

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 <u>automatically terminate</u> 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:

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:

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- 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	on this the day of 2024
AS WITNESSES:	Dominion
2.	MASHAMBA RH EMPLOYEE
AS WITNESSES 1.	
2	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 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

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КРА	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 STRATEGIC OBJECTIVE: IMPROVED GOVERNANCE AND ADMINISTRATION

STRATEGIC OBJECTIVE: IMPROVED GOVERNANCE AND ADMINISTRATION	No. Priority Issue/Progr amme	1 Council Services		2 Council Services
MPKOVED	Priority Developme Key Issue/Progr nt Objective Performanc e amme indicators/ Measurable Objective	To advise #EXCO on policy matters and the make recommend ations to EXCO	To advise #EXCO on policy matters and the make recommend ations to EXCO	
CVERNANCE		, g o , g	# of Portfolio 6 Portfolio Committee Committee Committee be attended attended in by 30 June 2022/23 2024	Number of IT Steering Committee
AND ADMIN	Baseline	12 Portfolio Committee Meetings attended in 2022/23		4 meetings attended in 2022/23
MOLIVALION	Annual Targets	12 Portfolio Committee Meetings (12 Health & Social Per Portfolio Committee) by 30 June 2024	12 Portfolio Committee Meetings (12 Roads and Transport Per Portfolio Committee) by 30 June 2024	4 IT Steering Committee meetings attended by
THE PERSON NAMED IN	Project Name	Portfolio Committee Meetings	Portfolio Committee Meetings	IT Governance , Risks and Compliance
ALTERNATION OF THE PROPERTY OF	Project/ Indicator Description	Organize Portfolio Committee meeting as per schedule	Organize Portfolio Committee meeting as per schedule	ation
CONTRACTOR STATES AND SECTION.	Location	Greater Giyani Municipality	Greater Glyani Municipality	Greater Giyani Municipality
SANCTH SECREPTED	ward	Administrati on	Administrati on	Administrati on
CASCONDER STORY	Funding Source	Income	Income	Income
SANCES AND REPORT OF THE PERSONS NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS N	2023/24 Budget R'000	Operational	Operational	Operational
CONTRACTOR DESCRIPTION OF THE PERSON OF THE	Adjusted Budget	Operational	Operational	Operational
	Target Zna Q	3 portfolio committee meeting attended	3 portfolio committee meeting attended	1 IT Steering Committee meetings attended
	Targets	3 portfolio committee meeting attended	3 portfolio committee meeting attended	1 IT Steering Committee meetings attended
201	ord G. large	3 portfolio committee meeting altended	3 portfolio committee meeting attended	1 IT Steering Committee meetings attended
	atm w large	3 portfolio committee meeting attended	3 portfolio committee meeting attended	1 IT Steering 1 IT Steering 1 IT Steering 25 Committee Committee Committee Committee meetings meetings attended attended attended 25 1 IT Steering 1 IT Steering 1 IT Steering 25 Committee Committee meetings meetings attended attended attended 25 25 26 27 28 29 20 20 20 20 20 20 20 20 20 20 20 20 20
	Weight	25	25	25
- Line	Sro W larger 4th W larger NFT weight Fortonic of Dept.	Q1-Q4 Notices of Invitations Agenda and Attendance Register	Q1-Q4 Notices of Invitations Agenda and Attendance Register	Q1-Q4 Invitations and Attendance Register
CONTRACTOR DESCRIPTION OF THE PERSON OF THE	Cept	TECH	TECH	TECH



No.		2	ω
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Priority Issue/Progr amme	Building To develop and sustainable Construction infrastructur e networks which promotes economic growth and improve quality of life	Building and Construction	Roads, To develop Bridges and sustamable Storm water infrastructur e networks which promotes economic growth and improve quality of life
Priority Developme Key Baseline Issue/Progr nt Objective Performanc 2022/23 amme Indicators/ Measurable Objective		Building To develop and sustainable Construction infrastructur e networks which promotes economic growth and improve quality of life	· · · · · · · · · · · · · · · · · · ·
Key Performanc e Indicators/ Measurable Objective	= · 0 · ,	Construction Construction Jim of Jim has started of Jim ngh Nghalalume at Jim community Nghalal ume community hall by 30 hall June 2024	Construct Base layer Selawa has been upgrading of complet ed roads from for Slawa gravel to upgradi ng paving for form gravel 1,8 km to paving for 1,8 km to paving for form gravel
Baseline 2022/23	of of soft	Construction Construction In Construction In Construction of Jim at Jim at Jim at Jim (Phyladalume Community In It In June 2024 hall	Base layer 1,8km has been upgrate completed road if for Silawa grave upgrading pavin of roads Selaw Selaw (Tong Gravel 30 Julio paving for 2024 1,8 km
Annual Targets	Completion Mavait of Indoor guardhouse, sports vinyl flooring centre and ceiling for Mavalani Indoor Sports Sports Centre by 30 June 2024	Construction of Jim of Jim Mghalalume community hall by 30 June 2024	1,8km upgrading of road from gravel to paving at Selawa by 30 June 2024
Project Name	Mavalani indoor sports centre	Jim nghalalume community hall	1,8km Selawa To con ungrading of Slawa road from roads from ungrading of Slawa by average to gravel to paving at paving beaving 30 June 2024
Project/ Indicator Description	Construction of Mavalani Indoor Sports Centre	Construction of Jim Nghalalume community hall	To construct Silawa upgrading of roads from gravel to paving
Location	Mavalani Indoor Sport	Nghalalume	Silawa
Ward	Ward 20	Ward 30	Ward 8
Source	LGES/MIG	LGES/MIG	LGES/MIG
R'000 R'000	16,313,679	14,309,409,79	8,500,450.00
Adjusted budget	12.313,679	14,842,432	9,025,691,48
Target	Bricklaying	Bricklaying	9,025,691.48 Kerbing and Practical paving Completi
Targets	Bricklaying	Bricklaying	Completion
Targets	Plastering, flooring and electrificatio n	Plastering, flooring and electrificatio n	N/A
Targets	Completion of death of the second of the sec	Practical Completion	N/A
NT Weigh	2.63	2.63	2.63
Evidence	O1 - Progress Report O2 - Progress Report O3 - Progress Report O4 - Progress Report O4 - Progress Report O4 - Progress Report etion	Q1 - Progress Report Q2 - Progress Report Q3 - Progress Report Q3 - Progress Report Q4 - Progress	Q1 - Progress Report Q2 - Practical Completion Certificate
Cept	TECH	TECH	TECH



Council Services To advise Number of 5 Portfolio 12 Portfolio Portfolio Committee Committee Committee Committee Committee Meetings Committee Meetings Meetings to attendended (12 make be attended in 2022/23 Infrastructur recommend by 30 June attons to 2024 Portfolio EXCO Committee) by 30 June 2024 Portfolio Committee Meetings Organize
Portfolio
Committee
meeting as
per schedule Greater Giyani Municipality Administrati on Income Operational Operational 3 portfolio committee meeting attended meeting attended 3 portfolio committee meeting attended 3 portfolio committee 3 portfolio committee meeting attended 25 Q1-Q4
Notices of
Invitations
Agenda and
Attendance
Register TECH

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

KPA 3: BASIC SERVICE DELIVERY & INFRASTRUCTURE DEVELOPMENT: KPA WEIGHT=84.26

ω	7	6	5	4
Roads, Bridges and Storm water	Roads, Bridges and Storm water	Roads, Bridges and Storm water	Roads, Bridges and Storm water	and Construction
To develop sustanable unfrastructure networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	and sustainable construction infrastructur e networks which promotes economic growth and improve quality of life
Shikhumba Upgrading Ifrom gravel to paving for 2.6 km	Construction New Construction Indicated Syrandhani Ing road for 4.4km	Developmen Lof Lof Seriminary Design for 4.2km Upgrading from gravel to paving Giyani Nwamanken a	Submission of Detailed Design for Servicing of 539 sites at Section F	of Homu14B grandstand Sports canopy, canopy, centre elevate d steel tank refurbis hment of th guard housing of the borehol e for Homu 4B Sports centre
Service 2,6km provider! Upgrading enginee r for from gravel Shikhu mba to paving at Upgrading Shikhumba from gravel by 30 June to paving for 2024 2,6km has been appoint ed)	New Indicator	New Indicator	New Indicator	→ e
2,6km Upgrading from graving to paving at Shikhumba by 30 June 2024	4,4km ring road constructed at Siyandhanib y 30 June 2024	Developmen tof	Submission of Detailed Design for Servicing of Servicing of Servicing of Sagottes at Section F by 30 June 2024	of Homut 48 Sports Sports Sports centre by 30 June 2024
Shikhumba Upgrading from gravel to paving	Syandhani ring road	Upgrading from gravel to paving Giyani Nwamanken a	Servicing of 539 sites	
Shikhumba Upgrading Ifrom gravel to paving for 2.6 km	Construction of Syvandhani ring road	Upgrading from gravel from gravel Gryani Nwamanken a	Finalization of Servicing of 539 siles designs	of Homu14B Sports centre
Shikhumba	Siyandhani	Nwamanken	Section F	of Homu148 Sports centre
Ward 22	Ward 7	Ward 8	Ward 13	
LGES/MIG	LGES/MIG	LGES/MIG	LGES/MIG	
23,391,087.80	32,070,764	500,000	1,000,000	
24,253,729,53	500,000	500,000	750 000.00	
Construction	Construction	NA	Submission of Detailed Design	
Construction Construction	Construction	N/A	NA	
Completion of culvert bridge, 100m v-drains and practical completion	1, km Base stabilization, 2,5 km interlocking paving, 2,5km kerbing	Appointment of consultant for Designs and developmen to f scoping report	N/A	equiping of boreholes
NA	1.9 km interlocking paving, paving, 1.9 km kerbing and practical completion	Appointment Developmen of consultant to of consultant to for Designs Preliminary Design for developmen 4,2km tof scoping Upgrading from gravel to paving Giyani Nwamanken a	Z >	manageme ment and Practical Completion
2.63	2.63	2.63	2.63	
Q1 - Progress Report Q2 - Progress Report Q3 - Progress Report Q4 - Practical Completion	Q1 - Progress Report Q2 - Progress Report Q3 - Progress Report Q4 - Practical Completion	Q3 - Appointment Letter Q4- Preliminary Design Report	Q1 - Detailed Design	Progress report Q.4 Practical Completion Certificate
TECH	TECH		TECH	

:



	10	3	12	13
Bridges and Storm water	Roads, Bridges and Storm water	Roads, Bridges and Storm water	Building To develop and sustainable Construction infrastructur e networks which promotes economic growth and improve quality of life	Building To develop and sustainable Construction infrastructur e networks which promotes economic growth and improve quality of life
sustainable infrastructur e networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life		
upgrading from gravel to paving for 3.6 km by 30 June 2024	Upgrading Parking of parking lot at Civic Centre upgrade	Appointment of contractor for 2.6km upgarding from gravel to paving for at Hlomela	Appointment New of consultant Indicator for refurbishme nt of Section E Sports Centre	Appointment Fixing of consultant defects not for done refurbishme nt of Facilities (Gawula)
design	ad lot	Developmen t of prelimin ary Design Report	ator	***
of service Upgradin provider for gray 3 5km to paving upgrading from gravel to paving for at Shawela by 30 June 2024	Connection of boomgate at boomgate at Civic Centre parking lot by 30 June 2024	Appointment Hlomela of contractor upgrading for 2.6km from Graw upgarding to Paving from gravel to paving for at Hlomela by 30 June 2024	Appointment Refurbishme of consultant int of Section for Section E Sports refurbishme Centre E Sports E Sports Centre by 30 Jurie 2024	Appointment Refu for consultant int of for refurbishme Facilities Sporting Gav Sporting Gav
<u>e</u>	Upgrading of parking lot	u vel	Refurbishme nt of Section E Sports Centre	Refurbishme nt of Sporting Facilities (Gawula)
Upgrading from gravel to paving	Upgrading Upgrading Great of parking lot of parking lot Gyani Munici	Upgrading of Hlomela of Hlomela upgrading from Gravel to Paving for 2.6km	Appointment Refurbishme Refurbishme of consultant nt of Section for Section for Section for Section Refurbishme Centre Centre Sports E Sports Centre by 30 June 2024	Appointment Refurbishme Refurbishme nt of for consultant Int of for Sporting Sporting Facilities (Gawula) by 30 June
	Greater Gyani Municipality	Hlomela	Section E	Gawula
		Ward 19	Ward 20	Ward 18
	LGES/MIG	LGES/MIG	LGES/MIG	LGES/MIG
	1,300,000	2,527,159,41	1,500,000	2,000,000
	1.300,000	1,027,159	250 ,000	250 ,000
Design	Connection of boomgate	N/A	N/A	N/A
t of lender document for 3,6km from gravel to paving at Shawela	N/A	N/A	N/A	N/A
	N/A	N/A	N/A	N/A
of service provider for 3.6km upgrading from gravel to paving for at Shawela	Practical Completion	Appointment 2.63 of contractor for 2.6km upgarding from gravel to paving for at Hlomela	Appointment of consultant for refurbishme nt of Section E Sports	Appointment 2.63 of consultant for refurbishme nt of sporting Facilities (Gawula)
	2.63	2.63	1 2.63	1 2.63
Design Q2 -Tender draft document Q4 - Appointment letter	Q1 Progress Report Q4-Practical Completion Certificate	Q4 - Appointment letter	Q4- Appointment letter	Q4- Appointment Letter
	TECH	TECH	TECH	TECH

18	17	16	15	14
Electricity Provision	Electricity Provision	Building and Construction	PMC	Building and Construction
To develop sustainable infrastructure in networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	Building To develop and sustainable Construction infrastructure in networks which promotes economic growth and improve quality of life	To improve financial managemen t systems to enhance venue base	Building To develop and sustainable Construction infrastructur e networks which promotes economic growth and improve quality of life
Connect 565 (Contrac tor units at for connect Syandhani on of 470 village units at Syandh ani Village appointer	Developmen New Indicated detailed design for connection of 539 units at Section F	Appointment of contrator for construction of Waste Disposal Site	% MIG 100% Budget budge spent by 30 spent June 2024	Construction Installe d of Civic stand-by Centre general o Building phing of Phase 4 HVAC system, installati of the ceil of the ceil conceil conceil e conce
	ator	Appointment Construction of contrator for construction of Waste Disposal Site	at MIG	Clide on ling the
Connection 565 units at Syandhani Village by 30 June 2024	Developmen Electrification of Section detailed F (539) design for connection of 539 units at Section F by 30 June 2024	Appointment of contrator for construction construction of Waste Disposal Site by 30 June 2024	100% MIG Budget spent by 30 June 2024	Construction Civic Centre Building Centre Phase 4 Building Phase 4 by 30 June 2024
Connection Electrificatio Construction 565 units at n of 555 units at n of Syandhani Network Village by 30 Village (565) Infrastructur June 2024		Waste Disposal Site	MIG Spending	Civic Centre Building Phase 4
	Construction Section F of Electrical Nelwork Infrastructur e	Waste Disposal Site	Spending 100 % of MIG allocated fund	Construction Giyani CBD Centric Centric Building Phase 4
Siyandhani Village		Greater Giyanı	Greater Giyani Municipality	Giyani CBD
13	13	All wards	Administrati on	
INEP/LGES	INEP/LGES	MIG	MIG	MIG/LGES
5,032,989	1,000,000	5,300 000	72,338,000.00	6,000,000.00
503 2989	1,000,000	5,300 000	64 462 433.21	22,576,087.95 Completion of Council Chamber
Appointment Digging of of Service holes for M provider holes for M (Contractors poles)	N/A	NA	15% of MIG budget spent	
<	N/A	N/A	30 % of MIG budget spent	of lift
	Appointment Developm of Service t of a provider (Professiona design for I Engineers) connection of 539 unit at Section	Developmen t of a lender document		Commissioni Practical ng of the Complete airconditione rs,installatio n of booster pumps, electrificatio n of Chamber
Practical Completion	T S T E	Appointment of contrator for construction of Waste Disposal Sie	100% of MIG budget spent	on
2.63	2.63	2.63	2.63	2.63
Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Completion Certificate	Q3 - Appointment Letters Q4 - Detailed Design Report	Q3-Tender document Q4- Appointment Letter		Q1-Progress TECH Report Q2- Practical Completion CertificateQ 3- Progress Report Q4- Practical Completion Certificate
ТЕСН	ТЕСН	ТЕСН	ТЕСН	TECH

24 VI)

23	22	21	20	19
Electricity Provision	Electricity Provision	Electricity Provision	Electricity Provision	Electricity Provision
To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life
Connect 210 units at Sikhunyani Village	Connect 303 units at Bode Village	Connect 457 units at Homu 14A	Connect 258 units at Mninginisi Block 3	Connect 181 New units at Indic Xvularii village
New Indicator	New Indicator	New Indicator	New Indicator	New Indicator
Connection of 210 units at at Sikhunyani Village by 30 June 2024	Connection Electr 303 units at nof B Bode Vilage (303) by 30 June 2024	Connection 457 at Homu 14A units by 30 June 2024	Connection 258 units at Mningfins Block 3 by 30 June 2024	Connection 181 units at 181 units at 181 units at Village by 30 June 2024
Electrificatio Construction of Electrical Of Electrical Sikhunyani Network Village (210) Infrastructur e	Electrificatio n of Bode (303)	Electrificatio n of Homu 14A (457)	Electrificatio of of Mninginisi Block 3 (258)	Electrificatio n of Xivulani Village (181)
	Construction of Electrical Network Infrastructur	Construction of Electrical Network Infrastructur e	Construction of Electrical of Electrical Network Infrastructur e	Construction of Electrical Network Infrastructur e
Sikhunyani Village	Bode Village	Homu 14A	Mninginisi Village	Xivulani Village
15	23	9	σ)	15
INEP/LGES	INEP/LGES	INEP/LGES	INEP/LGES	INEPLIGES 4,100,000
2,100,000	4,100,000	3,100,000	3,780,000	4,100,000
2,100,000	4,100,000	3,100,000	3,780,000	4,100,000
Appointment Diggir of Service holes provider and L (Contractors poles)	Appointment Diggir of Service holes provider and L (Contractors poles)	Appointment of Service provider (Contractors)	Appointment of Service provider (Contractors)	Appointment Diggir of Service Inoles provider and L (Contractors poles)
t Digging of holes for MV and LV poles	t Digging of holes for MV and LV poles	Appointment Digging of of Service holes for MV provider and LV (Contractors poles)	t Digging of holes for MV and LV poles	Appointment Digging of of Service holes for MV provider and LV (Contractors poles)
Digging of Complete holes for MV MV and LV networks poles	Complete / MV and LV networks	Complete (MV and LV networks	Digging of Complete holes for MV MV and LV networks poles	Digging of Complete holes for MV MV and LV networks poles
Practical Completion	Practical Completion	Practical Completion	Practical Completion	Practical Completion
2.63	2.63	2.63	2.63	2.63
Q1. Appointment Letter Q2. Progress Report Q3. Progress Reports Q4. Practical Completion Certificate	Appointment Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion	Q1 - Appointment Letter Q2 - Progress Report Q3 - Progress Progress Apports Q4 - Practical Completion Certificate	Appointment Letter Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate
TECH	TECH	ТЕСН	TECH	TECH



•				
28	27	26	25	24
Electricity Provision	Electricity Provision	Electricity Provision	Electricity Provision	Provision
To develop sustainable infrastructur entworks which promotes economic growth and improve quality of life	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life?	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life
Connect 214 units at Khakhala Village	Connect 198 units at Gawula Village	Connect 306 units at Homu 14B	Connect 432 units at Daniel Rabelela Village	Connect 188 New units at Indio Mapayerii Village
New Indicator	New Indicator	New	New Indicator	New
Connection of 214 units at Khakhala At Village by 30 June 2024	Connection of 198 units at Gawula Village by 30 June 2024	Connection of 306 units at Homu 14B by 30 June 2024	Connection of 432 units at Daniel Rabelela Village by 30 June 2024	Connection of 188 units at Mapayeni Village by 30 June 2024
Connection Electrificatio Electrificatio (214 units n of n of at Khakhala Khakhala Khakhala Khakhala (214) Village (214) Village June 2024	Electrificatio Electrifi n of Gawula n of Ga Village (198) Village	Electrificatio n of Homu 14B (306)	Electrificatio Electrif n of Daniel n of Da Rabelea Rabele Village (432) Village	Connection Electrificatio Construction of 188 units no of Electrical at Mapayerni Mapayerni Makwork Village by 30 Village (188) Infrastructur e 2024
Electrification of of Khakhala Village	Electrificatio n of Gawula Village	Electrificatio n of Homu 14B	Electrificatio n of Daniel Rabelela Village	Construction Mapayeni of Electrical Village Network Infrastructur e
Khakhala Village	Gawula Village	Homu 14B	Daniel Rabelela Village	Mapayeni Vilage
18	18	ဗ	25	26
NEP/LGES	LGES	INEP/LGES	INEP/LGES	NEP/LGES 3,100,000
3,100,000	3,100,000	3,100,000	2,500,000	3,100,000
3,100,000	3,100,000	3,100,000	5,592,480	3,700,000
Appointment Diggir of Service holes provider and L (Contractor) poles	Appointment Diggir of Service holes provider and L (Contractor) poles	Appointment Diggir of Service holes provider and L (Contractor) poles	Appointment of Service provider (Contractors)	Appointment buggi of Service holes provider and L (Contractors poles)
Appointment Digging of of Service blokes for MV provider and LV (Contractor) poles	t Digging of Incles for MV and LV poles	Appointment Digging of Complete of Service holes for MV MV and LV provider and LV networks (Contractor) poles	l Digging of Complete Inoles for MV MV and LV and LV networks poles	Appointment Digging of Complete of Service holes for MV MV and LV provider and LV networks (Confractors poles
Complete ' MV and LV networks	Complete MV and LV networks	Complete MV and LV networks	Complete MV and LV networks	Complete MV and LV networks
Practical Completion	Practical Completion	Practical Completion	Practical Completion	Practical Completion
2.63	2.63	2.63	2.63	2.03
Appointment Letter Q2 - Progress Report Q3 - Progress Reports Aeports Q4- Certificate	Q1- Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Certificate	Appointment Letter Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion Certificate	Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Practical Completion	Appointment Letter Q2 - Progress Report Q3 - Progress Reports Q4- Completion Certificate
TECH	TECH	HOBIT	TECH	5



33	32	31	30	29
Electricity Provision	Electricity Provision	Electricity Provision	Electricity Provision	Electricity Provision
To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life?	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life?	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life?	To develop sustamable infrastructur e networks which promotes economic growth and improve quality of life
Develop a detailed design for connection of 150 units at Mbhedle Village	Develop a detailed detailed design for connection of 100 units at Matsotsosel a Village	Develop a detailed design for connection of 100 units at Mahlathi Village	Develop a New delait design Indicator for connection of 306 units at Mageva Village	Develop a detailed design for connection of 100 units at Loloka Village
New Indicator	New Indicator	New Indicator	New Indicator	New Indicator
Developmen tof detailed design for connection of 150 units at Mbhedle Village by 30 June 2024	Developmen Electrificatio (of a nof a village connection of 100 units at Watsotsosel at Watsotsosel at Watsotsosel a village by 30 June 2024	Developmen t of a detailed design for connection of 100 units at Mahlathi Village by 30 June 2024	Developmen t of a detail design for connection of 306 units at Mageva Village by 30 June 2024	Developmen Electrificatio (10 decia) (100) design for connection of 100 units at Loioka Village by 30 June 2024
Electrificatio n of Mbhedle Village (150)		Electrificatio n of Mahlathi Village (100)	Electrificatio n of Mageva Village (306)	Electrificatio Efectrifi n of Loloka n of Lo Village (100) Village
le icatio	Electrificatio n of Matsotsosel a Village	Electrificatio Mahiat n of Mahiathi Village Village	Electrificatio Magev n of Mageva Village Village	catio
Mbhedle Village	Matsotsosei a Village	Mahlathi Village	Mageva Village	Loloka Village
27	27	19	15	24
Income	Income	Income	Income	LGES
230,000	230,000	230,000	230,000	230,000
230,000	230,000	230,000	230,000	230,000
Appointment of Service provider (Consultants))	Appointment Developm of Service I of a provider detailed (Consultants design for connection of 150 unit at Matsolsos a Village	Appointment Developm of Service to fa provider detailed (Consultants design for connection of 150 uni at Mahlatt Village	Appointment of Service provider (Consultants)	Appointment Developm of Service I of a provider detailed (Consultants design for connection of 150 unit at Loloka Village
Developmen N/A t of detailed design for connection of 150 units at Mbhedle Village	Appointment Developmen N/A Appointment Developmen N/A of Service tof a provider detailed (Consultants design for connection of 150 units at Matsotsosel a Village	Appointment Developmen NIA of Service to fa of Service detailed (Consultants design for connection of 150 units at Mahlathi Village	Developmen tof a detail design for connection of 150 units at Mageva Village	Appointment Developmen N/A of Service to fa of 150 units at Loioka Village
Z	Z		N/A	
N NA			N/A	N/A
2.64	2.64	2.63	2.63	2.63
QT - Appointment Letter Q2 -Detailed Designs	intment r Detailed yns	intment r Detailed yns	Q1 - Appointment Letter Q2 -Detailed Designs	Appointment Appointment Letter Q2 - Detailed Designs
2	E.C.	IE CY	HOAT	ТЕСН



ය ස	37	36	35	34
EPWP Infrastructur e	Sports Facilities	Electricity Provision	Electricity Provision	Electricity Provision
To develop sustainable enfrastructure enetworks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life	To develop sustainable infrastructure networks which promotes economic growth and improve quality of life	To develop sustainable infrastructur e networks which promotes economic growth and improve quality of life
Number of people to be appointed through Infrastructur e Program	Appointment of Consultant for Mageva Soccer pitch extension	Install energy saving streetlights	Installation of 4 high mast at Giyani Section A and C (ward 12)	Develop a detailed design for onnection of 145 units at Mnghongho ma Village
200 people appropried through EPWP Infrastructur e program	Mageva Soccer pitch extension not constructed	143 energy saving street lights installed	(2 high masts in Siyandh ani/CBD ani/CBD and Section E installed)	New Indicator
200 People appointed through EPWP e Program by 30 June 2024	Appointment of of Consultant (Consultant for Mageva Soccer pitch extension by 30 June 2024	Installation of 124 energy saving streetlights by 30 June 2024	Installation of 4 high mast at Giyani Section A and C (ward 12) by 30 June 2024	Developmen to fa a detailed design for onnection of 145 units at Mnghongho ma Village by 30 June 2024
EPWP Infrastructur e	Extension of mageva soccer pilch	Installation of energy saving streetlights	Installation of high mast	Developmen Electrificatio Electrificatio I col a n of n of elealide I maybrongho I ma Village ornection of (145) 145 units at Mighongho ma Village by 30 June 2024
Creation of jobs through EPWP Infrastructur e Program	To construct Mageva an extension Dzumen of mageva soccer pitch	Installation of energy saving streetlights	Installation Installation Greate of high mast of high mast Giyani	
Giyani Township	*	Greater Giyani		Mnghongho ma Village
All wards	25	All wards	All wards	24
EPWP	LGES	LGES	LGES	Income
5,000,000	2,000,000	5,500,000	2,500,000	290,000
5 100,000	250,000	5,500,000	2,500,000	290,000
200 People appointed through EPWP infrastructur e	Appointment Developm of Service to fa provider detailed (Consultants design for))) extension mageva soccer pite	Digging of holes and planting of poles for 62 energy saving streetlights	Appointment of Service provider	Appointment Developm of Service tof a provider detailed (Consultants design for onnection)) Mnghongt ma Village
N/A	Developmen t of a detailed design for construct an extension of mageva soccer pitch	Digging of holes and planting of poles for 62 energy saving streetlights	Installation of 4 high mast at Giyani Section A and C (ward 12)	Appointment Developmen N/A of Service to a of Service to tailed (Consultants design for onnection of 200 units at Mnghongho ma Village
NA		Practical Completion	Practical Completion	NA
N/A	Appointment of Consultant for Mageva Soccer pitch extension	Z N	Z A	Z
2.64	2.64	2.64	2.64	2.64
Q1-Signed Appointment Memo	Q1 - Appointment Letter Q2 - Detailed Designs Q4- Appointment Letter	Progress Report Q2 - Progress Report Q3 - Practical Completion Certificate	Appointment Letter Q2 - Progress Report Q3 - Practical Completion Certificate	Q1 - Appointment Letter Q2 -Detailed Designs
TECH		TECH	ТЕСН	TECH

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Issue/Progr amme	Performanc To develop e governanc Managemen structures t that will ensure effective public consultatio and organizatio al disoplin	Risk Managemen I	Risk Managemen I
nt Objective Perf	To develop governance structures and systems that will ensure effective public consultation and organization al disopline	Managemen governance t structures and systems that will ensure effective public consultation and organization al discipline	Risk To develop Managemen governance structures and systems that will ensure effective public consultation and organization al discipline
amme Tribity Objective Performanc 2022/23 amme Indicators/ Measurable Objective		To develop Number of develop systems activities structures managemen attended) and systems tactivities to that will be attended ensure 2024 public consultation and discipline	To develop % of total governance number of structures risk and systems implemente that will effective consultation at discipline where to develop the total public consultation and discipline where to develop the total public consultation and discipline where to develop the total power of to
2022/23	New indicator	(4 risk activities attended)	Implementati 100% of on of risk plans of risk plans of risk plans of seven conditions of the plans of seven conditions of seve
Targets	12 Compliance Reports (SDBIP, Back to Basics and Circular Submitted to PMS by 30 June 2024	4 Risk managemer managemer meeting attended by 30 June 2024	i 100% of Risk total number Register of risk implemente d (Strategic and Operational) by 30 June 2024
Name	Compliance Reports	4 Risk Risk Rangemen managemen Managemen Managemen nittee tommittee meeting attended by 30 June 2024	Risk r Register
Indicator Description	Compile the compiler the compilance report. Submit to PMS within 12 working days after the end of the quarter.	Organize Risk Managemnt Committee meetings	Implementati Greater on of the risk Giyani managemen Municip t action plan
	Greater Giyani Municipality	Greater Gyani Municipality	Implementati Greater on of the risk Gyani managemen Municipality t action plan
	Administrati on	Administralt on	Administrati on
Source	Income	псоте	Income
7.000	Operational	Operational	Operational
	Operational	Operational	Operational
Target	Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	1 Risk managemer I Committe meeting attended	100% of risk implementar on plan
Targets ·	Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	1 Risk n managemen n committe meeting attended	implemental on plan
Targets	Compliance Reports (SDBIP, Back to Basics and Circular 88) submitted to PMS	11 Risk 11 managemen 11 managemen 11 managemen 12 meeting attended attended	t 100% of rish
Targets	Compliance Compliance Compliance Compliance Reports Reports Reports Reports (SDBIP, Back to Basics and Basics and Circular 88) Circular 88) Circular 88) Circular 88) Circular 88) Circular 88) Submitted to Submitted to Submitted to Submitted to PMS 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	1 Risk 1 Risk 1 Risk 1 Risk managemen managemen (Committle (Committle treeling meeting attended) t Committle (Committle treeling meeting meeting attended) t tended meeting meeting attended meeting attended	100% of risk 100% o
	16.67	n 16.67	il 16.67
	Q1-Q4 Submission Register, Reports and POEs	01-04 Minutes and Attendance Register	Q1-Q4 Updated Risk register.
	d TECH	TECH	ТЕСН



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Internal	Audimng	Internal Auditing	Internal Auditing
To develop	structures and systems that will ensure effective public consultation and discipline at discipline at discipline	To develop Qumber governance Audit an structures and systems e Audit lensure effective public consultation and discipline al discipline	To develop governance structures and systems that will ensure effective public consultation and organization at disopline
	governatice initings structures resolved in and systems the AG(SA) that will Action Plan effective by 30 June public consultation and discipline	Number of a Audit and Performanc Is a Audit Committee meetings to be held by 30 June no 2024	•
(24	ngs (12 ngs (12 out of 51) resol ved in the AGS A's Actio n Plan	9 Audit and Performanc e Committe meeting held	% of findings 53% of findings f77 out the internal of 145/pscol Audit Action ved in the Plan by 30 Internal June 2024 Audit Action Plann
100% of	resolved (Technical Services) in the AG(SA) Action Plan by 30 June 2024	4 Audit and Performanc e Committe meeting held by 30 June 2024	100% of findings resolved in the Internal Audit Action Plan by 30 June 2024
AG(SA)	acuo; par	Audit and Performanc e Audit Committee	Internal Audit Action Plan
ntati	AGISA) action plan	Organize Audit and Performanc e Audit Committee meetings	Implementati on of the Internal Audit Ation Plan
Greater	Municipality	Greater Gyani Municipality	Greater Gyani Municipality
Admistration Income		Admistration Income	Admistration Income
Income		Income	Income
Operational		Operational	Operational
Operational		Operational	Operational
100% of	resolved (Technical Services) in the AGSA's Action Plan	1 Audit and Performanc e Committe meeting to be held	100% of findings resolved in the Internal Audit Action Plan
N/A		1 Audit and Performance Committee meeting to be held	100% of findings resolved in the Internal Audit Action Plan
50% of findings	resolved (Technical Services) in the AGSA's Action Plan	1 Audit and Performance e Committe meeting to be held	100% of findings resolved in the Internal Audit Action Plan
100% of findings	resolved (Technical Services) in the AGSA's Action Plan	1 Audit and Performanc e Committe meeting to be held	100% of findings resolved in the Internal Audit Action Plan
16.67		16.66	16.86
Q3 & Q4	Audit Action Plan	01-04 Attendance Register, and Minutes	Q1-Q4 Updated Audit Action Plan
TECH		TECH	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 (KPAs) and the Core Competency Requirements (CCRs), respectively.

Each area of assessment will be weighted and will contribute a specific part to the total score. KPAs covering the main areas of work will account for 80% and CCR will account for 20% of final assessment.



Managament Development	100%	
Management and Visibility Management M	5%	Competency as required by other national line sector departments
Nat Development Weight EMPLOYESS (GCR) Weight Ges 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 6% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5%	5%	Skills in governance
nal Development Weight evelopment Weight R EMPLOYESS (CCR) Weight Ges 6% 6% 6% 6% 6% 6% 6% 6% 5% 5% 5% 5% 5% gistalive and national policy frameworks 5% good not implementation 5% 5% 5% 5% 5%	5%	Knowledge of more than one functional municipal field/discipline
Nal Development Weight EMPLOYESS (CCR) Weight Class 6% 6% 6% 6% 6% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5%	5%	Competency in policy conceptualisation, analysis and implementation
National pevelopment	5%	Knowledge of performance management and reporting
Nat Development Meight EMPLOYESS (GCR) Weight G% 6% 6% 6% 6% 6% 5% 5% EMPLOYEES(CCR) 5% EMPLOYEES(CCR) 5%	5%	Knowledge of developmental local government
Mail Development	5%	Interpretation and implementation within the legislative and national policy frameworks
R EMPLOYESS (CCR) Weight 6% 6% 6% 6% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5% 5%		Core Occupational Competencies:
REMPLOYESS (CCR) Weight 6% 6% 6% 5% 5% 5% 5% 5% 5% 5%		CORE COMPETENCY REQUIREMENT FOR EMPLOYEES(CCR)
R EMPLOYESS (CCR) Weight 6% 6% 6% 6% 6% 6% 6% 6	5%	Honesty and Integrity
Nai Development avelopment Weight Class Weight 6% 6% 6% 5% 5% 5% 5% 5% 5%	5%	Communication
Nat Development	5%	Client Orientation and Customer focus
Parl Development Parl Develo	5%	Governance Leadership
Nail Development	5%	People Management and Empowerment
Nail Development	5%	Problem Solving and Analysis
R EMPLOYESS (CCR) Weight 6% 6% 6% 6% 6% 6% 6% 6	5%	Service Delivery Innovation
Tail Development	6%	Knowledge Management
Tail Development Parent	6%	Change Leadership
aral Development svelopment Weight Gless Weight 6% 6%	6%	Financial Management
nal Development evelopment y REMPLOYESS (CCR) Weight 6%	6%	Program and project Management
ad Development evelopment y REMPLOYESS (CCR) Weight	6%	Strategic Direction and Leadership
ad Development evelopment Premployess (CCR)	Weight	Core Managerial and Occupational Competencies
nal Development evelopment y		CORE COMPETENCY REQUIREMENTS FOR EMPLOYESS (CCR)
nal Development evelopment y	1000	TOTAL WEIGHTING
al Development elopment	11.299	6. Good Governance and Public Participation
I Organisational Development rastructure Development	0%	5. Municipal Finance Management and Viability
ment	0%	4. Local Economic Development
	84.269	3. Basic Service Delivery and Infrastructure Development
	4.459	2. Municipal Transformation and Organisational Development
	0%	1. Spatial Rationale
	WEIGHT	KEY PERFORMANCE AREAS

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.



	Score	Definitions
Outstanding Performance	1	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	ω	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.
	2	
Unacceptable Performance	_	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement. Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.

Outstanding Performance	σı	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	ω	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 an as specified in the PA and Performance Plan.
Not Fully Effective	s	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 ach fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.
Unacceptable Performance	_	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 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 manage 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 a 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 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 devel This performance is signed in line with the Municipal F00nance Management Act 56 o This performance plan serves as an Annexure to the signed Performance Agreement	nagers must on agement Act nagement Act mance Agreer	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 F00nance 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 VD(EMPLOYER