Homu 14B	Homu 14B	9	INEP/LGES	3,100,000	3,100,000	Appointment of Service provider (Contractor)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH
27	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 198 units at Gawula Village	New Indicator	Connection of 198 units at Gawula Village by 30 June 2024	Electrification n of Gawula Village (198)	Electrification n of Gawula Village	Gawula Village	18	LGES	3,100,000	3,100,000	Appointment of Service provider (Contractor)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH
28	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Connect 214 units at Khakhala Village	New Indicator	Connection of 214 units at Khakhala Village by 30 June 2024	Electrification n of Khakhala Village (214)	Electrification n of Khakhala Village	Khakhala Village	18	INEP/LGES	3,100,000	3,100,000	Appointment of Service provider (Contractor)	Digging of holes for MV and LV poles	Complete MV and LV networks	Practical Completion	2.63	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4 - Practical Completion Certificate	TECH

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29	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Develop a detailed design for connection of 100 units at Loloka Village	New Indicator	Development of a detailed design for connection of 100 units at Loloka Village by 30 June 2024	Electrification n of Loloka Village (100)	Electrification n of Loloka Village	Loloka Village	24	LGES	230,000	230,000	Appointment of Service provider (Consultants))	Development of a detailed design for connection of 150 units at Loloka Village	N/A	N/A	2.63	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
30	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Develop a detailed design for connection of 306 units at Mageva Village	New Indicator	Development of a detailed design for connection of 306 units at Mageva Village by 30 June 2024	Electrification n of Mageva Village (306)	Electrification n of Mageva Village	Mageva Village	15	Income	230,000	230,000	Appointment of Service provider (Consultants))	Development of a detailed design for connection of 150 units at Mageva Village	N/A	N/A	2.63	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
31	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Develop a detailed design for connection of 100 units at Mahathi Village	New Indicator	Development of a detailed design for connection of 100 units at Mahathi Village by 30 June 2024	Electrification n of Mahathi Village (100)	Electrification n of Mahathi Village	Mahathi Village	19	Income	230,000	230,000	Appointment of Service provider (Consultants))	Development of a detailed design for connection of 150 units at Mahathi Village	N/A	N/A	2.63	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
32	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Develop a detailed design for connection of 100 units at Matsosotse Village	New Indicator	Development of a detailed design for connection of 100 units at Matsosotse Village by 30 June 2024	Electrification n of Matsosotse Village (100)	Electrification n of Matsosotse Village	Matsosotse Village	27	Income	230,000	230,000	Appointment of Service provider (Consultants))	Development of a detailed design for connection of 150 units at Matsosotse Village	N/A	N/A	2.64	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
33	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Develop a detailed design for connection of 150 units at Mhbedi Village	New Indicator	Development of a detailed design for connection of 150 units at Mhbedi Village by 30 June 2024	Electrification n of Mhbedi Village (150)	Electrification n of Mhbedi Village	Mhbedi Village	27	Income	230,000	230,000	Appointment of Service provider (Consultants))	Development of a detailed design for connection of 150 units at Mhbedi Village	N/A	N/A	2.64	Q1 - Appointment Letter Q2 - Detailed Designs	TECH

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34	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Develop a detailed design for connection of 145 units at Mngthongho ma Village	New Indicator	Development of a detailed design for connection of 145 units at Mngthongho ma Village by 30 June 2024	Electrification of Mngthongho ma Village (145)	Electrification of Mngthongho ma Village	Mngthongho ma Village	24		Income	290,000	290,000	Appointment of Service provider (Consultants))	Development of a detailed design for connection of 200 units at Mngthongho ma Village	N/A	N/A	2.64	Q1 - Appointment Letter Q2 - Detailed Designs	TECH
35	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Installation of 4 high mast at Gyani Section A and C (ward 12)	(2 high masts in Syanthan/CBD Intersection and Section E installed)	Installation of 4 high mast at Gyani Section A and C (ward 12) by 30 June 2024	Installation of high mast	Installation of high mast	Greater Gyani	All wards	LGES	2,500,000	2,500,000	Appointment of Service provider	Installation of 4 high mast at Gyani Section A and C (ward 12)	Practical Completion	N/A	2.64	Q1 - Appointment Letter Q2 - Progress Report Q3 - Practical Completion Certificate	TECH	
36	Electricity Provision	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Install energy saving streetlights	143 energy saving lights installed	Installation of 124 energy saving streetlights by 30 June 2024	Installation of energy saving streetlights	Installation of energy saving streetlights	Greater Gyani	All wards	LGES	5,500,000	5,500,000	Digging of holes and planting of poles for 62 energy saving streetlights	Digging of holes and planting of poles for 62 energy saving streetlights	Practical Completion	N/A	2.64	Q1 - Progress Report Q2 - Progress Report Q3 - Practical Completion Certificate	TECH	
37	Sports Facilities	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Appointment of Consultant for Mageva Soccer pitch extension	Mageva Soccer pitch not constructed	Appointment of Consultant for Mageva Soccer pitch extension by 30 June 2024	Extension of Mageva soccer pitch	To construct an extension of Mageva soccer pitch	Mageva - Dzumen	25	LGES	2,000,000	250,000	Appointment of Service provider (Consultants))	Development of a detailed design for construction of Mageva soccer pitch	N/A	Appointment of Consultant for Mageva Soccer pitch extension	2.64	Q1 - Appointment Letter Q2 - Detailed Designs Q4 - Appointment Letter	TECH	
38	EPWP Infrastructure	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	Number of people to be appointed through EPWP Infrastructure Program	200 people appointed through EPWP Infrastructure Program	200 People appointed through EPWP Infrastructure Program by 30 June 2024	EPWP Infrastructure	Creation of jobs through EPWP Infrastructure Program	Gyani Township	All wards	EPWP	5,000,000	5,100,000	200 People appointed through EPWP Infrastructure	N/A	N/A	N/A	2.64	Q1-Signed Appointment Memo	TECH	

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

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

OUTPUT 5: DEEPEN DEMOCRACY THROUGH A REFINED WARD COMMITTEE MODEL

OUTPUT 6: ADMINISTRATIVE AND FINANCIAL CAPABILITY

No.	Priority Issue/Programme	Development Objective	Key Performance Indicators/Measurable Objective	Baseline 2022/23	Annual Targets	Project Name	Project/Indicator Description	Location	Ward	Funding Source	Budget 2023/24 R000	Adjusted budget	1st Q Targets	2nd Q Targets	3rd Q Targets	4th Q Targets	KPI Weight	Portfolio of Evidence	Dept
1	Performance Management	To develop governance structures and systems that will ensure effective public consultation after the end of the quarter	Number of Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS within 12 days after the end of the quarter	New indicator	12 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS by 30 June 2024	Compliance Reports	Compliance report. Submit to PMS within 12 working days after the end of the quarter.	Greater Gyan Municipality	Administration	Income	Operational	Operational	3 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	3 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	3 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	3 Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	16.67	Q1-Q4 Submission Register, Reports and POEs	TECH
2	Risk Management	To develop governance structures and systems that will ensure effective public consultation and organization at discipline	Number of risk management activities that will be attended by 30 June 2024	(4 risk activities attended)	4 Risk management Committee meeting attended by 30 June 2024	Risk Management Committee	Organize Risk Management Committee meetings	Greater Gyan Municipality	Administration	Income	Operational	Operational	1 Risk management Committee meeting attended	1 Risk management Committee meeting attended	1 Risk management Committee meeting attended	1 Risk management Committee meeting attended	16.67	Q1-Q4 Minutes and Attendance Register	TECH
3	Risk Management	To develop governance structures and systems that will ensure effective public consultation and organization at discipline	% of total number of risk management plans implemented (Strategic and Operational) by 30 June 2024	Implementation of risk mitigation plans	100% of total number of risk management plans implemented (Strategic and Operational) by 30 June 2024	Risk Register	Implementation of the risk management action plan	Greater Gyan Municipality	Administration	Income	Operational	Operational	100% of risk implemented on plan	100% of risk implemented on plan	100% of risk implemented on plan	100% of risk implemented on plan	16.67	Q1-Q4 Updated Risk register.	TECH

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4	Internal Auditing	To develop governance structures and systems that will ensure effective public consultation and organization at discipline	% of findings resolved in the AG(SA) Action Plan by 30 June 2024	24 findings (12 out of 51) resolved in the AGS Action Plan by 30 June 2024	100% of findings resolved (Technical Services) in the AG(SA) Action Plan by 30 June 2024	AG(SA) action plan	Implementation of the AG(SA) action plan	Greater Guyana Municipality	Administration	Income	Operational	Operational	100% of findings resolved (Technical Services) in the AGSA's Action Plan	N/A	50% of findings resolved (Technical Services) in the AGSA's Action Plan	100% of findings resolved (Technical Services) in the AGSA's Action Plan	16.67	Q3 & Q4 Updated Audit Action Plan	TECH
5	Internal Auditing	To develop governance structures and systems that will ensure effective public consultation and organization at discipline	Number of Audit and Performance Committee meetings held by 30 June 2024	9 Audit and Performance Committee meeting held by 30 June 2024	4 Audit and Performance Committee meeting held by 30 June 2024	Audit and Performance Committee	Organize Audit and Performance Committee meetings	Greater Guyana Municipality	Administration	Income	Operational	Operational	1 Audit and Performance Committee meeting to be held	1 Audit and Performance Committee meeting to be held	1 Audit and Performance Committee meeting to be held	1 Audit and Performance Committee meeting to be held	16.66	Q1-Q4 Attendance Register, and Minutes	TECH
6	Internal Auditing	To develop governance structures and systems that will ensure effective public consultation and organization at discipline	% of findings resolved in the Internal Audit Action Plan by 30 June 2024	53% of findings (77 out of 145) resolved in the Internal Audit Action Plan by 30 June 2024	100% of findings resolved in the Internal Audit Action Plan by 30 June 2024	Internal Audit Action Plan	Implementation of the Internal Audit Action Plan	Greater Guyana Municipality	Administration	Income	Operational	Operational	100% of findings resolved in the Internal Audit Action Plan	100% of findings resolved in the Internal Audit Action Plan	100% of findings resolved in the Internal Audit Action Plan	100% of findings resolved in the Internal Audit Action Plan	16.66	Q1-Q4 Updated Audit Action Plan	TECH

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.

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Table B: WEIGHTING ON KPAs

KEY PERFORMANCE AREAS	WEIGHT
1. Spatial Rationale	0%
2. Municipal Transformation and Organisational Development	4.45%
3. Basic Service Delivery and Infrastructure Development	84.26%
4. Local Economic Development	0%
5. Municipal Finance Management and Viability	0%
6. Good Governance and Public Participation	11.29%
TOTAL WEIGHTING	100%

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (CCR)	
Core Managerial and Occupational Competencies	Weight
Strategic Direction and Leadership	6%
Program and project Management	6%
Financial Management	6%
Change Leadership	6%
Knowledge Management	6%
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	5%
Competency in policy conceptualisation, analysis and implementation	5%
Knowledge of more than one functional municipal field/discipline	5%
Skills in governance	5%
Competency as required by other national line sector departments	5%
Total percentage	100%

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.

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10. PERFORMANCE ASSESSMENT

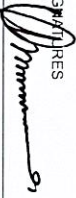
	Score	Definitions
Outstanding Performance	5	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and 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	2	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.
Unacceptable Performance	1	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.

11. PERSONAL DEVELOPMENT PLANS (PDP)

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

12. SIGNATURES

SIGNATURES



DIRECTOR: TECHNICALS
MASHAMBA RH (EMPLOYEE)



MUNICIPAL MANAGER
KHOZA VDEMPLOYER