

PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN

THE MOLEMOLE MUNICIPALITY AS REPRESENTED BY THE MAYOR

CLLR. M E PAYA (EMPLOYER)

AND

MR. M L MOSENA MUNICIPAL MANAGER (EMPLOYEE)

FOR THE

FINANCIAL YEAR: 01 JULY 2021 - 30 JUNE 2022

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Molemole Municipality herein represent by Clir. M E Paya in his capacity as the Municipal Mayor (hereinafter referred to as the Employer or Senior Manager) and

Mr. M L Mosena, Municipal Manager of the Municipality (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- The Employer has entered into a contract of employment with the Employee in terms of section 1.1 57(1) (a) of the Local Government: Municipal Systems Acts 32 of 2000 ("the System 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 to conclude an annual performance Agreement.
- The parties wish to ensure that they are clear about the goals to be achieved, and secure the 1.3 commitment of the Employee to a set of outcomes that will secure local government policy goals.
- The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the 1.4 Systems Act.

2. PURPOSE OF THIS AGREEMENT

The Purpose of this Agreement is to -

- Comply with the provisions of Section 57(1)(b),4(A),(4B) and (5)of the Systems Acts as well as the 2.1 Contract of Employment entered into between the parties;
- Specify objectives and targets established for the Employee and to communicate to the Employee 2.2 the Employer's expectations of the Employee's performance expectations and accountabilities;
- Specify accountabilities as set out in the Performance Plan (Annexure A); 2.3

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- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the Performance Agreement and Performance Plan as the basis for assessing the suitability of the Employee for permanent employment and /or to assess whether the Employee has met the performance expectations applicable to his/her job;
- 2.6 Appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance; and
- 2.7 Give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 1 July 2021 and will remain in force until 30 June 2022 where after 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. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the Employee's Contract of Employment should no new Agreement be concluded for whatever reason, notwithstanding 3.1, the provisions of the Agreement shall continue in force until termination of the Employment Contract.
- 3.4 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.
- 3.5 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 / SDBIP (Annexure A) sets out-

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- 4.1.1 The performance objectives and targets that must be met the Employee; and
- 4.1.2 The time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan and the Budget of the Employer, and shall include key objectives; key performance indicators; target dates and weighting
- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- The Employee's performance will, in addition, be measured in Terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

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.
- 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 standard that will be included in the Performance Management System as applicable to the Employee.
- 6. The Employee agrees to participate in the Performance Management and Development System that the Employer adopts
- The Employee undertakes to actively focus towards the promotion and implementation of KPA's (including special projects relevant to the employee's responsibilities) within the local government framework.

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- The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
 - 6.2.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and the Competency framework (CF) respectively.
 - 6.2.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
 - 6.2.3 KPA's covering the main areas of work will account for 80% and CF will account 20% of the final assessment.
- The Employee's assessment will be based on his performance in terms of the outputs / outcomes (performance indicators) 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 (KPA'S)	WEIGHTING
Spatial Planning and Rationale	10
Basic Service Delivery	20
Local Economic Development	15
Municipal Financial Viability and Management	20
Good Governance & Public Participation	15
Municipal Transformation and Organizational Development	20
Total	100%

6.4 The Competency Framework (CF) will make the other 20% of the Employee's assessment score. The CF as contained in the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers must be used for this purpose. The said Regulations state that there is no hierarchical connotation to the structure and all competencies are essential to the role of a Senior Manager to influence high performance. All competencies must therefore be considered as measurable and critical in assessing the level of a Senior Manager's performance.

6.5 Competency framework structure

The competencies that appear in the competency framework are detailed below.

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PENS' MAIL	LEADING COMPETENCIES	WEIGHTING
Strategic Direction and Leadership	 Impact and Influence Institutional Performance Management Strategic Planning and Management Organizational Awareness 	10
People Management	 Human Capital Planning and Development Diversity Management Employee Relations Management Negotiation and Dispute Management 	10
Program and Project Management	 Program and Project Planning and Implementation Service Delivery Management Program and Project Monitoring and Evaluation 	15
Financial Management	 Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring 	10
Change Leadership	 Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and Evaluation 	10
Governance Leadership	 Policy Formulation Risk and Compliance Management Cooperative Governance 	10
	CORE COMPETENCIES	WEIGHTING
Moral competen	10 5	
Planning and o	5	
Analysis and in Knowledge and	5	
Communication	5	
Results and Q		5
	TOTAL	100%

6.6 Competency Descriptions and achievement levels explained

Cluster	Leading Competent	Leading Competencies				
Competency Name	Strategic Direction	Strategic Direction and Leadership				
Competency Definit	ion Provide and direct	Provide and direct a vision for the institution, and inspire and deploy				
ACHIEVEMENT LEVELS						
BASIC	COMPETENT	ADVANCED	SUPERIOR			
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- Understand institutional and departmental strategic objectives, but lacks the ability to inspire others to achieve set mandate
- Describe how specific tasks link to institutional strategies but has limited influence in directing strategy
- Has a basic understanding of institutional performance management, But tacks the ability integrate systems into a collective whole
- Demonstrate a basic understanding of key decisionmakers

- Give direction to a team in realizing the institution's strategic mandate and set objectives
- Has a positive impact and influence on the morale, engagement and participation of team members
- · Develop actions plans to execute and guide strategy implementation
- Assist in defining performance measures to monitor the progress and effectiveness of the institution
- · Displays an awareness of institutional structures and political factors
- Effectively communicate barriers to execution to relevant parties
- Provide guidance to all stakeholders in the achievement of the strategic mandate
- Understand the aim and objectives of the institution and relate it to ownwork

- · Evaluate all activities to determine value and alignment to strategic intent
- Display in-depth knowledge and understanding of strategic planning
- Align strategy and goals across all functional areas
- · Actively define performance measures to monitor the progress and effectiveness of the institution
- · Consistently challenge strategic plans to ensure relevance
- Understand institutional and political structures factors, and the consequences of actions
- Empower others to follow strategic direction and deal complex situations
- · Guide the institution through complex and ambiguous concern
- Use understanding of power relationships and dynamic tensions among key players to frame communications and develop strategies, positions and alliances

- Structure and position the institution to local government priorities
- Actively use in-depth knowledge and understanding to develop and implement a comprehensive institutional framework
- Hold self-accountable for strategy execution and results
- Provide impact and influence through Building and maintaining strategic relationships
- Create an environment that facilitates byalty and innovation Display a superior level of selfdiscipline and integrity in actions
- Integrate various Systems into a collective whole to optimize institutional performance management
- Uses understanding of competing interests to maneuver Successfully to a win/win outcome

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Cluster	Leading Competencies	\$	
Competency Name	People Management		
Competency Definition Effectively manage, inspire and encourage people, respect diversity optimize talent and build and nurture relationships in order to achiev institutional objectives			ole, respect diversity, as in order to achieve
		ENT LEVELS	
BASIC	COMPETENT	ADVANCED	SUPERIOR
Participate in team goal-Setting and problem solving Interact and collaborate with people of diverse backgrounds Aware of guidelines for employee development, but requires support in implementing development initiatives	Seek opportunities to increase team contribution and responsibility Respect and support the diverse nature of others and be aware of the benefits of a diverse approach Effectively delegate tasks and empower others to increase contribution and execute functions optimally Apply relevant employee legislation fairly and consistently Facilitate team goalsetting and problemsolving Effectively identify capacity requirements to fulfill the strategic mandate	 Identify ineffective team and work processes and recommend remedial interventions Recognize and reward effective and desired behavior Provide mentoring and guidance to others in order to increase personal effectiveness Identify development and learning needs within the team Build a work environment conducive to sharing, innovation, ethical behavior and professionalism Inspire a culture of performance excellence by giving positive and constructive feedback to the team Achieve agreement or consensus in adversarial environments Lead and unite diverse teams across divisions to achieve institutional objectives 	Develop and incorporate best practice people management processes, approaches and tools across the institution Foster a culture of discipline, responsibility and accountability Understand the impact of diversity in performance and actively incorporate a diversity strategy in the institution Develop comprehensive integrated strategies and approaches to human capital development and management Actively identify trends and predict capacity requirements to facilitate unified transition and performance management

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Competency Name	Program and Project Ma	nagement	
Competency Name Competency Definition	Able to understand proc	gram and project managem	ent methodology: plan
competency benindon	manage monitor and e	evaluate specific activities in	order to deliver on se
	1 7	valuate specific activities if	I STACE TO ACTIVE OF SE
	objectives		
	ACHIEVEMEN	NT LEVELS	SUPERIOR
BASIC	COMPETENT		
 Initiate projects after approval from higher authorities Understand procedures of Program and project management methodology, implications and stakeholder involvement Understand the rational of projects in relation to the institution's strategic objectives Document and communicate factors and risk associated with own work Use results and approaches of successful project implementation as guide 	 Establish broad stakeholder involvement and communicate the project status and key milestones Define the roles and responsibilities of the project team and create clarity around expectations Find a balance between project deadline and the quality of deliverables Identify appropriate project resources to facilitate the effective completion of the deliverables Comply with statutory requirements and apply policies in a consistent manner Monitor progress and use of resources and make needed adjustments to timelines, steps, and resource allocation 	 Manage multiple programs and balance priorities and conflicts according to institutional goals Apply effective risk management strategies through impact assessment and resource requirements Modify project scope and budget when required without compromising the quality and objectives of the project Involve top-level authorities and relevant stakeholders in seeking project buy- in ldentify and apply contemporary project management methodology Influence and motivate project team to deliver exceptional results Monitor policy implementation and apply procedures to manage risks 	 Understand and conceptualize the long-term implications of desired project outcomes Direct a comprehensive strategic macro and micro analysis and scope projects accordingly to realize institutional objectives Consider and initiate projects that focus on achievement of heliogram objectives Influence people in positions of authority to implement outcomes of projects Lead and direct translation of Policy into workable actions plans Ensures that Programs are Monitored to traciprogress and optimal resource utilization, and the adjustments are made as needed

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Cluster	Leading Competencies		
Competency Name	Financial Management		
Competency Definition	financial risk manage accordance with recogr financial transactions a	and manage budgets, cor ment and administer pro nized financial practices. F are managed in an ethical	curement processes in urther to ensure that all
	ACHIEVEMEN		011555105
BASIC Understand basic financial concepts and methods as they relate to institutional processes and activities Display awareness into the various sources of financial data, reporting mechanisms, financial governance, processes and systems Understand the importance of financial accountability Understand the importance of asset control	COMPETENT Exhibit knowledge of general financial concepts, planning, budgeting, and forecasting and how they interrelate Assess, identify and manage financial risks Assume a cost-saving approach to financial management Prepare financial reports based on specified formats Consider and understand the financial implications of decisions and suggestions Ensure that delegation and instructions as required by National Treasury guidelines are reviewed and updated Identify and implement proper monitoring and	Take active ownership of planning, budgeting, and forecast processes and provides credible answers to queries within own responsibility Prepare budgets that are aligned to the strategic objectives of the institution Address complex budgeting and financial management concerns Put systems and processes in place to enhance the quality and integrity of financial management practices Advise on policies and procedures regarding asset control Promote National Treasury's	SUPERIOR Develop planning tools to assist in evaluating and monitoring future expenditure trends Set budget frameworks for the institution Set strategic direction for the institution on expenditure and other financial processes Build and nurture partnerships to improve financial management and achieve financial savings Actively identify and implement new methods to improve asset control Display professionalism in dealing with financial data and processes
	implement proper	Promote National Treasury's regulatory	

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Cluster	Leading Competencie	S	
Competency Name	Change Leadership		-
Competency Definition		ate institutional transforma	ation on all levels in
competency Bonnach		drive and implement r	
	deliver professional ar	nd quality services to the co	ommunity
		ENT LEVELS	
BASIC	COMPETENT	ADVANCED	SUPERIOR
 Display an awareness of interventions, and the benefits of transformation initiatives Able to identify basic needs for change Identify gaps between the current and desired state Identify potential risks and challenges to transformation, including resistance to change factors Participate in change programmes and piloting change interventions Understands the impact of change interventions on the institution within the broader scope of Local Government 	 Perform an analysis of the change impact on social, political and economic environment Maintain calm and focus during change Able to assist team members during change and keep them focused on the deliverables Volunteer to lead change efforts outside of own work team Able to gain buy-in and approval for change from relevant stakeholders Identify change readiness levels and assist in resolving resistance to change factors Design change interventions that are aligned with the institutions strategic objectives and goals 	 Actively monitor change impact and results and convey progress to relevant stakeholders Secure buy-in and sponsorship for change initiatives Continuously evaluate change strategy and design and introduce new approaches to enhance the institutions effectiveness Build and nurture relationships with various stakeholders to establish strategic alliance in facilitating change Take the lead in impactful change programmes Benchmark change interventions against best change practices Understand the impact and psychology of change and put remedial interventions in place to facilitate effective transformation Take calculated risk and seek new ideas from best practice 	 Sponsor change agents and create a network of change leaders who support the interventions Actively adapt current structures and processes to incorporate the change interventions Mentor and guide team members on the effects of change, resistance factors and how to integrate change Motivate and inspire others around change initiatives

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Cluster	Leading Compete		
Competency Name Competency Definition	Able to promote, compliance required governance practice conceptualization governance relation	dership direct and apply professionali irements and apply a thoustices and obligations. Furt of relevant policies and enha	rough understanding of her, able to direct the
		MENT LEVELS ADVANCED	SUPERIOR
Display a basic awareness of risk, compliance and governance factors but require guidance and development in implementing such requirements Understand the structure of cooperative government but requires guidance on fostering workable relationships between stakeholders Provide input into policy formulation	Display a thorough understanding of governance and risk and compliance factors and implement plans to address these Demonstrate understanding of the techniques and processes for optimizing risk taking decisions within the institution Actively drive policy formulation within the institution to ensure the achievement of objectives	Able to link risk initiatives into key institutional objectives and drivers Identify, analyze and measure risk, create valid risk forecasts, and map risk profiles Apply risk control methodology and approaches to prevent and reduce risk that impede on the achievement of institutional objectives Demonstrate a thorough understanding of risk retention plans Identify and implement comprehensive risk management systems and processes Implement and monitor the formulation of policies, identify and analyze constraints and challenges with implementation and provide recommendations for improvement	 Demonstrate a high level of commitment in complying with governance requirements Implement governance and compliance strategy to ensure achievement of institutional objectives within the legislative framework Able to advise Local Government on risk management strategies, best practice interventions and compliance management Able to forge positive relationships on cooperative governance level to enhance the effectiveness of local

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integrity, but requires guidance and development in implementing principles Follow the basic rules and regulations of the institution Able to deliver Actively report fraudulent activity and corruption within local guidance and development in understanding and reasoning with moral intent local Total opening admit own mistakes and weaknesses and seek assistance from others when unable to deliver Actively report fraudulent activity and corruption within local government Takes an active stance against corruption and dishonesty when noted of the institution to internal and external stakeholders Able to gain trust and respect through aligning actions with commitments Make proposals and recommendations that are transparent and gain the approval of relevant stakeholders Present values, beliefs and ideas that are congruent with the institution's requires and corruption within local government Take responsibility for own actions and	Cluster	Core Competencies			
Definition ACHIEVEMENT LEVELS Realize the impact of acting with integrity, but requires and regulations of the institution Able to identify basic moral situations, but requires guidance and development in understanding and reasoning with moral intent local ACHIEVEMENT LEVELS ADVANCED SUPERIOR Commettand the institution alignment with the values of Local Government and the institution and instakes and weaknesses and seek assistance from others when unable to deliver and corruption Able to identify basic moral situations, but requires guidance and development in understanding and reasoning with moral intent local Able to deal with situations of conflict of interest promptly and in the best interest of local ACHIEVEMENT LEVELS ADVANCED SUPERIOR Coaduct self in advanced on apply measures of self-correction Able to gain trust and respect through aligning actions with commitments on Able to gain trust and respect through aligning actions with commitments of matters when unable to deliver transparent and gain the approval of relevant stakeholders Present values, beliefs and ideas that are congruent with the institution to internal and external stakeholders Takes an active stance against corruption and dishonesty when noted on internal and external stakeholders Actively report fraudulent activity and corruption within local government Understand and honor the confidential nature of matters without seeking personal gain Able to work in unity with a team and not seek personal gain Apply universal moral principles consistently to achieve moral decisions. Able to work in unity with a team and not seek personal gain Apply universal moral principles consistently to achieve moral decisions.	Competency Name				
Realize the impact of adigment with the values of Local Government and the institution admit own mistakes and weaknesses and seek assistance from others when unable to deliver equires guidance and development in understanding and reasoning with moral intent local BASIC COMPETENT ADVANCED SUPERIOR ADVANCED SUPERIOR ADVANCED SUPERIOR ADVANCED ADVANCED SUPERIOR ADVANCED SUPERIOR ACTORNIA dentify, develop, and apply measures of self-correction Able to gain trust and respect through aligning actions with commitments Able to gain trust and respect through aligning actions with commitments Make proposals and recommendations that are transparent and gain the approval of relevant stakeholders Present values, beliefs and ideas that are congruent with the institution's rules and regulations Takes an active stance against corruption and dishonesty when noted Actively promote the value of the institution to internal and external stakeholders Take are active stance against corruption and dishonesty when noted Actively promote the value of the institution to internal and external stakeholders Able to deal with situations of conflict of interest promptly and in the best interest of local		integrity and consistent	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behavior that reflects moral competence		
 Realize the impact of acting with integrity, but requires guidance and development in implementing principles Follow the basic rules and regulations of the institution Able to identify basic moral situations, but requires guidance and development in understanding and reasoning with moral intent local Conduct self in alignment with the values of Local Government and the institution Able to openly admit own mistakes and weaknesses and recommendations that are transparent and gain the approval of relevant stakeholders Present values, beliefs and ideas that are congruent with the institution of matters without seeking personal gain Able to deal with situations of conflict of interest promptty and in the best interest of local Realize the impact of acting with the values of Local apply measures of self-correction Able to gain trust and respect through aligning actions with commitments Able to gain trust and respect through aligning actions with commitments Make proposals and recommendations that are transparent and gain the approval of relevant stakeholders Present values, beliefs and ideas that are congruent with the institution or srules and required actions with commitments Make proposals and recommendations that are transparent and gain the approval of relevant stakeholders Present values, beliefs and ideas that are congruent with the institution or srules and recommendations that are transparent and gain the approval of relevant stakeholders Takes an active stance against corruption and dishonesty when noted Actively promote the value of the institution to internal and external stakeholders Able to work in unity with a team and not seek personal gain Apply universal moral principles consistently to active year. 				41177	
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	impact of acting with integrity, but requires guidance and development in implementing principles • Follow the basic rules and regulations of the institution • Able to identify basic moral situations, but requires guidance and development in understanding and reasoning with moral intent	alignment with the values of Local Government and the institution Able to openly admit own mistakes and weaknesses and seek assistance from others when unable to deliver Actively report fraudulent activity and corruption within local government Understand and honor the confidential nature of matters without seeking personal gain Able to deal with situations of conflict of interest promptly and in the best interest of local	apply measures of self-correction Able to gain trust and respect through aligning actions with commitments Make proposals and recommendations that are transparent and gain the approval of relevant stakeholders Present values, beliefs and ideas that are congruent with the institution's rules and regulations Takes an active stance against corruption and dishonesty when noted Actively promote the value of the institution to internal and external stakeholders Able to work in unity with a team and not seek personal gain Apply universal moral principles consistently to	environment conducive of moral practices Actively develop and implement measures to combat fraud and corruption Set integrity standards and shared accountability measures across the institution to support the objectives of local government Take responsibility for own actions and decisions, even if the consequences	

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Cluster	Core Competencies		
Competency Name	Planning and Organizing		
	Able to plan, prioritize and organize information and resources effectively to		
Competency Definition		rice delivery and build efficier	
	manage risk	-	
<u></u>		ENT LEVELS	
BASIC	COMPETENT		SUPERIOR
BASIC Able to follow basic plans and organize tasks around set objectives Understand the process of planning and organizing but requires guidance and development in providing detailed and comprehensive plans Able to follow existing plans and ensure that objectives are met Focus on short-term objectives indeveloping plans and actions Arrange information and resources required for a task, but require further structure and organization		ADVANCED Able to define institutional objectives, develop comprehensive plans, integrate and coordinate activities, and assign appropriate resources for successful implementation Identify in advance required stages and actions to complete tasks and projects Schedule realistic timelines, objectives and milestones for tasks and projects Produce clear, detailed and comprehensive plans to achieve institutional objectives Identify possible risk factors and design and implement appropriate contingency plans Adapt plans in light of changing circumstances Priorities tasks and projects according to their relevant urgency and importance	• Focus on broad strategies and initiatives when developing plans and actions • Able to project and forecast short, medium and long term requirements of the institution and local government • Translate policy into relevant projects to facilitate the achievement of institutional objectives

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Cluster Core Competencies				
Competency Nam	Analysis and Innova Abla to artically a	ation	ngos and tranda to establish	
Caman ataman		Able to critically analyze information, challenges and trends to establish and implement fact-based solutions that are innovative to improve		
Competency				
Definition		ses in order to achieve ke	sy strategic objectives	
		MENT LEVELS		
BASIC	COMPETENT	ADVANCED	SUPERIOR	
Understand the	Demonstrate logical	Coaches team	Demonstrate complex	
basic operation	problem solving	members on	analytical and problem	
of analysis, but	techniques and	analytical and	solving approaches and	
ack detail and	approaches and	innovative	techniques	
thoroughness	provide rationale for	approaches and	Create an environment	
Able to balance	recommendations	techniques	conducive to analytical	
independent	Demonstrate	Engage with	and fact-based	
analysis with	objectivity, insight,	appropriate	problem-solving	
requesting	and thoroughness	individuals in	Analyze, recommend	
assistance from	when analyzing	analyzing and	solutions and monitor	
others	problems	resolving complex	trends in key challenges	
Recommend	Able to break down	problems	to prevent and manage	
new ways to	complex problems	Identify solutions on	occurrence	
perform tasks	into manageable	various areas in	Create an environment	
within own	parts and identify	the institution	that fosters innovative	
function	solutions	• Formulate and	thinking and follows a	
Propose simple	Consult internal and	implement new	learning organization	
remedial	external stakeholders	ideas throughout	approach	
interventions that	on opportunities to	the institution	Be a thought leader on	
marginally	improve processes and service delivery	Able to gain	innovative customer	
challenges the	Clearly communicate	approval and buy- in	service delivery, and	
status quo	the benefits of new	for proposed interventions from	process optimization	
Listen to the ideas	opportunities and	relevant	Play an active role in	
and perspectives of others and	innovative solutions to	stakeholders	sharing best practice	
1	stakeholders		solutions and engage in national and	
explore opportunities to	- Continuously identify	Identify trends and heat practices in	international local	
enhance such	opportunities to	best practices in		
innovative	enhance internal	process and service	government seminars and conferences	
thinking	processes	delivery and propose institutional	and conferences	
i iiiikii ig	Identify and analyze	application		
	opportunities	1 ''	·	
	conducive to	Continuously engage in		
	innovative approaches	research to		
	and propose remedial	identify client		
	intervention	needs		
	I Itel vention	liceus		

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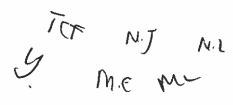
Cluster	Core Competencies		
Competency Name		rmation Management	
Competency Definition	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government ACHIEVEMENT LEVELS		
BASIC	COMPETENT	ADVANCED	SUPERIOR
Collect, categories and track relevant information required for specific tasks and projects Analyze and interpret information to draw conclusions Seek new sources of information to increase the knowledge base Regularly share information and knowledge with internal stakeholders and team members	Use appropriate information systems and technology to manage institutional knowledge and information sharing Evaluate data from various sources and use information effectively to influence decisions and provide solutions Actively create mechanisms and structures for sharing of information Use external and internal resources to research and provide relevant and cutting-edge knowledge to enhance institutional effectiveness and efficiency	Effectively predict future information and knowledge management requirements and systems Develop standards and processes to meet future knowledge management needs Share and promote best-practice knowledge management across various institutions Establish accurate measures and monitoring systems for knowledge and information management Create a culture conducive of learning and knowledge sharing Hold regular knowledge and information sharing sessions to elicit new ideas and share best practice approaches	 Create and support a vision and culture where team members are empowered to seek, gain and share knowledge and information Establish partnerships across local government to facilitate knowledge management Demonstrate a mature approach to knowledge and information sharing with an abundance and assistance approach Recognize and exploit knowledge points in interactions with internal and external stakeholders

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Cluster	Core Competencies		
Competency Name	Communication		
Competency Definition	concise manner ap convey, persuade outcome	nation, knowledge and ideas propriate for the audience and influence stakeholders	in order to effectively
	ACHIEVE	MENT LEVELS	
BASIC	COMPETENT	ADVANCED	SUPERIOR
 Demonstrate an understanding for communication levers and tools appropriate for the audience, but requires guidance in utilizing such tools Express ideas in a clear and focused manner, but does not always take the needs of the audience into consideration Disseminate and convey information and knowledge adequately 	 Express ideas to individuals and groups in formal and informal settings in an manner that is interesting and motivating Able to understand, tolerate and appreciate diverse perspectives, attitudes and beliefs Adapt communication content and style to suit the audience and facilitate optimal information transfer Deliver content in a manner that gains support, commitment and agreement from relevant stakeholders Compile clear, focused, concise and well-structured written documents 	 Effectively communicate high-risk and sensitive matters to relevant stakeholders Develop a well-defined communication strategy Balance political perspectives with institutional needs when communicating viewpoints on complex issues Able to effectively direct negotiations around complex matters and arrive at a win-win situation that promotes Bathe Pele principles Market and promote the institution to external stakeholders and seek to enhance a positive image of the institution Able to communicate with high levels of moral competence and discipline 	 Regarded as a specialist in negotiations and representing the institution Able to inspire and motivate others through positive communication that is impactful and relevant Creates an environment conducive to transparent and productive communication and critical and appreciative conversations Able to coordinate negotiations at different levels within local government and externally

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Cluster	Core Competencies		
Competency Name	Results and Quality	Focus	
Competency Definition	Able to maintain hi objectives while on encourage others to	gh quality standards, focus consistently striving to ex o meet quality standards. F Its and quality against ident	ceed expectations and urther, to actively monitor
		ENT LEVELS	
BASIC	COMPETENT	ADVANCED	SUPERIOR
 Understand quality of work but requires guidance in attending to important matters Show a basic commitment to achieving the correct results Produce the minimum level of results required in the role Produce outcomes that is of a good standard Focus on the quantity of output but requires development in incorporating the quality of work Produce quality work in general circumstances, but fails to meet expectation when under pressure 	 Focus on high-priority actions and does not become distracted by lower-priority activities Display firm commitment and pride in achieving the correct results Set quality standards and design processes and tasks around achieving set standards Produce output of high quality Able to balance the quantity and quality of results in order to achieve objectives Monitors progress, quality of work, and use of resources; provide status updates, and make adjustments as needed 	 Consistently verify own standards and outcomes to ensure quality output Focus on the end result and avoids being distracted Demonstrate a determined and committed approach to achieving results and quality standards Follow task and projects through to completion Set challenging goals and objectives to self and team and display commitment to achieving expectations Maintain a focus on quality outputs when placed under pressure Establishing institutional systems for managing and assigning work, defining responsibilities, tracking and monitoring and measuring success 	 Coach and guide others to exceed quality standards and results Develop challenging, client-focused goals and sets high standards for personal performance Commit to exceed the results and quality standards, monitor own performance and implement remedial interventions when required Work with team to set ambitious and challenging team goals, communicating long- and short-term expectations Take appropriate risks to accomplish goals Overcome setbacks and adjust action plans to realize goals Focus people on critical activities that yield a high impact



7. EVALUATING PERFORMANCE

- 7.1 The Performance Plan (Annexure A) to this Agreement sets out-
 - 7.1.1 The standards and procedures for evaluating Employee's performance; and
 - 7.1.2 The intervals for the evaluation of the Employee's performance.
- 7.2 Despite the establishment of intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.
- 7.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 7.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 7.5 The annual performance appraisal will involve:
 - 7.5.1 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) An indicative rating on the five-point scale should be provided for each KPA.
 - (c) The applicable assessment rating calculator must then be used to add the scores and calculate a final KPA score.
 - 7.5.2 Assessment of competency levels
 - (a) Each leading and core competency contained in the Competency Framework must 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 competency.
 - (c) The applicable assessment rating calculator must then be used to add the scores and calculate a final CF score.

7.5.3 Overall Rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcomes of the performance appraisal.

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

ACHIEVEMENT LEVEL	TERMINOLOGY	DESCRIPTION
5	Superior / Outstanding Performance	Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods.

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ACHIEVEMENT LEVEL	TERMINOLOGY	DESCRIPTION
		Performance far exceeds the standard expected of an employee at this level. The appraisal indicate that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the Performance Agreement and Performance Plan and maintained this in all areas of responsibility throughout the year.
4	Advanced / Performance significantly above expectations	Develops and applies complex concepts, methods and understanding. Effectively directs and leads a group and executes in depths analyses. Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.
3	Competent / Fully effective	Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and executes progressive analyses. 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 Performance Agreement and Performance Plan.
2	Basic / Not fully effective	Applies basic concepts, methods and understanding of local government operations but requires supervision and development interventions 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 indicate that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the Performance Agreement and Performance Plan.
1	Basic / Unacceptable Performance	Does not apply the basic concepts and methods to prove a basic understanding of local government operations and requires extensive supervision and development interventions 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 Performance Agreement 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.

- 7.7 For purpose of evaluating the performance of the Executive Managers (Heads of Department -Section 56 employees), an evaluation panel constituted by the following persons will be established-
 - 7.7.1 Executive Mayor or Mayor;

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- 7.7.2 Member of the Audit Committee;
- 7.7.3 Member of the Executive Committee; and
- 7.7.4 Mayor and or Municipal Manager from another Municipality.
- 7.7.5 Member of ward committee as nominated by Executive Mayor or Mayor

8. SCHEDULE FOR PERFORMANCE REVIEWS

8.1 The performance of each Employee in relation to his/her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

First guarter : 1 July 2021 – 30 September 2021

Second quarter : 1 October 2021 – 31 December 2021

Third quarter : 1 January 2022 – 31 March 2022

Fourth quarter : 1 April 2022 – 30 June 2022

- 8.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 8.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure 'A' from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 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.

9. DEVELOPMENTAL REQUIREMENTS

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

- 9.1 Noting the need to address development gaps in the municipalities, non-compliance with the Circular 60 on Minimum Requirements stipulates the following:
- 9.2 Failure to implement the requirements of the regulations will result in non-compliance with legislation.

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- If officials have not met the requirements of the regulations including the support provided in this 9.3 Circular by the due date, Regulation 15 and 18 will immediately apply.
- Therefore, the continued employability of affected officials will be impacted upon. MFMA Circular 9.4 No. 60 Minimum Competency Levels Regulations, Gazette 29967 April 2012.
- Whilst the provisions of these regulations will apply consistently across all municipalities and 9.5 municipal entities from the effective date of enforcement, National treasury will consider, "Special Merit Cases", delayed enforcement of certain provisions for a period of up to eighteen months from 1 January 2013.

10. **OBLIGATIONS OF THE EMPLOYER**

The Employer shall:

- Create an enabling environment to facilitate effective performance by the Employee; 10.1
- 10.2 Provide access to skills development and capacity building opportunities;
- Work collaboratively with the Employee to solve problems and generate solutions to common 10.3 problems that may impact on the performance of the Employee;
- On the request of the Employee delegates such powers reasonably required by the Employee to 10.4 enable him/ her to meet the performance objectives and targets established in term of this Agreement; and
- Make available to the Employee such resources as the Employee may reasonably require from 10.5 time to time to assist him/her to meet the performance objectives and targets established in terms of this Agreement.

11. **CONSULTATION**

- The Employer agrees to consult the Employee timeously where the exercising of the powers will 11.1 have amongst others-
 - A direct effect on the performance of any of the Employee's functions;
 - Commit the Employee to implement or to give effect to a decision made by the Employer; 1.1.2 and
 - 11.1.4 A substantial financial effect on the Employer.
- The employer agrees to inform the Employee of the outcome of any decisions taken pursuant to 11.2 the exercise of powers contemplated in 11.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

12. MANAGEMENT OF EVALUATION OUTCOMES

The evaluation of the Employee's performance will form the basis for rewarding outstanding 12.1 performance or correcting unacceptable performance.

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- 12.2 A performance bonus of 5% to 14% of inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance.
- 12.3 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of at least twelve (12) months service on the current remuneration package by 30 June (end of financial year) subject to a fully effective assessment.
- 12.4 In the case of unacceptable performance, the Employer shall-
- 12.4.1 Provide systematic remedial of development support to assist the Employee to improve his or her performance; and
- 12.4.2 After appropriate performance and 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 or her duties.

A Score of 130% to 149% is awarded a performance bonus ranging from 5% - 9%

A score of 150% and above is awarded a performance bonus ranging from 10% to 14%

Score	Awarded %
130-133	5%
134-137	6%
138-141	7%
142-145	8%
146-149	9%
Score	Awarded %
150-153	10%
154-157	11%
158-161	12%
162-165	13%
166- above	14%

13. DISPUTE RESOLUTION

13.1 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 –

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- 13.1.1 In the case of managers the municipal manager, the MEC for local government in the province within thirty (30) days of receipt of formal dispute from the employee, or any other person designated by the MEC;
- 13.2 Any dispute about the outcome of employee's performance evaluation, must be mediated by
 - 13.2.1 In the case of municipal manager the MEC for local government in the province within thirty (30) days of receipt of formal dispute from the employee, or any other person designated by the MEC; and
- 13.3 In the event that the mediation process contemplated above fails, clause 15 of the Contract of Employment shall apply.

14. GENERAL

- 14.1 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.
- 14.2 Nothing in this agreement diminishes the obligations, duties, or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives, or other instruments.
- 14.3 This performance agreement must be submitted together with a signed code of conduct and a declaration of interest
- 14.4 The performance assessment results of the Municipal Manager and managers directly accountable to the Municipal Manager must be submitted to the MEC responsible for Cooperative Governance, Human Settlements and Traditional Affairs in Limpopo Province as well as the National Minister responsible for Cooperative governance and Traditional Affairs within fourteen (14) days after the conclusion of the assessment.

Thus done and signed at on this the day of2021

AS WITHESSES:

1.

EMPLOYEE

AS WITNESSES:

EMPLOYER

INDIVIDUAL PERFORMANCE PLAN (SDBIP 2021 / 2022) **ANNEXURE A**

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Key Pe	Key Performance Area (KPA) 5:	a (KPA) 5:	The Parket Street	GOODG	GOOD GOVERNANCE & PUBLIC PARTICIPATION	UBLIC PARTI	CIPATION					
Outcome 9:	me 9:	CHEST STATE OF		Respons	Responsive, Accountable, Effective and Efficient Local Government System	, Effective and	Efficient Loca	Government	System		A 0.25 0 18 18 18 18 18 18 18 18 18 18 18 18 18	
Outputs	छ :			Deep Admi	Deepen democracy through a refined ward Administrative and financial capability	ough a refined	vard	committee model				
Key St	rategic Organiz	Key Strategic Organizational Objectives	S	To ensu	To ensure that institutional arrangements are t	al arrangemen	ts are transpar	ransparent efficient and effective	nd effective	an immension	hae von	
				To ensure that accountability.	To ensure that good governance and public participation is sustained and ennances transparency and accountability.	mance and pu	iblic participati	on is sustaine	d and ennance	es transpare	ncy and	
No.	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
MM		Number of	Printing and of	1500	800	Specificatio	Appointment	No Target	No Target	R195,060	Order,	
201		Diaries	Municipal	Diaries	Diaries	n approved	of a service				Diaries advert	
2027/		printed	Ca a c	\(\frac{1}{2}\)	Çi i ized	Advertisem	delivery of 1500				Delivery Note	
MM-		Number of	Printing of	1500	1000 Calendars	Specificatio	Appointment	No Target	No Target	R173,000	Order,	
2021/		printed	Calendars	printed	piniad	and	provider and				Delivery	
22						Advertisem ent	delivery of 2000				Note	
MA.	ns	Number of	Printing and	3000 Newsletter	3000	Specificatio	Appointment of a service	Specificatio n approved	Appointme nt of a	R200,000	Order, Advert,	
2021/	atic	printed and	Newsletters	s printed	printed and	and	provider and	and	service		Delivery Note:	
22	nic	aistributed		distributed	dien borea	ent for	1500	ent for	and			
	mmu					newsletters	Newsletters	newsletters	1500			
MM-	Co	Number of	Printing and	300 IDP	300 IDP	Specificatio	No Target	No Target	No Target	176 970	Order,	
2021		documents	Distribution of	document s printed	documents printed	n approved and		1			Delivery	
22		printed	documents	-	•	Advertisem					Note,	•
						Appointme						
	0					Service						
						Provider						
						delivery of						
						300 IDP						_

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Key Pe	Key Performance Area (KPA) 5:	(KPA) 5:		GOODG	GOOD GOVERNANCE & PUBLIC PARTICIPAT	UBLIC PARTI	CIPATION				SHIP CHARLES	新来
Outcome 9:	me 9:	A CONTRACTOR OF THE PARTY OF TH	The second second	Respons	Responsive, Accountable, Effective and Effici	, Effective and		ent Local Government System	System	STATE OF THE STATE		SHO! SHES I
Outputs :	8			• Deep	Deepen democracy through a refined ward Administrative and financial capability	ough a refined		committee model				
Key St	Key Strategic Organizational Objectives	tional Objectiv	es	To ensu	To ensure that institutional arrangements are	al arrangemen		transparent efficient and effective	nd effective			
				To ensure that accountability.	To ensure that good governance and public participation is sustained and enhances transparency and accountability.	mance and pu	blic participati	on is sustaine	d and enhance	es transpare	ncy and	
No.	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
MM- 005- 2021/ 22	ons	Number of Annual Reports documents printed	Printing of Annual Reports documents	300 Annual Report document s printed	300 Annual Report documents printed	No Target	No Target	Specification approved and Advertisem ent	Appointme nt of a service provider and delivery of 300 Annual Reports Documents	R200,000	Order, Advert, Delivery Note	
MM- 006- 2021/ 22	Communicatio	Percentage of municipal activities and notices publicised and marketed.	Marketing, Publicity and Advertising	100%	100%	100%	100%	100%	100%	400 000	Order, Invoice, Copy of Advert	
MM- 007- 2021/ 22		Percentage of Events managemen t Equipment procured	Procurement of Events Management Equipment	100%	100%	100%	100%	100%	100%	100 000	Advert, Order and delivery note	
MM- 008- 2021/ 22	Special Focus	Number of youth support programmes coordinated	Coordination of Youth Support Programmes	2	2	No Target	1	No Target	1	132 175	Attendance register, Invitation Report Concept document	

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MMO P- 002-	MIMO P- 001- 2021/ 22	MM- 012- 2021/ 22	MM- 011- 2021/ 22	MM- 010- 2021/ 22	MIM- 009- 2021/ 22	No.	Key St	Outputs :	Outcome 9:	Key Pe
AG Act ion Pla	Audit Action Plan	Special Focus	Special Focus	Special Focus	Special Focus	Priority area (IDP)	rategic Organi	18 :	me 9:	Key Performance Area (KPA) 5:
Percentage c of audit	Percentage of internal audit queries addressed	Number of Local AIDs Council meetings coordinated	Number of older persons programmes coordinated	Number of disability programmes coordinated	Number of women and children programmes coordinated.	performanc e indicator	Key Strategic Organizational Objectives		A CONTRACTOR	ea (KPA) 5:
Implementation of AG Audit action plan	Implementatio n of Internal Audit action plan	Coordination of Local Aids Council meetings	Coordination of Older persons Support programmes	Coordination of Support programmes for People living with Disabilities	Coordination of Women and Children programmes	Project Name	/es			を行うである。
100%	83%	2	ω	ယ	3	Baseline	To ensure that To ensure that accountability.	Deep Adm	Respon	GOOD
100%	100%	4	ယ	ω	3	2021/22 Annual target	To ensure that institutional arrangements are transparent efficient and effective To ensure that good governance and public participation is sustained and enhances transparency and accountability.	Deepen democracy through a refined ward committee model Administrative and financial capability	Responsive, Accountable, Effective and Efficient Local Government System	GOOD GOVERNANCE & PUBLIC PARTICIPATION
No Target	25%	4		_	1 Women's day celebration coordinated	Quarter 1 target	al arrangemen ernance and pu	rough a refined ancial capabili	e, Effective and	PUBLIC PARTI
No Target	50%	_		_	1 16 Days of Activism for No Violence Against Women and Children coordinated	Quarter 2 target	ts are transpar iblic participati	d ward committy	Efficient Loca	CIPATION
50%	75%	_	No Target		1	Quarter 3 target	parent efficient and effective pation is sustained and enha	tee model	Government	14 C Sec.
100%	100%	_		No Target	No Target	Quarter 4 Target	nd effective ed and enhanc		System	の過去を
Opex	Opex	177 408	70 000	55 054	233 963	Annual Budget R	es transpare		Service Services	語の日本
Updated AG Audit action plan	Updated Internal Audit action plan	Attendance register, Minutes	Attendance register, Invitation Report Concept document	Attendance register, Invitation, Report Concept document	Attendance register Invitation Report Concept document	Means of verification	incy and		STORY OF STREET	
						Weight				

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Key Performance Area (KPA) 5:	(KPA) 5:	対のできない	G00D (GOOD GOVERNANCE & PUBLIC PARTICIPAT	PUBLIC PART	ICIPATION				
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			accountability.	tability.	· · · · · · · · · · · · · · · · · · ·					
No. Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	Annual Budget	Means of verification
2021/	queries									-
Risk Manag ement	Percentage of risk register implemented	Implementatio n of Risk register	100%	100%	100%	100%	100%	100%	Opex	Updated Strategic risk register
Council Resolut	Percentage of Council resolutions implemented	Implementatio n of Council resolutions	100%	100%	100%	100%	100%	100%	Opex	
Audit Committe e Resolutio	Percentage of Audit Committee resolutions implemented	Implementatio n of Audit Committee resolutions	57%	100%	100%	100%	100%	100%	Opex	Updated Audit Committee resolution register
P- 006- 2021/ PMS	Number of Annual Performance reports compiled and approved	Compilation of 2020/2021 Annual Performance report	ے ۔	_		No Target	No Target	No Target	Opex	Annual Performance Report
MMO P- 007- 907- 907- 907- 907- 907- 907- 907	2022/2023 Annual SDBIP compiled and approved by Council	Compilation of 2022/23 SDBIP	-3	1	No Target	No Target	No Target	_	Opex	Approved SDBIP Council Resolution

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Key Pe	Key Performance Area (KPA) 5:	(KPA) 5:		GOOD	GOOD GOVERNANCE & PUBLIC PARTICIPATION	UBLIC PARTI	CIPATION	Cavaramant	Custom			
Outputs :	35			• Deep	Deepen democracy through a refined ward Administrative and financial capability	ough a refined	ward committ	committee model				
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No.	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
MIMO P- 008- 2021/ 22	PMS	Number of Quarterly SDBIP reports compiled and submitted to	Compilation of 2021/22 quarterly SDBIP reports	4	4	_	-	_	1		Quarterly SDBIP Report	
MIMO P- 009- 2021/ 22	PMS	Number of Annual SDBIP reviews coordinated	Review of 2021/22 SDBIP	1	_	No Target	No Target	_	No Target	Opex	Approved reviewed SDBIP Council Resolution	
MMO P- 010- 2021/ 22		Number of Senior Managemen t performance assessment s	Performance Assessment of Senior Management	2	2	No Target	1 2020/2021 Annual Assessment conducted	1 2021/2022 Mid-year assessmen 1 conducted	No Target	Opex	Performance scorecards	
MMO P- 011- 2021/ 22	PMS	Number of assessment s coordinate for Municipal Employees performance assessment conducted	Assessment of Municipal Employees	N	2	No Target	1 2020/2021 Annual Assessment conducted	1 2021/2022 Mid-year assessmen t conducted	No Target	Opex	Assessment report	

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Key Perfo	Key Performance Area (KPA) 5:	KPA) 5:	N. ST. ST. ST. ST. ST. ST. ST. ST. ST. ST	GOOD G	GOOD GOVERNANCE & PUBLIC PARTICIPAT	UBLIC PARTI	CIPATION	THE REAL PROPERTY.	を とり とり		ALTERNATION OF THE RESIDENCE OF THE RESI	N. T. STATE OF
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		R Line		accountability.	ability.			0	Ouarter A	2021/22	Means of	Weight
No.	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	cuarrer s target	Target	Annual Budget	verification	· ·
P MMO		2020/21 Annual	Compilation of Annual report	2019/20 AR	2020/21 AR compiled and	No target	No target	2020/21 AR compiled	No Target	Opex	Approved Annual Report	
012- 2021/	5	Report (AR) compiled		approved	approved			approved			Council	
P MMO	PM	Number of Back to	Compilation of Back to Basics	4	4	1	1	-	1	Opex	Approved B2B report	
2021/		Basics reports	report		-							
PMMO		Percentage of instituted	Litigation management	100%	100%	100%	100%	100%	100%	Opex	Litigations register	
014 2021/ 22		cases defended										
P-MMO	es	Percentage of requests for legal	Provision of sound Legal Advisory	100%	100%	100%	100%	100%	100%	Opex	Contract register. Approved	
22	ervi	with	Octalogs				ļ					
MMO P- 016- 2021/	Legal S	Percentage of Municipal by-laws reviewed	Review of Municipal by- laws	100%	100%	100%	100%	100%	100%	Opex	Reviewed By-laws	
MMO P- 017- 2021/		Number of Contingent Liability reports	Compilation of contingent liability reports	12	12	ω	ω	ω	3	Opex	Monthly Contingent Liability reports	

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Key Performance Area (KPA) 5:	(KPA) 5:		GOOD	GOOD GOVERNANCE & PUBLIC PARTICIPATION	UBLIC PART	CIPATION	· · · · · · · · · · · · · · · · · · ·	を は は に ない	THE SAME		
Outputs :			• Deep	Responsive, Accountable, Effective and Efficient Local Government System Deepen democracy through a refined ward committee model Administrative and financial canability	ough a refine	d ward commit	tee model	System			
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			To ensure that accountability.	To ensure that good governance and public participation is sustained and ennances transparency and accountability.	mance and p	ublic participati	on is sustaine	d and ennand	es trainspar		
No. Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	Annual Budget	Means of verification	Weight
MMO P- 2021/	Number of contingent Asset reports	Compilation of Contingent Asset reports	12	12	ω	ω	ω	ω	Opex	Monthly Contingent Assets reports	
MMO P- 019- 2021/ 22	Number of Audit Steering Committee meetings	Audit Steering Committee meetings	4	4	-	1	1		Opex	Agenda and Minutes	
MMO P- 020-2021/	Number of Performance Audit Reports submitted to	Performance Audits	4	4	1	1	_		Opex	Audit Committee report	
2221/ nternal Au	Number of Audit Committee meetings coordinated	Audit Committee meetings	4	4	-			1	Opex	Agenda and Minutes	
MMO P. 022- 2021/	Number of internal audit reports compiled	Compilation of Internal audit reports	4	4	_	_		1	Opex	Audit reports	
MMO P- 023- 2021/	Number of Risk-based audit plans compiled	Compilation of Risk-based audit plan	_	1	No Target	No Target	No Target	1 Compilation of the risk based audit plan	Opex	Risk based audit plan	
					32					m.e ,4	•

Key Pe	Key Performance Area (KPA) 5:	(KPA) 5:		GOOD	GOOD GOVERNANCE & PUBLIC PARTICIPATION	UBLIC PARTI	CIPATION	があるのかは				政権が
Outcome 9:	ne 9:	ALL PROPERTY.	The second second	Respon	Responsive, Accountable, Effective and Efficient Local Government System	Effective and	Efficient Loca	Government	System	THE RESIDENCE OF		
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The same of				accountability.	ability.		A 12 C T 10 C					
No.	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
MMO		Number of	Review of the	1	_	No Target	Not Target	1 Review of	No Target	Opex	Report on Reviewed	
2021/		Reports	Annual Report					annual report			annual report	
P MMO		Number of Annual	Review of the 2019/20	1	1	1 Review of	No Target	No Target	No target	Opex	Report on Reviewed	
2021/		Performance Reports reviewed	Annual Performance Report			performanc e report					performance report	
P MMO		Number of Annual	Review of the 2019/20 AFS	1	1	1 Review of	No Target	No Target	No Target	Opex	Report on reviewed	
3 6 7 7		Financial				annual					Annual Financial	
23	udit	(AFS) reviewed				statements				(statements	
MMO P-	Aı	Number of Audit Action	Development of Audit action	2	2	No Target	2	No Target	No Target	Opex	internal/exter	
027- 2021/		Plans developed	plans on issues raised by IA/AG								action plans	
OMM		Number of	Risk	4	4	1	1	1	_	Opex	Agenda. Minutes	
Ţ	ent	Risk	Management								Attendance	
2021/	eme	t Committee	meeting								registers	
8	nag	coordinated										
D MMO	Mai	Number of	2022/2023 Strategic Risk		-	No Target	No Target	No Target		Opex	Approved Strategic	
029	isk	assessment	Assessment	_							Register	
22 (R	s corredered									2022/2023	

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Responsive, Accountable, Effective and Efficient Local Deepen democracy through a refined ward committe Administrative and financial capability To ensure that institutional arrangements are transpare to encountability. To ensure that good governance and public participation accountability. To ensure that institutional arrangements are transpare to encountability. To ensure that good governance and public participation accountability. To ensure that good governance and public participation accountability. To ensure that good governance and public participation accountability. To ensure that good governance and public participation accountability. To ensure that good governance and public participation accountability. To ensure that institutional arrangements are transpare to ensure that institutional arrangements are transpare that good governance and public participation accountability. To ensure that institutional arrangements are transpare to ensure that good governance and public participation accountability. To ensure that institutional arrangements are transpared target and public participation accountability. To ensure that institutional arrangements are transpared target and public participation accountability. To ensure that institutional arrangements are transpared target and public participation accountability. To ensure that institutional arrangements are transpared target arrangements are transpared to ensure that institutional	Key Performance Area (KPA) 5:	rea (KPA) 5:		GOOD	GOOD GOVERNANCE & PUBLIC PARTICIPAT	PUBLIC PARTI	CIPATION					展於
trategic Organizational Objectives From the performance of the indicator of enable of enable of enables of en	Outcome 9:	THE PROPERTY OF	The second secon	Respon	sive, Accountable	, Effective and	Efficient Loca	Government	System		THE STREET	PASSESSA SA
To ensure that institutional arrangements are transparent efficient and effective Priority area Keyr Conditional arrangements are transparent efficient and effective transparency and accountralities.	Outputs :			4000	en democracy the inistrative and fin	rough <mark>a refine</mark> c	ward	tee model				
Priority area Key Project Name Baseline 2021/22 Annual Quarter 1 Quarter 2 Quarter 3 Quarter 4 Annual Quarter 6 Quarter 6 Quarter 6 Quarter 7 Quarter 7 Quarter 7 Quarter 7 Quarter 7 Quarter 7 Quarter 8 Quarter 8 Quarter 9 Quarter 9 Quarter 1 Quarter 7 Quarter 8 Quarter 8 Quarter 8 Quarter 9 Quarter 9 Quarter 1 Quarter 7 Quarter 8 Quarter 9 Quarter 1 Quarter 1 Quarter 1 Quarter 2 Quarter 7 Quarter 3 Quarter 4 Annual Provider 1 Quarter 1 Quarter 2 Quarter 3 Quarter 4 Annual Provider 1 Quarter 1 Quarter 2 Quarter 3 Quarter 4 Annual Provider 1 Quarter 2 Quarter 3 Quarter 4 Annual Provider 1 Quarter 2 Quarter 4 Annual Provider 1 Quarter 2 Quarter 3 Quarter 4 Annual Provider 1 Quarter 4 Annual Provider 6 Propertity Pr	Key Strategic Organ	nizational Objectiv	res .	To ensu	re that institution	al arrangemen		ent efficient a	nd effective			*
Priority area Key Project Name Baseline 2021/122 Annual Quarter 2 Quarter 3 Quarter 4 2021/120 Performance Project Name Baseline 2021/12022 1 1 1 No Target Itarget Itar				To ensu	re that good gove ability.	rmance and pu	ıblic participati	on is sustaine	d and enhance	es transpare	ncy and	
Number of 2021/2022 1 1 1 1 1 No Target No Target Opex Operational risk Risk Risk Risk Assessment assessment assessment Signing of 100% 100% 100% 100% 100% 100% 100% 100	Priority (IDP)	ACTION OF COLUMN	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	(gaadh)	3	Weight
Percentage Signing of of Employee Employee Employee Employee Employee Code of employees Code of who signed Conduct and Code of Conduct and Disclosure Interest Disclosure Interest Compilation of Compilation Registers Register	MMO P- 030- 2021/ 22	Number of Operational Risk Assessment- s conducted	2021/2022 Operational risk assessment	1	_		No Target	No Target	No Target	Opex	Approved Operational Risk Register	
Number of Compilation of 4 4 4 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	MMO P. 031- 2021/ 22	Percentage of employees who signed Code of Conduct and Interest Disclosure forms	Signing of Employee Code of Conduct and Interest Disclosure forms	100%	100%	100%	100%	100%	100%	Opex	Signed Disclosure forms	
Number of Gift Gift Registers updated updated Number of Councillor Properties For Valuated insurance coverage Valuation of Councillor Properties Properties Properties insurance coverage Valuated coverage Valuation of Councillor Properties Indicator Properties Insurance coverage Valuation of Councillor Properties Properties Insurance coverage C	8 7	Number of Compilation Registers compiled	Compilation of compliance registers	4	4		٦	1	1	Opex	Compliance Registers	
Number of Service Properties Valuated insurance coverage Number of Valuation of New 32 Councillor Properties Specification of Service Provider for Valuated Service Provider for Valuation of Councillor Properties No Target Approved Appointme No Target Specification of Service Provider for Valuation of Councillor Properties		Number of Gift Registers updated	Updating Gift Register	٠.,	_		-4	_	1	Opex	Updated Gift Register	
		Number of Councillor properties Valuated	Valuation of Councillor Properties for insurance coverage	New Indicator	32 Councillor properties Valuated for insurance coverage	No Target	Approved Specification and Advert	Appointme nt of Service Provider for Valuation of Councillor Properties	No Target	Opex	Property Valuation Report	

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Key Perfo	Key Performance Area (KPA) 5	KPA) 5:		GOODG	GOOD GOVERNANCE & PUBLIC PARTICIPAT	UBLIC PARTI	CIPATION		でいる。大学を表	Charles Const		
Outcome 9:	9:		To the State of the Local	Respons	Responsive, Accountable, Effective and Effici	Effective and	Efficient Local	ent Local Government System	System			
Outputs:				Deepa Admii	Deepen democracy through a refined ward Administrative and financial capability	ough a refined	ward committee model	ee model				
Key Strate	egic Organizat	Key Strategic Organizational Objectives	8	To ensur	To ensure that institutional arrangements are	arrangemen	ts are transpare	transparent efficient and effective	nd effective	Exercise and the	THE PARTY OF	1
	· ·			To ensure that accountability.	To ensure that good governance and public participation is sustained and enhances transparency and accountability.	mance and pu	blic participation	on is sustaine	d and enhance	es transpare	ncy and	
No.	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
MMO P- 035- 2021/ 22		Percentage of Municipal Fleet valuated	Valuation of Municipal Fleet	100%	100%	No Target	Approved Specification and Advert	Appointme nt of A Service Provider for valuation of municipal Fleet	No Target	Opex	Fleet valuation report	
P- 036- 2021/	Mayoral Outreac h Program mes	Number of Mayoral outreach programmes coordinated	Coordination of Mayoral Outreach programmes	_1	2	No Target	_	No target		Opex	Mayoral Report	
MMO P- 037- 2021/ 22	Senior Managem ent Meetings	Number of Senior Managemen t committee meetings coordinated	Coordination of Senior Management Committee meetings	08	08	2	2	2	2	Opex	Minutes Attendance register	
22 2021/ Extende	d Manage ment Meeting	Number of Extended Managemen t Committee meetings	Coordination of Extended Management Committee meetings	80	08	2	2	2	2	Opex	Minutes Attendance register	
MMO P- 039- 2021/ 22	Policy Review	Number of policy reviews coordinated	Coordination of Policy Reviews	02	2	No target	No target	1		Opex	Council Resolution	

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Key Per	Key Performance Area (KPA) 5:	(KPA) 5:	素なない対象を表	GOOD	GOOD GOVERNANCE & PUBLIC PARTICIPATION	PUBLIC PART	ICIPATION		STANGER STAN		を できる できる できる	
Outcome 9:	le 9:			Respon	Responsive, Accountable, Effective and Efficient Local Government System	, Effective an	d Efficient Loca	al Government	System			於
Outputs :				Deep Admi	Deepen democracy through a refined ward Administrative and financial capability	ough a refine ancial capabil		committee model				
Key Stra	Key Strategic Organizational Objectives	tional Objectiv	8	To ensu	To ensure that institutional arrangements are transparent efficient and effective To ensure that good governance and public participation is sustained and enhances transparency and	al arrangemer	nts are transpa ublic participat	ransparent efficient and effective rticipation is sustained and enha	nd effective ed and enhanc	es transpare	ency and	1150
No.	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline 2021/	2021/22 Annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
MMO P- 2021/ 22	Commu nication s	Percentage of documents updated on the website	Website Content management	100%	100%	100%	100%	100%	100%	Opex	Signed Website register	
MMO P- 041- 2021/ 22	Communications	Percentage response of media enquiries	Media relation and enquiries	100%	100%	100%	100%	100%	100%	Opex	Newspaper clips, press releases	
MMO P- 042- 2021/ 22	Communications	Percentage of requested promotional items procured	Procurement of requested Promotional items	100%	100%	100%	100%	100%	100%	Opex	Order, Advert, Delivery Note	

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Key Perfor	Key Performance Area (KPA) 1:	(PA) 1:	たいのでは	SPATIAL PL	SPATIAL PLANNING AND RATIONALE	RATIONAL	E	治療を	No. of Control of Cont	大学 ちんとうていい		STATES.
Outcome 9:				Responsive	, Accountable	, Effective a	ind Efficient	Local Govern	Responsive, Accountable, Effective and Efficient Local Government System			100 Miles
Outputs :					Implement a differentiated approach to municipal fin- Improving access to basic services Implementation of the community works programme Actions supportive of human settlement outcome;	erentiated a is to basic s of the comn ive of huma	pproach to mervices nunity works	unicipal fina programme outcome;	municipal financing, Planning and support s programme it outcome;	g and support		
Key Organ	Key Organizational Strategic Objective	onic Objective	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	To enhance	To enhance conditions for economic growth and job creation	or economic	growth and	ob creation	1000000000000000000000000000000000000			
To Join				To manage a	To manage and coordinate spatial planning with	te spatial pl	anning within	in the municipality	ality			
Project No.	Priority	Kev	Project	Baseline	2021/22	Quarter	Quarter 2	Quarter 3	3 Quarter 4	2021/22	Means of	Weight
		Performance	Name	1000	annual	1 target	target	target	barget	annual	verification/P	
	m ca (12.)	Indicator			target	The special state of			C. C	budget	ortfolio of	
		Illuicator			9					R	Evidence	
IED&P-	St. and St. an	Number of	Spatial	4 ×	4 x Spatial	×	1 ×	×	1 ×	100 000 00		
מחלי נו		workshops	Planning	workshops	awareness	workshop	workshop	workshop	workshop		Invites.	
2021/22	3	conducted	awareness	conducted	workshops	conducte	conducted	conducted	conducted		attendance	315
			conducted		conducted	α.					condo.	
											agende,	
	Spa Plar										program, presentations	1 100
		Number of	Demarcation	OFO citos	250 sites	Specificat	Appointme	Approval of	250 sites	R450 000	Advert,	-
בברמי.		settlements	of sites	demarcate	demarcate	ion and	nt of a	Final	demarcated		Specification,	
2021/22		demarcated	•	d .	<u>a</u>	advertise	service	layout plan			Appointment	
				1		ment	provider	1			letter, Layout	
	pa an										pian,	
											Approval	
											letter.	Ú-
1 E D& D		Number of	Compilation	1 Precinct	1 Precinct	Specificat	Appointme	Approval of	1 Precinct	300 000	Specification,	-
סטיי רביקיי	g	precinct plans	of precinct	plan	plan	ion and	nt of	Draft	plan		Advert	
2021/22	nin	compiled	plan	compiled	compiled	advertise	service	Precinct	compiled		Appointment	
1	nr		•	1		ment	provider	plan			letter, Draft	_
	Pla										Precinct Plan,	
	ıl F										Final Precinct	
	ia										plan report	
	ati										plan report	
											000	

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Key Performance Area (KPA) 1:	ance Area (K	PA) 1:	はかいからま	SPATIAL PL	SPATIAL PLANNING AND RATIONALE	RATIONAL	In the second second	A WALL STAND				The state of the s
Outcome 9:				Responsive	Responsive, Accountable, Effective and Efficient	e, Effective a		Local Govern	Local Government System		The same of the sa	
Outputs :					Implement a differentiated approach to m Improving access to basic services Implementation of the community works Actions supportive of human settlement	erentiated a s to basic s of the comm	pproach to mervices nunity works	unicipal final programme outcome:	Implement a differentiated approach to municipal financing, Planning and support Improving access to basic services Implementation of the community works programme Actions supportive of human settlement outcome:	and support		
Key Organiza	tional Strate	Key Organizational Strategic Objective		To enhance	To enhance conditions for economic growth and job creation	r economic	growth and i	ob creation			STATE STATE	A LONG TO SERVICE AND ADDRESS OF THE PARTY O
				To manage	To manage and coordinate spatial planning within the municipality	te spatial pia	anning within	the municipa	lity			
Project No.	Priority	Key	Project	Baseline	2021/22	Quarter	Quarter 2	Quarter 3	3 Quarter 4	2021/22	Means of V	Weight
	area (IDP)	Performance	Name		annual	1 target	target	target	target	annual	ion	
		Indicator			target					budget	ortfolio of	
										Z	Evidence	
LED&P-		Number of	Survey of	_		Specificat	Appointme	Approval of	1 settlement	400 000	Specification,	
004-	3	settlements	existing	settlement	settlement	ions and	nt of	Draft	surveyed		Advert	
2021/22		surveyed	settlements	surveyed	surveyed	advertise	service	Survey			Appointment	
						ment	provider	report			letter	
	Sp Pla										Draft, and	
											ळ	
LED&P-	9	Number of	Erection of	30 sign	30 sign	Specificat	Appoint of	30	No Target	125 000	Approved	
005-	ial ing	Sign Boards	Sign Boards	Boards	Boards	ion and	Service	signboards			Specification,	
2021/22	at nn	erected		erected	erected	advertise	Provider	erected			Advert, Order,	
						ment					Invoice,	
	F								Material Control of the Control of t		Deliver Note	
LED-006-		Number of	Developmen	2020/21	2022/23	No	No Target	No Target	2022/2023	180 222	Attendance	
2021/22		IDP/Budget	t and Review	IDP/Budge	IDP/	Target	The state of the s		IDP/ Budget		registers,	
		reviewed and	of	t reviewed	Budget				Reviewed		invites and IDP	
	tial	adopted by	IDP/Budget	and	Reviewed				and adopted		document,	
		Control		Council	adopted by						Conticil	
					Council		Walter State				Resolution	
LED-007-		Number of IDP	Coordination	3 IDP	2 IDP	No	1 IDP	No Target	1 IDP	152 878.60	Attendance	
2021/22		Representative	of IDP	Represent	Represent	Target	Represent	がは、	Representat		registers,	
		Forums	Representati	ative	ative		ative		ive Forum		invites and IDP	
		coordinated	ve Forums	forums	Forum	\$711 E.	Forum		meeting		Rep forum	
	Sp Pla			coordinate	meetings		meeting		coordinated		reports	
				•	d d	100	0.00					

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Key Performance Area (KPA) 1:	(KPA) 1:	を	SPATIAL PL	SPATIAL PLANNING AND RATIONALE	RATIONAL	E	THE PERSON NAMED IN	Mary Mary Control			100000
Outcome 9:			Responsive	Responsive, Accountable, Effective and Efficient L	e, Effective a	and Efficient	Local Govern	ocal Government System			TEST LE
Outputs :			· · · · · · · · · · · · · · · · · · ·	Implement a differentiated approach to m Improving access to basic services Implementation of the community works Actions supportive of human settlement	erentiated a ss to basic s of the comm	pproach to mervices nunity works n settlement	unicipal fina programme outcome;	unicipal financing, Planning and support programme outcome;	and support		
Key Organizational Strategic Objective	tegic Objective		To enhance	To enhance conditions for economic growth and job creation To manage and coordinate spatial planning within the munici	or economic te spatial pli	growth and j	ob creation the municipality	ality			
Project No. Priority area (IDP)	Key Performance Indicator	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 Quarter 4 target target	Quarter 4 barget	2021/22 annual budget R	Means of verification/P ortfolio of Evidence	of Weight
LED-008- 2021/22 Spatial Planning	Number of strategic planning sessions coordinated	Coordination of Strategic Planning Sessions	3 Strategic planning sessions coordinate d	3 Strategic planning sessions coordinate d	No Target	1 Strategic planning session on the 2021/22 IDP/ Budget Status Quo Analysis	1 Strategic planning session on the draft 2021/22 IDP/ Budget strategies and projects	1 Strategic planning session on the finalization 2021/22 IDP/ Budget strategies and projects	379,289 60	Attendance registers, invites, Agenda and IDP document	

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Key Performance Area (KPA) 3:	ce Area (KPA) 3:	The state of	Local Econo	Local Economic Development	ment	の対象を	THE STREET		STATE OF THE PARTY	California III	STATE OF STREET
Outcome 9:			新田の名をいる	Responsive,	Accountable	Responsive, Accountable, Effective and Efficient		Local Government System	system		記答をいたと	
Outputs:				· · · · Imp	lement a differoving acces lementation of	Implement a differentiated approach to Improving access to basic services Implementation of the community works Actions supportive of human settlement	Implement a differentiated approach to municipal fin Improving access to basic services Implementation of the community works programme Actions supportive of human settlement outcome;	ipal financing, ramme ome;	Implement a differentiated approach to municipal financing, Planning and support Improving access to basic services Improving access to basic services Implementation of the community works programme Actions supportive of human settlement outcome;	upport		
Key Organizational Strategic Objective	onal Strategic	Objective	THE HEAD COLUMN	To enhance	conditions to	To enhance conditions for economic growth and	owth and job ci	job creation		ないので	正在上の おいしの おめ	1
Strategic objectives	tives	-11		To create a	To create a conductive environ small type in the municipality	environment a	nd ensure sup	sport to key e	conomic sector	s(agricultur	To create a conductive environment and ensure support to key economic sectors(agriculture, tourism ,manuracturing ,i SMMF'S within the municipality	racturii
Project No.	Driority	Kay	Project	Baseline	2021/22	Quarter 1	Quarter 2	Quarter 3	Quarter 4	2021/22	Means of	Weight
Toject sto.	area (IDP)	Performan	Name		annual	target	target	target	barget	annual	verification	
		Ce			target					budget		
		Indicator(K								Z		
		PI)			A DECEMBER OF					200		50.00
LED&P-009-	ıt	Number of	=:	4×LED	4 × LED	1 x LED	1 x LED	1 x LED	TXLED	0000	Attendance	
2021/22	ic en	LED Forum	n of LED	forum	forum	forum	forum	Torum	Torum		Allendance	
	mi	meetings	forum	meetings	meetings	meeting	meeting held	meeting held	meeting neid		registers,	
	Loc one elo	neia	meetings	č	מ במ	ā					minutes	_
I FD&P-010-		Number of	Procureme	New	1500	Approved	Appointment	No Target	No Target	1 082 960	Approved	
2021/22	ıt	assorted	nt and	Indicator	household	Specificatio	of a service				Specification,	
		seeds	Distribution		s supplied	n and	provider and				Advert,	
	om	distributed	of assorted		with	Advert	distribution				Appointment	
			seeds		assorted		of assorted				letter,	
	Ecc eve				seeds		seeds to				register	
	[households		· · · · · · · · · · · · · · · · · · ·			_
LED&P-011-		Number of	Agricultural	New	40	10	10 Emerging	10 Emerging	10 Emerging	300 000	Advert	_
22/1/202	c en	farmers	developme	indicator	Farmers	Farmers	mentored	mentored	mentored		Appointment	_
	mi	mentored	nt and		mentored	mentored					letter	
			mentorship								Monitoring	
	co										reports	
											Attendance	
	[_						register	



Key Performance Area (KPA) 3:	nce Area (KPA) 3:	STATE OF THE PARTY	Local Econo	Local Economic Development	nent		とは はないない は	本本語 のではない	STATE OF STATE OF	THE WILLIAM STATE	STATES STATES
Outcome 9:		ACT TO THE		Responsive,	Accountable	Responsive, Accountable, Effective and Efficient L	Efficient Loca	ocal Government System	System		A TO A SECUL	No. of Street, or other Persons
Outputs:					lement a differoving access lementation cons supporting	Implement a differentiated approach to mu Improving access to basic services Implementation of the community works p Actions supportive of human settlement of	roach to munic rices ity works prog ettlement outc	micipal financing, rogramme utcome;	micipal financing, Planning and support rogramme utcome;	upport		
Key Organizational Strategic Objective	ional Strategic	Objective		To enhance	conditions for	To enhance conditions for economic growth and jo	owth and job c	b creation	The second second	Section of the second		
Strategic objectives	ctives			To create a SMME'S)with	To create a conductive environ SMME'S) within the municipality	To create a conductive environment and ensure SMME'S)within the municipality		port to key e	conomic sector	rs(agnourure		Curing, and
Project No.	Priority area (IDP)	Key Performan ce Indicator(K	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 target	2021/22 annual budget R	A STATE OF THE PARTY OF THE PAR	Weight
LED&P-012- 2021/22	Local Economic Developme	Percentage of Job opportunitie s facilitated/ coordinated	Job opportunitie s facilitated/ coordinated	100% job opportunitie s facilitated/ coordinated	100% job opportuniti es facilitated/ coordinate d	100% job opportunitie s facilitated/ coordinated	100% job opportunities facilitated/ coordinated	100% job opportunities facilitated/ coordinated	opportunities facilitated/coordinated	Opex	Job opportunities report	
	E				۵							

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Key perform	Key performance area (KPA) 2:	area (KP	A) 2:		Basic service delivery	Basic service delivery Responsive. Accountable.	Effective and	Efficient Local Government System	Government S	vstem	
Outputs:	S:	STREET			Improving	Improving access to basic services	ic services				
Key Str	ategic Org	anization	Key Strategic Organizational objectives	S	To provide s	To provide sustainable basic services and in	sic services an		frastructure development		
IDP Ref	Priority area (IDP)	Key perfor mance indicat	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of Weight verification
TECH -001- 2021/ 22	r	Number of Culvert Bridges Constructed	Constructio n of Culvert Bridges.	0	15x Culvert bridges constructed	Approved Specification Tender Advert	Tender award and signing contractual documents	15 x Culver Bridges constructed	No target	3 960 000	Approved Specification, Tender Advert, Appointment Letter and signed SLA and monthly progress report, Practical completion certificate
TECH -002- 2021/ 22	ads and Storm wate Infrastructure	Number of road kilomet ers constru cted	Upgrading of Mogwadi Internal Street from Gravel to Surface	3,5 km	400 KM	Approved Specification and Tender Advert	Tender Award for upgrading of 400m Mogwadi Internal Street	400m of road upgraded	No target	3 000 000	Appointment Letter and Signed SLA Monthly Progress Reports and Practical, Completion Certificate, Tender Advert and Approve Specification
TECH - 03- 2021/ 22	Ro	Number of road kilomet ers constru cted	Upgrading of Phaudi Internal Street from Gravel to Surface Phase 3	New Indicator	2.5 km gravel to surfacing upgraded	Approved specification, tender advert and appointment for design of 2.5 km Internal street	Approved Specification and Tender Advert for Construction of 2.5km Internal Street	Appointment of a Service Provider for construction of 2.5 km Phaudi Internal Street	2.5 km gravel road to surfacing upgraded	20 000 000	Approved Specification, Tender Advert, Advertisement Appointment Letter and Signed SLA Monthly Progress Reports and Practical and Completion

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Key perform	Key performance area (KPA) 2:	area (KF	A) 2:		Basic service delivery Responsive, Accounts	Basic service delivery Responsive. Accountable. Effective and Ef	Effective and		ficient Local Government System	ystem		
Outputs	জ	OF STREET		7.77	• Improvin	Improving access to basic services	sic services					
Key St	rategic Or	ganizatio	Key Strategic Organizational objectives:	S	To provide	To provide sustainable basic services and	sic services ar		infrastructure development			
Ref no.	Priority area (IDP)	Key perfor mance indicat	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of V verification	Weight
TECH -004- 2021/ 22		Number of road kilomet ers upgrad ed	Upgrading of Kgwadu to Botlokwa Primary school from gravel t surface phase 2	New Indicator	1.4 km	Approved specification and tender advert.	Tender Award and signing contractual documents	Construction of 1.4km	No Target	11 088 019	Tender advert and approved specification Appointments letter and Signed SLA, Monthly progress reports, and practical, completion certificate.	
TECH -006- 2021/ 22		Number of road kilomet ers constru cted	Design for Upgrading of Sako internal streets 2.1km kms and constructio n of 400 m	New Indicator	Design and upgrading of Sako Internal streets	Approved specification, tender advert and appointment for design of 2.1 km	Approved Specification and Tender Advert for Construction of 400 m Sako Internal Street	Appointment of a Service Provider for Upgrading of 400m Sako Internal Street	400m Sako gravel road to surfacing upgraded	4 061 980	Tender advert Approved Specification, Appointment letter and signed SLA, Approved designs,	
TECH -007- 2021/ 22		Number of office blocks extende d	Extension of Mogwadi office block		1x Mogwadi Office block extended	No Target	Approved Specification and Tender Advert	Tender Award and signing contractual documents.	Mogwadi Office block extended	2 000 000	Approved Specification, tender advert, Appointment letter and signed SLA, Completion certificate	

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Key pe	Key performance area (KPA) 2:	area (KF	A) 2:		Basic servi	Basic service delivery	76	Estainat I Anal	Carramant 6	in the same of the		The state of the s
Outputs:	ne y:			A CASA CASA CASA CASA CASA CASA CASA CA	Improvir	Improving access to basic services	sic services	Ellicient Focal	Icient Cocai Government Cystem	yatem		
Key St	rategic On	ganizatio	Key Strategic Organizational objectives:	Ö.	To provide	To provide sustainable basic services and	sic services ar	-	nfrastructure development			
Ref	Priority area (IDP)	Key perfor mance indicat	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
THE PARTY	-0.772760	or		AND THE RESERVE	STATE OF THE PERSON	10000000000000000000000000000000000000		Tandar Assard	150 0000	500 000	Annroyed	Tell lives the to
TECH - 008- 2021/ 22	Electricity services	Number of smart meters procure d and delivere d	Procureme nt of smart meters	500	150	No Target	Approved Specification and Tender Advert	Tender Award and signing contractual documents.	neters delivered	900	Specification, tender advert, Appointment letter and signed SLA, Delivery note	
TECH -009- 2021/ 22	ervices	Number of househ olds electrifi ed	Electrificati on of 278 Households in Fatima Village	500	278	Approved Specification and Tender Advert	Tender Award and Signing of Contractual documents.	Project design completed	278 households electrified	10 000 000	Approved specification, tender advert, appointment letter and signed SLA Approved designs, Completion certificates	
TECH -010- 2021/ 22	Electricity se	Number of High Mast Lights installe d	Supply and Installation of High Mast Lights	6 x High Mast Lights installed	တ	Approved Specification and Tender Advert	Tender Award and signing contractual documents	3 high mast lights installed	3 high mast lights installed	3 600 000	Approved Specification, Tender Advert Appointment Letter and Signed SLA Monthly Progress Reports and Practical and Completion Certificate.	

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Key pe	Key performance area (KPA) 2:	area (KP,	A) 2:	Mark Control	Basic service delivery	e delivery	Elements of			THE PROPERTY	State of the state	THE STATE OF THE
Outcome 9:	ne 9:	SELECTION OF SELEC	NI STANSON A	CHARLES TO SERVICE STATE OF SERVICE STAT	Responsive	Responsive, Accountable, Effective and Effici	Effective and	Efficient Local (ent Local Government System	ystem	The state of the s	0.2400
Outputs:	S	11 CH 25 15 S			 Improving 	Improving access to basic services	sic services	THE PROPERTY OF	The Manager		TO SECURE OF THE SECOND	The State of the last
Key St	rategic Org	anization	Key Strategic Organizational objectives:		To provide s	To provide sustainable basic services and infi	sic services an	d infrastructure	rastructure development			
무	Priority	Key	Project	Baseline	2021/22	Quarter 1	Quarter 2	Quarter 3	Quarter 4	2021/22		of Weight
Ref	area	perfor	Name	The second second	annual	target	target	target	Target	Annual	Verification	
no.	(IDP)	mance indicat			target					Z Duoyer		
施にサイ	COLUMN TWO	or	San San San	State County		TO AND THE PERSON NAMED IN		90 CT 100 CT	Sand Participation of the Part	The Special self-	STATE OF STREET	The state of the s
TECH		Number	Supply and	02	2 Diesel	Approved	Tender Award	2 x Diesel	No Target	700 000	Approved Specification	
5		2 9			installed	and Tandar	Contractical	he installed	The state of the s		Tender Advert	
2021/		Diesel	of 2 Diesel		installed	and Lender	Contractual	De Ilistalleu.	The second second		Appointment	
23		tors	in municipal			COAGIC	Documenta.				Letter, Signed SLA	
		supplie	buildings								and completion	
		d and									certificate.	
		installe										
		2 0	Maintenanc	603 km of	603 km of	151 kms	151 kms	151 kms	150 kms	Opex	Signed weekly	
TECH		km of	e of gravel	gravel	gravel roads	maintained	maintained	maintained	maintained		reports and	
유		gravel	roads	roads	maintained						montnly reports	
2006- 2021/	ad m \	roads maintai		maintained								
22	Ro	ned										
TECH	re	Percent age of	Manageme nt of	99.9	100% Expenditure	10% Expenditure	40% Expenditure	75% Expenditure on	100% Expenditure	OPEX	DoRA monthly Report (Monthly	
007-	3 litu	MG	Municipal		on MIG	on MIG	on MIG	MIG funded	on MIG			
2021/	viic	expendi	Infrastructu		funded	funded	tunded	projects	runded		Broof of Actual	
22		reporte	(MIG)		projects	projects	projects		projecta		φ	
	E	α.;	1 • ,						İ			

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	COMMO P-006- 2021/22	COMM- 003- 2021/22	COMM- 002- 2021/22	COMM- 01- 2021/22	no.	Key Strategi	Outcome 9:	Key performance area (KPA) 2:
	Traffic Law	Waste Manage Environmental Mar	ment nagement	Traffic and Law Enforcement	Priority area (IDP)	ic Organia		ance area
	Number of traffic fines issued	Number of Land fill sites constructed	Number of tractor with grass cutting machine procured	Number of traffic equipment procured	Key performanc e indicator	Key Strategic Organizational objectives:		a (KPA) 2:
	Issuing of traffic fines	Construction of Ramokgopa land fill site	Procurement of tractor with grass cutting machine	Procurement of 1x traffic equipment	Project Name	ives:		· 人名德斯
	100%	New Indicator	New Indicator	0	Baseline			
	100%	1x landfill site design	01 tractor procured	1 traffic equipment procured	2021/22 annual target	To pron	Kespor	Basic s
	100%	Specificatio n and Advertisem ent completed	Specification n and Advertisem ent completed	Specification and Advertisem ent completed	Quarter 1 target	To promote social cohesion	oving access	Basic service delivery
46	100%	Appointment of Service Provider	Appointment of Service Provider	Appointment of Service Provider	Quarter 2 target	hesion	sponsive, Accountable, Effective an	У
	100%	1 Landfill sites designed	delivered	1 traffic equipment delivered	Quarter 3 target		Responsive, Accountable, Effective and Efficient Local Government System	and Estimination
	100%	No Target		No Target	Quarter 4 Target		a) Government a	al Covernment S
JOHN MIN MIT	Opex	1 800 000	i i	310 000	2021/22 Annual Budget R		your	vetem
W Kil	Reports on traffic fines issued	Tender advert Approved Specificati on, Appointme nt letter and signed SLA, Approved designs	Specificati on, Advert, Appointme nt Letter, Delivery note	Approved Specificati on, Advert, Appointme nt Letter, Delivery note	Means of verification			
7					Weight			A TOTAL SANS

Outcome 9:					Respo	Responsive, Accounta	Responsive, Accountable, Effective an	e and Efficient Lo	nd Efficient Local Government System	system		· ·
Key Strategi	ic Organi	Key Strategic Organizational objectives:	lives:	2 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -	0	To promote social cohesion	ohesion	A A CALL TO SERVICE				
IDP Ref	Priority	Key performanc	Project Name	Baseline	2021/22 annual	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
COMMO P-007- 2021/22	·	Percentage of driver's license applications processed	Examination of Driver's licenses	100%	100%	100%	100%	100%	100%	Opex	Report on number of drivers' licenses examined	
COMMO P-008- 2021/22		Percentage of learner's licenses applications processed	Examination of Learners Licenses	100%	100%	100%	100%	100%	100%	Opex	Report on number of learner's licenses examined	
COMMO P-009- 2021/22		Percentage of vehicle registration applications processed	Registration of Motor vehicles	100%	100%	100%	100%	100%	100%	Opex	Report on number of vehicles registered	
COMMO P-010- 2021/22	a <mark>gement</mark>	Number of days for waste collection	Waste collection	144	144	36	36	36	<u> </u>	Opex	Waste collection programm e	
COMMO P-011- 2021/22	nental Mana	Number of days for street cleaning	Street	8	8	24	24	24	24	Opex	Street cleaning programm e	
COMMO P-011- 2021/22	Environr	Number of days for cemetery cleaning	Cleaning of cemeteries	24	24	Ø	σ	o	တ	Opex	Cemetery cleaning programm e	

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Key perfor	Key performance area (KPA) 2:	(KPA) 2:			Basic	Basic service delivery	7					SECTION AND ADDRESS.
Outcome 9:		Service Services		二、マヤを表れ	Respo	nsive, Accoun	table, Effectiv	Responsive, Accountable, Effective and Efficient Local Government System	al Government S	ystem		No. 18 annual land
Outputs:		は一般などので		報がにはの	• lmp	proving access	Improving access to basic services	ces		E WORLD		
Key Strate	gic Organiz	Key Strategic Organizational objectives:	ves:		To pro	To promote social cohesion	ohesion					
IDP Ref	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
COMMO P-012- 2021/22	ocial vices	Number of Library Outreach Programmes conducted	Library outreach programmes	4	4	_	٦	_	_	Opex	Reports on outreach programm es	
COMMO P-013-		Number of library visits	Library visits	8	8	2	2	2	2	Opex	Reports on Library visits)
COMM- OP-001- 2021/22	Internal Audit	Percentage of internal audit queries addressed	Implementati on of Audit action plan	No queries raised	100%	25%	50%	75%	100%	Opex	Updated Internal Audit action plan	
COMM- OP-002- 2021/22	AG Action Plan	Percentage of AG Action Plan implemented	Implementati on of AG Action Plan	100%	100%	No target	No target	50%	100%	Opex	Update AG Action plan	
COMM- OP-003- 2021/22	Risk Management	Percentage of risk register implemented	Implementati on of Risk register	50% of risks resolved within timeframe as specified in the risk register	100%	100%	100%	100%	100%	Opex	Opdated Strategic risk register	
COMM- OP-004- 2021/22	Council Resolutio	Percentage of Council resolutions implemented	Implementati on of Council resolutions	100% of council resolution s implement ed	100%	100%	100%	100%	100%	Opex	Updated Council resolution register	

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Key performance area (KPA) 2:	mance are	a (KPA) 2:	11日本大学 11日	NAME OF THE OWNER, WHEN	Basic	Basic service delivery	Y		A. C. S. C. S. C. B.			
Outcome 9:	STREET, STREET	NAME OF TAXABLE PARTY.		Special property	Respo	Responsive, Accountable, Effective and	table, Effective		Efficient Local Government System	ystem	THE 2 18	When the sales were
Outputs:		は、大き様大学	10000000000000000000000000000000000000	がなると	· im	Improving access to basic services	to basic servi	ces				
Key Strate	gic Organi	Key Strategic Organizational objectives:	ives:	No. of the last	To pro	To promote social cohesion	hesion					
IDP Ref Priority no. area (IDP)	Priority area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of Weight verificatio n	Weight
COMM- OP-005- 2021/22	Audit Committee Resolution	Percentage of Audit Committee resolutions implemented	Implementati on Audit Committee resolutions	100% of Audit committee resolution s implement ed	100%	100%	100%	100%	100%	Opex	Opdated Audit Committe e resolution register	

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Key Performan	Key Performance Area (KPA) 4:			Municip	pal Financial Vi	Municipal Financial Viability and Management System System System	nagement	cal Governme	nt System		
Outcome s.				Respor	sive, Account	Responsive, Accountable, Effective a	and Efficient L	nd Efficient Local Government System	nt System	STATE STATE OF	125 125 125
Key Strategic C	Key Strategic Organizational Objectives	biectives		To Ens	ure Sound And	To Ensure Sound And Stable Financia	ial Management			A SECTION AND A SECTION AND ASSESSMENT OF THE PERSON ASSESSMENT OF THE PERSO	CANAL SERVICE
IDP Priorit Ref y area no. (IDP)	t Key a performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
Revenue Management	Number of General Valuation rolls developed	Developme nt of the General valuation roll	1	1 valuation developed	Specification approved, Advertiseme nt	Appointment of a service provider	1 Valuation roll developed	No Target	2 200 000	Approved Specification, Advert, Appointment letter, Approved valuation roll	
2021/2 Budget and Reporting	Number of Annual Financial Statements (AFS) compiled	Compilation of Annual Financial Statements	2019/20 Annual Financial Statements (AFS) compiled	Compilatio n of 2020/21 Annual Financial Statement	Compilation of 2020/21 Annual Financial Statements	No Target	No Target	No Target	1 300 000	Signed 2019/20 Annual Financial Statements, Acknowledgem ent letter	
P- 001- 2021/2 Internal Audit	Percentage of internal audit queries addressed	Implementati on of Internal Audit action plan	76%	100%	25%	50%	75%	100%	Opex	Updated Internal Audit action plan	
P-002- 2021/2 AG Action Plan		Implementati on of AG Action Plan	97% of AG Action Plan implemented	100%	No target	No target	50%	100%	Opex	Action plan	
BNTO P- 003- 2021/2 Risk Manage	Percentage of risk register implemente d	Implementati on of Risk register	100%	100%	100%	100%	100%	100%	Opex	Strategic risk register	

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Key Perform	nance	Key Performance Area (KPA) 4:	Allega Construction of the last		Municip	Municipal Financial Viability and Manag	ability and Man	agement				STATE OF THE PARTY
Outcome 9:			原表示主要	100 No.	Respon	Responsive, Accountable, Effective and	ble, Effective a		Efficient Local Government System	t System		3383
Outputs:				館が長いませ	Respon	Responsive, Accountable, Effective and	ble, Effective a		Efficient Local Government System	t System	おける私芸 東京以	100000000000000000000000000000000000000
Key Strateg	ic Org	Key Strategic Organizational Objectives	jectives	und make the	To Ens	To Ensure Sound And Stable Financial	Stable Financi	al Management		A STATE OF	なる時間となった	Contract of the second
Ref y (IC	Priorit y area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Weans of verification	Weight
P- P- 2021/2 Council	Resolution	Percentage of Council resolutions implemente d	Implementati on of Council resolutions	100%	100%	100%	100%	100%	100%	Opex	Updated Council resolution register	
8NTO P-005- 2021/2 2 Audit	Committee	Percentage of Audit Committee resolutions implemente d	Implementati on of Audit Committee resolutions	100%	100%	100%	100%	100%	100%	Opex	Opdated Audit Committee resolution register	
BNTO P-006- 2021/2 Supply	Chain Manageme	Number of inventory counted reports submitted	Inventory	4 Inventory count reports submitted	4 inventory count reports submitted	1 inventory count report submitted	1 inventory count report submitted	1 inventory count report submitted	1 inventory count report submitted	Opex	ax inventory count reports	
BNTO P-007- 2021/2	in Management	Number of fixed assets register (FAR) & general ledger (GL) reconciliation reports submitted	Fixed Assets Register reconciliatio n reports	12 FAR and GL reconciliation reports	and GL reconciliation reports	3 monthly FAR and GL reconciliatio n reports submitted	3 monthly FAR and GL reconciliatio n reports submitted	3 monthly FAR and GL reconciliatio n reports submitted	A montiny FAR and GL reconciliatio n reports submitted	Çex	reconciliation reports	
BNTO P-008- 2021/2	Supply Cha	Number of physical assets verification conducted	Physical Asset verification	2 Physical assets verification conducted	2 physical Assets verification reports submitted	No target	No target	1 physical Assets verification conducted	1 physical Assets verification conducted	Opex	Assets verification reports	
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Kev Perfo	rmance ,	Key Performance Area (KPA) 4:	PASSET STREET,	SALVESTON STREAM	Municip	al Financial Via	Municipal Financial Viability and Management	agement			2011/10/2014	THE PARTY OF
Outcome 9:	9:			造りしたか	Respons	sive, Accounta	Responsive, Accountable, Effective an	nd Efficient Lo	d Efficient Local Government System	nt System	THE PERSON NAMED IN	
Outputs:					Respon	sive, Accounta	Responsive, Accountable, Effective an	nd Efficient Lo	nd Efficient Local Government System	nt System	THE STATE OF THE S	
Key Strate	gic Orga	Key Strategic Organizational Objectives	jectives		To Ensu	re Sound And	To Ensure Sound And Stable Financia	al Management	计对应的语言	被称为 · · · · · · · · · · · · · · · · · · ·	THE RESERVE OF THE	対域では当
Ref P	Priorit y area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
BNTO P-009- 2021/2		Number of procuremen t plans developed	Developme nt of 2021/2022 Procuremen t plan	1 Procurement for 2021/22 developed	procureme nt plan developed for 2021/2022	No target	No target	No target	1 procuremen t plan developed for 2021/2022	Opex	Approved procurement plan	
Ν	nt	Percentage of projects	Facilitate Evaluation	100%	100% of bids	100% of bids	100% of bids	100% of bids	100% of bids evaluated	Opex	Evaluation reports Adjudication	
	geme	and adjudicated	Adjudication of Bids		and adjudicate	and adjudicate within 90	and adjudicate within 30	and adjudicate within 90	and adjudicate within 90			
P-010- 2021/2	n Man	days after advert			days after advert closed	days after advert closed	days after advert closed	days after advert closed	days after advert closed			
BNTO	pply Chai	Number of SCM performanc e reports	Compilation of Supply Chain Managemen	4 SCM Performance Reports submitted to	4 SCM Performanc e Reports submitted to Council	1 SCM Performance Reports submitted to	1 SCM Performance Reports submitted to council	1 SCM Performance Reports submitted to council	1 SCM Performance Reports submitted to council	Cpex	Performance reports and Council Resolution	
2021/2	S	to Council	performanc e report					500	500/	Orex	RS 900	
BTNO P-012- 2021/2	Revenue Manageme	50% Percentage collection of billed revenue	Revenue Collection	196% collected as revenue	50% Revenue collection.	50% Revenue collection	Revenue collection	Revenue collection	Revenue collection	Ç Ç	Collection report.	

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Key Performance Area (KPA) 4:	ance Ar	ea (KPA) 4:	A PRINCIPAL PRIN		Munici	oal Financial Vi	Municipal Financial Viability and Management	agement	A STATE OF S	STORY BUILDING		Will State of the
Outcome 9:					Respor	sive, Account	able, Effective	Responsive, Accountable, Effective and Efficient Local Government System	cal Governmen	nt System	A CONTRACTOR	
Outputs:			ではない。	THE PERSON NAMED IN	Respor	sive, Account	able, Effective	Responsive, Accountable, Effective and Efficient Local Government System	cal Governmen	nt System		
Key Strategic Organizational Objectives	Organi	izational Ob	jectives		To Ens	ure Sound And	To Ensure Sound And Stable Financial	al Management	Section of the second			State Care
IDP Priorit Ref y area no. (IDP)	orit Key rea perfo	Key performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
BNTO P-013- 2021/2	9 2 2 2	Number of Debtors Reconciliati ons done.	Debtors Reconciliati on reports.	12 X Debtors reconciliation reports.	12 X Debtors reconciliatio n reports.	3 X Debtors reconciliation reports.	3 X Debtors reconciliation reports.	3 X Debtors reconciliation reports.	3 X Debtors reconciliatio n reports.	Opex	Debtors' reconciliations reports.	
BNTO P-014-2021/2 Revenue	Manageme	Number of Traffic and Licensing reconciliatio n reports compiled.	Compilation of Traffic and Licensing reconciliation reports.	12 X Traffic and Licensing reports.	12 X Traffic and Licensing reports.	3 X Traffic and Licensing reports.	3 X Traffic and Licensing reports.	3 X Traffic and Licensing reports.	3 X Traffic and Licensing reports.	Opex	Traffic and Licensing reports	
P-015- 2021/2 Revenue	Management	Ration (Total (Total operating revenue minus operating grants/Debt service payments	Debt Coverage	10:1	10:1	10:1	10:1	10:1	10:1	Opex	Section 71 reports.	
BNTO P-016- 2021/2 2	Revenue Management	Number of days debtors are outstanding (Total outstanding service debtors/ Annual revenue received for services)	Outstanding service debtors to revenue	150 days.	90 days.	150 days	130 days	110 days	90 days	Opex	BS 902M reports (Progress report on outstanding debtors)	

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Key Perform Outcome 9:	formance	Key Performance Area (KPA) 4: Outcome 9:			Respon	Responsive, Accountable, Effective and Effici	Responsive, Accountable, Effective and Efficient Local Government System	und Efficient Lo	cal Governme	nt System	
Outputs	BICARAL SI				Respo	nsive, Account	Responsive, Accountable, Effective and Efficient Local Government System	ınd Efficient Lo	cal Governme	nt System	
Key Stra	tegic Org	Key Strategic Organizational Objectives	Jectives	THE PROPERTY OF THE PERSON NAMED IN COLUMN TWO IS NOT THE PERSON NAMED IN COLUMN TWO IS NAMED IN COLUMN T	To Ens	ure Sound And	To Ensure Sound And Stable Financial	al Management		Transmitter.	
Ref no.	Priorit y area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification
BNTO P-017- 2021/2	Revenue Managemen	Percentage of indigent households with access to free basic services	Basic Services to Indigent household	100% Indigent households benefited.	100% Indigent households benefited	100% Indigent households benefited	100% Indigent households benefited	100% Indigent households benefited	100% Indigent households benefited	Opex	Updated indigent register/Indigent report for beneficiaries from Eskom
BNTO P-018- 2021/2 2	Budget and Reporting	Number of Section 71 reports compiled and submitted to Council	Submission of Section 71 compiled and reports to Council	Submission of Section 71 compiled and reports to Council	12	ω	ω	ω	ω	Opex	Acknowledgem ent letter, Section 71 reports
BNTO P- 019- 2021/2	Budget and Reporting	Section 72 (mid-year) report submitted to Council	Compilation of 2021/22 section 72 report.	Compilation of 2021/22 section 72 report.	2019/20 Section 72 report compiled	No Target	No Target	2021/22 Section 72 (midyear) report compiled and submitted d to Council	No Target	Opex	Section 72 reports and Acknowledgem ent letter
BNTO P- 020- 2021/2 2	Budget and Penarting	Adjustment budget approved	Compilation of 2021/22 adjustment budget for approval	Compilation of 2021/22 adjustment budget for approval	2019/20 Adjustment budget approved	No target	No target	2021/22 adjustment budget developed and approved	No target	Opex	Council Resolution Approved adjustment budget
BNTO P-021- 2021/2 2	Budget and Reporting	Draft annual budget tabled to Council	2021/22 draft annual budget tabled to council	2021/22 draft annual budget tabled to council	2021/22 draft budget tabled to Council	No target	No target	2021/22 Draft annual budget tabled	No target	Opex	Council resolution Adopted draft budget

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Key Perfe	ormance	Key Performance Area (KPA) 4:	を できる (100mm) (100m		Munic	Municipal Financial Viability and Management	lability and Ma	nagement	MANUFACTURE OF THE PARTY OF THE	135400-100		10 TO
Outcome 9:	9				Respo	Responsive, Accountable, Effective and Efficient Local Government System	able, Effective	and Efficient L	ocal Governme	nt System		
Outhurs.	Water Street	大田 かけんに 田子	Contract de says	A CONTRACTOR AND A STATE OF THE ADDRESS OF THE ADDR	Mean	responsive, Accountable, Ellective and Ellipsein Local Covering of Security	awie, Lilective	dire Lancions -	00401	in ofocom		
Key Strat	egic Org	Key Strategic Organizational Objectives	jectives		To En:	To Ensure Sound And Stable Financia	d Stable Finance	ial Management	nt and the second		A STATE OF S	
Ref no.	Priorit y area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
BNTO P-022- 2021/2 2	Budget and Reporting	Annual budget approved by Council	2021/22 annual budget approved	2021/22 annual budget approved	Approved 2021/22 budget	No target	No target	No target	2021/22 Annual budget approved	Opex	Council resolution Approved 2021/22 annual budget	:
BNTO P-023- 2021/2 2	Budget and Reporting	Number of Section 52 reports submitted to Council	Submission of section 52 reports to Council	Submission of section 52 reports to Council	4	1	1	_	1	Opex	Council Resolution Signed section 52 reports	
BNTO P-024- 2019/2 0	Budget and Reporting	Number of mSCOA post implementati on reports submitted to Council	Submission of mSCOA post implementa tion reports to Council	Submission of mSCOA post implementatio n reports to Council	4.		1	1	_	Opex	Council resolution mSCOA post implementation reports	
BNTO P- 025- 2021/2	nagement	Number of MFMA Section 66 reports reconciled to General	MFMA Section 66 reports	MFMA Section 66 reports	12	ယ	ယ	ω	ω	Opex	System Salary reports, Expenditure on Staff benefits report	
BNTO P- 26- 2021/2 2	Payroll Ma	Number of salary reports reconciled to General Ledger	Salary reconciliatio ns reconciled to General Ledger	Salary reconciliations reconciled to General Ledger	12	3	သ	3	ဒ	Opex	System salary reports, GL Reconciliations	

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Key Per	formance	Key Performance Area (KPA) 4:	Constitution of the second	1月1日の日本の日本の	Munic	Municipal Financial Viability and Management	ability and Man	agement	The state of the s		- C.	
Outcome 9:	9:			F-27 11 11 11 11 11 11 11 11 11 11 11 11 11	Respo	Responsive, Accountable, Effective and	ble, Effective a		Efficient Local Government System	nt System	AT INCHES TO SERVICE	100 Call 100
Outputs:					Respo	Responsive, Accountable, Effective and	DIE, ETTECTIVE		Emclent Local Government System	II aystelli		2500 500
Key Stra	ategic Org	Key Strategic Organizational Objectives	jectives		To En:	To Ensure Sound And Stable Financial	Stable Financi	ai Management		TO STORE STO	STREET, S.	No. of Participant
Ref	Priorit y area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
BNTO P- 27- 2021/2 2		Number of VAT 201 reconciliatio ns submitted to SARS	VAT 201 reconciliatio ns	VAT 201 reconciliations	11	ω	ယ	ω	2	Opex	Output & Input Vat schedules, VAT 201 forms, VAT working papers, Proof of submission from SARS	
BNTO P- 28- 2021/2 2		Number of salary schedules reconciled to the payroll report	Preparation of Salary schedules	60x Salary schedules compiled	60	15	15	15	15	Opex	Salary Schedules	
BNTO P- 29- 2021/2 2	Payroll Manageme	Number of EMP201 reports compiled and submitted to SARS	Preparation of EMP201 reports and submission to SARS	Preparation of EMP201 reports and submission to SARS	12	ω	ω	: !	, ca	O Pe	salary report; Proof of submission to SARS	
BNTO P- 30- 2021/2 2	Payroll Manageme	Number of EMP501 reports compiled and submitted to SARS	Preparation of EMP501 submission to SARS	Preparation of EMP501 submission to SARS	2	No Target	_	No larger) Constant	proof of submission to SARS	
BNTO P-40- 2020/2	Payroll Management	Number of Ward Committee stipends report reconciled to the Bank Statements	Reconciliati on of Ward Committee stipend reports to the Bank Statements	12 x ward committee stipends reconciled to the Bank Statements	12	ω	ω	ω ω 11/2	ω	Cpex	General leager report; Bank Statements	

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Key Perfor	mance.	Key Performance Area (KPA) 4:	ALL STANSON OF		Munici	Municipal Financial Viability and Management	iability and Ma	nagement				
Outcome 9:					Respo	Responsive, Accountable, Effective an	able, Effective	and Efficient L	d Efficient Local Government System	nt System		
Outputs:				The Contract	Respo	nsive, Account	able, Effective	Responsive, Accountable, Effective and Efficient Local Government System	ocal Governme	nt System		Suppose Salar
Key Strate	gic Org	Key Strategic Organizational Objectives	jectives		To Ens	To Ensure Sound And Stable Financia	Stable Finance	ial Management	To the second second			
Ref y	Priorit y area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
BNTO P-31- 2021/2	Payroll Manageme	Number of EPWP stipends report reconciled to the General	Reconciliati on of EPWP stipend reports to the General	Reconciliation of EPWP stipend reports to the General Ledger	12	ω	ω	ω	ω	Opex	System salary reports, Attendance registers, GL report	
BNTO P- 32- 2021/2 2	Payroll Management	Percentage of Tax Invoices reviewed for compliance with Vat regulations	Review of Tax Invoices for Compliance with Vat regulations	New Indicator	100%	100%	100%	100%	100%	Opex	Monthly I ax invoice Review Reports	
BNTO P-33- 2021/2	Payroll Manage	Number of retention registers updated	Retention register	4 X Retention reports	4 X Retention reports.	1 X Retention report.	1 X Retention report.	1 X Retention report.	1 X Retention report.	Opex	Retention reports	2
BNTO P-34- 2021/2	Expenditur e Manageme	Number of creditors reconciliation n reports reconciled	Creditor's reconciliation reports	12 X Retention reports	12 X Retention reports.	4 X Retention report.	4 X Retention report.	4 X Retention report.	4 X Retention report.	Opex	Retention reports.	

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Key Perfo	rmance	Key Performance Area (KPA) 4:			Municip	al Financial Vi	Municipal Financial Viability and Manag	nagement	N. SETTINGS IN	1 100 1		100
Outcome 9:	9:	651			Respon	sive, Accounta	able, Effective a	and Efficient Lo	Responsive, Accountable, Effective and Efficient Local Government System	nt System	S. TANKS	Was No
Outputs:					Respon	sive, Account	able, Effective a	and Efficient Lo	Responsive, Accountable, Effective and Efficient Local Government System	nt System		
Key Strat	egic Org	Key Strategic Organizational Objectives	jectives		To Ensi	are Sound And	To Ensure Sound And Stable Financial	ial Management				
Ref	Priorit y area (IDP)	Key performanc e indicator	Project Name	Baseline	2021/21 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
BNTO P- 35- 2021/2 2	Expenditure Management	Number of UIF Registers updated	Unauthoriz ed Irregular and fruitless and wasteful expenditure register (UIF)	4 X Unauthorized Irregular and fruitless and wasteful expenditure register (UIF)	4 X Unauthoriz ed Irregular and fruitless and wasteful expenditure register (UIF)	1 X Unauthorize d Irregular and fruitless and wasteful expenditure register (UIF)	1 X Unauthorize d Irregular and fruitless and wasteful expenditure register (UIF)	1 X Unauthorize d Irregular and fruitless and wasteful expenditure register (UIF)	1 X Unauthorize d Irregular and fruitless and wasteful expenditure register (UIF)	Opex	Unauthorized Irregular and fruitless and wasteful expenditure register (UIF) reports.	
BNTO P- 36- 2021/2 2	Expenditure Managemen	Number of petty cash reconciliations and registers	Petty Cash reconciliatio ns and registers	12 X Petty Cash reconciliations and registers	12 X Petty Cash reconciliatio ns and registers	4 X Petty Cash reconciliatio ns and registers	4 X Petty Cash reconciliatio ns and registers	4 X Petty Cash reconciliatio ns and registers	4 X Petty Cash reconciliatio ns and registers	Opex	Petty Cash reconciliation report.	
BNTO P- 37- 2021/2 2	Expenditure Management	Ratio (Available cash in hand plus investment/ monthly fixed operating expenditure)	Cost	1:1	1:3	1:1	11.	=======================================	=======================================	Opex	Section 71 reports.	

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Outcome 9: Responsive, Accountable, Effective and Efficient Local Government System Outputs: Provided agents of Couplets Provided an accountable, Effective and financial expert and financial expenses. Administrative and financial expenses. Administrative and financial expenses. Provided and accountable and transparent municipality through sustained public participation, coordination and development and innovation. Weight financial committees Administrative and financial expenses. Provision of provision of provision. Provision of provision of provision. Provision o	Key Per	Key Performance Area (KPA) 6:	ea (KPA) 6:		Municipal Tran	Municipal Transformation and Organizational Development	rganizational	Development				The state of the s	AN 88
trategic Organizational Objectives rrategic Organizational Objectives rrategic Organizational Objectives read (IDP) Priority area (IDP) Proformance Indicator Number of provision of provision of personnel buildings personnel buildings Percentage of Procurement tems trate Items Items Indicator Number of procured Number of procurement tems Items Indicator Number of procurement vehicles Indicator Number of procurement of Of Municipal buildings Items Items Indicator vehicles Indicator New vehicles Provision of provision of provision of provision of of 24/7 24/7 security securi	Outcom	e 9:			Responsive, A	ccountable, Effect	ive and Effici	ent Local Gov	ernment Syst	em	Strain No.		1 Table 1
reategic Organizational Objectives Provide an accountable and transparent municipal units through council committees	Outputs				Administrat	ive and financial c	apacity	AL STRUCK	STEEL SECTION 1		DAMES TO SELECTION OF THE PERSON OF THE PERS		16
Priority Result Project Baseline B	Key Stra	tegic Organ	izational Objecti		ouncil commi	ountable and transttees	sparent muni	cipality throug	gh sustained p	ublic participa	ation, coordina	tion of adminis	tration and
Priority Promise (IDP) indicator ind	27				Pacelina I	2024/22 appual	Oligeter 1	Ollarter 2	Quarter 3	Quarter 4	2021/22	1	Weight
Indicator	Ref.	area (IDP)	performance	Name		target	target	target	target	Target	Annual	verification	
Number of Provision of 9500 000.00 fulldings buildings services in Security S	no.		indicator								Rouge		
buildings services in 17 security security services in 18 services in 18 services in 19 security security services in 19 services in servi	CORP	The state of the state of	Number of	Provision of	Provision	Provision of	Provision	Provision of	Provision of	Provision of	9 500 000.00		
buildings deployed with deploy	- - - -		municipal	Security	of 24/7	24/7 security	of 24/7	24/7	24/7	24/7		Quarterly	
Security Sec	2021/		buildings	services	security	services in 17	security	security	security	security		reports	
personnel municipal required required furniture filems items	23		deployed with		services in	municipal	services in	services in	services in	services in			
Percentage of Procurement Dow, 663 100% of required of Office of G3) required of Office furniture furniture terms terms terms procured vehicles procured vehicles are procured procured vehicles are procured are p			personnel		17	buildings	17	0	7				
Percentage of Procurement 100% (63 100% of required of Office of Office furniture furn					buildings		buildings	buildings	buildings	buildings			
required of Office of 63) required furniture f	CORP P		Percentage of	Procurement	100% (63	100% of	100% of	100% of	100% of	100% of	300 000	Approved	
Add ministre furniture fur	-02-	1	required	of Office	of 63)	required	required	required	required	required		opecilication	
turniture items procured items procured items items items items procured pr	2021/	ioi	office	Furniture	furniture	furniture items	turniture	Turniture	uriluie			Amointment	
Administration procured Number of Procurement New 2x municipal Undicator vehicles vehicles vehicles vehicles procured Number of Procurement New 2x municipal Undicator vehicles ent of Advertisem on Signing of SLA Number of Procurement New 2x municipal Developm Tender Appointme Delivery of 1500 000 Advertisem on Signing of SLA	22	rati	furniture		items	procured	nrocured	nrocured	procured	procured		Letter,	
Add Municipal of Municipal vehicles procured procured procured procured Specificati on Standard procured Specificati on Standard Specificati on Specificati on Standard Specificati on Specificati on Standard Specificati on Spe		ist	procured		1		•	•	•			Delivery	
Number of Procurement Vehicles vehicles procured Number of Signing of State Procurement vehicles procured Number of Municipal vehicles vehicles procured New 2x municipal Developm Tender Appointme Advertisem nt of a 2x vehicles on Signing of State Procured Signing of State Procured State		nin	1									Note	
Number of Procurement Vew Exmunicipal Procured Procurement Vehicles Procured Procure		dm										Furniture	
Number of Procurement New 2x municipal Developm Tender Appointme Polivery of Municipal of Municipal Indicator Vehicles Vehicles Procured Procured Procured Specificati Procured On SLA		Ad										request memo	
Municipal of Municipal Indicator vehicles vehicles vehicles vehicles procured procured on Signing of SLA	3		Number of	Procurement	New	2x municipal	Developm	Tender	Appointme	Delivery of	1 500 000	Approved	
procured venicles procured on Signing of SLA	-003		Municipal	of Municipal	Indicator	vehicles	ent of	Advertisem	nt of a	2x vehicles		Specification	
Signing of SLA	2021/	å	venicies	Verilicies		procured	on	Ç	provider,			Appointment	
	23		procured				;		Signing of			Letter,	
Note									SLA			Delivery	
												Note	

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Key Pe	Key Performance Area (KPA) 6:	rea (KPA) 6:		Municipal Tran	Municipal Transformation and Organizational Development	rganizationa	Development	WASTER STAN	No.	3 3 32 32 32	ACC. BASS	
Outcome 9:	ne 9:	STORY SERVICE	The section of the section	Responsive, A	Responsive, Accountable, Effective and Efficient Local (ive and Effic	ient Local Go	3overnment System	lem	95	1.50 M. C.	
Outputs:	\$:			 Administrat 	Administrative and financial capacity	apacity				State School		人名 田田県
Key Stı	rategic Organ	Key Strategic Organizational Objectives		Provide an account council committees	Provide an accountable and transparent municipality through sustained public participation, coordination of administration a council committees	sparent mun	icipality throu	gh sustained p	oublic particip	ation, coordir	ation of admini	stration a
				nsure admini	Ensure administrative support to municipal units through continuous institutional development and innovation	municipal u	units through o	ontinuous ins	titutional dev	elopment and	innovation	
IDP Ref	Priority area (IDP)	Key performance	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual	Means of verification	Weight
no.		indicator								Rudget		Participal of the second
CORP	The second	Number of	Training of	ъ Х	4 x Councilor	No target	No target	2 x	2 x	440 536	Training	
-004-		Councilor	Councilors	Councillor	Training		PARTIE IN LINE	Councilor	Councilor		Report,	
2021/		training		Training	programmes			Training	Training		Attendance	
22		programmes		programm	coordinated			programme s	programme s		Kegister	
	ent			coordinate				coordinated	coordinated			
CORP	em	Number of	Training of	Si X	5 x Employees	1×	2×	1 x	1 x	500 000	Copy of	
-005-	ag	Employees	Employees	Employee	Training	Employee S Training	employees Training	Employees Training	Employees Training		spec and	_
2021/	/lar	programmes		programm	coordinated	programm	programme	programme	programme		Appointment	
-	ce l	coordinated		es		es coordinate	s coordinated	s coordinated	s coordinated		Invoice	
	sour			<u>a</u>		<u>a</u>					Service and Maintenance	
	Re										Report	
CORP	an I	Number of	Service and maintain the	23	30	Developm ent of	30 Fire Extinguishe	No target	No target	50 000	Purchasing order	
2021/	um	extinguishers	fire			specificati	rs serviced					
23	Н	serviced and	extinguishers			on and	and	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
		maintained				Appointme	maintained					
						nt of service						
						provider		The Party of	1000			
CORP		Number of ward	Training of ward	New Indicator	Training of 160 Ward	No Target	Approved Specificatio	Appointme nt of	Training of 160 Ward	500 000	Appointment letter	
2021/		committee	committee		Committee		n and	Service	committees		Advert,	
22	oun	members	members		members		Advert	Provider and Signing			Specification	
		trained						of SLA			Training	
											report	

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Key Performance Area (KPA) 6:	e Area (KPA) 6:	M	unicipal Tran	Municipal Transformation and Organizational Development	rganizationa	Development		of all spanis			
Outcome 9:	No. of the latest state of	R	esponsive, A	Responsive, Accountable, Effective and Efficient Local Government System	tive and Effic	ient Local Gov	ernment Sys	tem	S N 200 WE	TOTAL STATE	
Outputs:		•	Administrat	Administrative and financial capacity	apacity		TO SECURE	SPECIAL STATE			(4010)E
Key Strategic O	Key Strategic Organizational Objectives		Provide an accounts council committees	Provide an accountable and transparent municipality through sustained public participation, coordination of administration and council committees	sparent mun	icipality throug	gh sustained	public particip	ough sustained public participation, coordination of ad	tion of adminis	tration a
IDP Priority Ref area (IDP)	Key P) performance	Project Name	Baseline	Baseline 2021/22 annual Quarter 1 Quarter 2 target target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Antal	Weight
	A COLUMN TO SERVICE	THE RESERVE	- Interpreta		Sales and	The second		1000	70	Indatod	2800000
Audit Action	Percentage of internal audit queries addressed	Implementati on of Internal Audit action plan	100%	100%	100%	100%	100%	100%	Opex	Updated Internal audit action plan	
CORP OP- 002- 2021/ Audit Action	Percentage of AG audit queries addressed	Implementati on of AG Audit action plan	92% issues resolved	100%	No Target	No Target	50%	100%	Opex	Updated AG Action Plan	
CORP OP- 003- 2021/ Risk Managem	Percentage of risk register implemented	Implementati on of Risk Register	100%	100%	100%	100%	100%	100%	Opex	Risk register	
Council Resolutio	Percentage of Council resolutions implemented	Implementati on of Council Resolutions	100%	100%	100%	100%	100%	100%	Opex	Updated Council Resolution register	
Audit Committe	Percentage of Audit Committee resolutions implemented	Implementati on of Audit Committee Resolutions	100%	100%	100%	100%	100%	100%	Opex	Updated Audit Committee resolution register	

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Key Pe	Key Performance Area (KPA) 6:	rea (KPA) 6:	N CONTRACTOR OF THE	lunicipal Trai	Municipal Transformation and Organizational Development	rganizationa	l Developmen					
Outcome 9:	ne 9:		70	esponsive, A	Responsive, Accountable, Effective and Efficient Local Government System	tive and Effic	ient Local Go	vernment Sys	tem		III De ou Batto	
Outputs:	9:			Administra	Administrative and financial capacity	capacity						
Key St	ategic Organ	Key Strategic Organizational Objectives		rovide an acc	Provide an accountable and transparent municipality through sustained public participation, coordination of administration and	sparent mun	icipality throu	gh sustained	public particis	oation, coordi	nation of admir	istration and
				council committees Ensure administrati	council committees Ensure administrative support to municipal units through	o municipal u	units through	continuous institutional development and innovation	stitutional dev	elopment an	innovation	
Ref P	Priority area (IDP)	Key performance indicator	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	Annual Budget R	Means of verification	Weight
8 P CR		Number of payments approved for	Provision of Security services	24	24	თ	0	თ	o.	Opex	Monthly	
2021/	Admin ation	approved for security service providers	services								3	
주 S 무 S 무 S	trati	Percentage of employees	Provision of PPE	100% of required	required	required	100% of required employee	required employee	required employee		Allocation register	
2021/	Adminis on	personal protective equipment		provided with PPE	provided with PPE	provided with PPE	provided with PPE	provided with PPE	provided with PPE		Invoices	
우유	ion	Percentage of air conditioner	Repaired, Serviced and	100% of air	100% of air conditioner	100% of air	100% of air conditioner services	100% of air conditioner services	100% of air conditioner services		Invoices	
2021/	strati	repaired, services &	maintained air conditioner	r services	repaired, serviced and	r services repaired,	repaired, serviced	repaired, serviced	repaired, serviced		-	
1	mini			serviced	maintained	serviced and	and maintained	and maintained	and maintained			
	Adı			maintaine d		maintaine d						
OSP CORP	nistr	Number of at Thusong Services	Compilation of Thusong Service	4	4	-1				Opex	TSC Reports	
2021/	dmi ati	Centres (TSC) reports	Centre									
l i	A	compiled										

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Key Performance Area (KPA) 6:	Area (KPA) 6:	Carlos some	Municipal Tran	Municipal Transformation and Organizational Development	rganizationa	Developmen	t was				W
Outcome 9:	京日本 日本		Responsive, A	Responsive, Accountable, Effective and Efficient Local Government System	tive and Effic	ient Local Go	vernment Sys	tem	Newson Newson	100	
Outputs:			 Administra 	Administrative and financial capacity	capacity					No. of the Lands	The second
Key Strategic Org	Key Strategic Organizational Objectives		Provide an account council committees	Provide an accountable and transparent municipality thro	sparent mun	icipality throu	igh sustained	public particip	ation, coordi	ugh sustained public participation, coordination of administration and	istration
			Ensure admini	Ensure administrative support to municipal units through	o municipal ı	inits through	n continuous institutional development and innovation	stitutional dev	elopment and	innovation	
IDP Priority Ref area (IDP) no.	Key performance indicator	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
Administr	Number of Batho Pele meetings coordinated	Batho Pele Meetings	4	4	_	_	_	_	Opex	Quarterly Minutes Attendance Register	
CORP CORP P 2021/ Human Resource Management	Number of Local Labour Forum meetings coordinated	Coordination of LLF meetings	12	ω.	2	2	2	2	Opex	Attendance register	
CORP 012- 12021/ Human Resource Manageme	Number of Occupational Health and Safety (OHS) meetings coordinated	Coordination of OHS meetings	4	4	1	1	1	_	Opex	Attendance register	
22 2021/ Human Resource Management	Workplace Skills Plan (WSP) and Annual Training Report (ATR) developed and submitted to LGSETA	Submissions of WSP	Submissio ns of WSP	2022/2023 WSP and 2021/2022 ATR developed and submitted to LGSETA	No target	No target	No target	Workplace Skills Plan (WSP) and Annual Training Report (ATR) developed and submitted to LGSETA	Opex	WSP report submitted to LGSETA	

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trategic Organizational Objectives Administrative and financial appacity Provide an accountable and francial appacity Provide and acco	registrational Objectives Administrative and dinancial Lepacity	Outcome 9:	alice 2	68 (171 7) 0.	D ::	enoneivo A	Responsive Accountable Effective and Efficient ocal	ive and Effic	ient I ocal Gov	vernment Svs	tem			
Priority Rey Indicator The Council Committees Employment Equity Report (EEP) Support Council Council Committees Employment Equity Report (EEP) Support Council Councilors Councilors Council Councilors C	Priority Key Horigett Ensure administrative support to municipal with through continuous institutional development and facilities area (IDP) performance ware (IDP) performance with the support of countinuous administrative support to municipal with through continuous institutional development of countinuous institutional development of countinuous institutional development and based and seget arms of countinuous institutional development and based and seget arms of countinuous institutional development and based and seget arms of countinuous institutional development and based and seget arms of countinuous institutional development and based and seget arms of countinuous institutional development and based and seget arms of countinuous institutional development and based and seget arms of countinuous institutional development and based and seget arms of countinuous institutional development and based and seget arms of countinuous and based and seget arms of countinuous and based and seget arms of countinuous an	Outputs:				Administrat	live and financial o	apacity		Religion Press			X	
Priority Ray Project Sassine	Friority Fri	Key Strateg	ic Organ	izational Object		ovide an acc uncil commi	ountable and tran	sparent mun	icipality throu	gh sustained	public particip	ation, coordii	nation of admin	istration and
Profermance ware (IDP) profession	Project Projec				En	sure admini	strative support to	municipal u	mits through	continuous in	stitutional dev	elopment and	innovation	kas-1-6.4
Enployment (EEP) Councilors Support Councilor	Enployment (EEP) Graph (EEP) Graph (EEP) Graph (EEP) Management (EEP) Councillor Support Councillor) ley	ority a (IDP)	Key performance indicator		Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget R	Means of verification	Weight
Equity Report of Support Submitted to Support Support Support Submitted to Support Sup	Council of Support Conditions Council of Support Council of Supp	CORP		Employment	Development	1	1	No target	Employmen	No Target	No Target	Opex	Approved	
Council of Support Council	Council support Council of		CG.	Equity Report	of				t Equity				Fauity	
Human Read Managemen DoEL In Department of Department of Department of Councillors of Specification and State of Specification of Councillors of Councillo	Human Rescue Managemen Council Support Approved Appointme No Target No Targe			(EEP)	Employment Fauity Report				submitted				Report	
Humanagem Humicipal councillor councillor support Humicipal councillor councillor support Humanagem Humicipal councillor specification and specification of or and service conditions inaugurate of committees conditions Humanagem Humanagem Humanagem Humicipal Councillor Specification of appointme No Target No Targe	Humanagem Humber of Councillors Support Councillors Support Number of Coordination 1 1 1 No target			DoEL	Edan) inches				ਰ	A CONTRACT				
Humber of Councillors Councillor Support Managurate of Councillor Support Managurate Of Councillor Support Managurate Support Su	Humanagy Humanagy Humber of councilors of 32 councilor committees committees committees conferences in factor and duction meetings ward coordinated with discontinus of 32 counciliated with the coordinated with discontinus of 32 counciliated with the conference in coordinated with discontinus of 32 counciliated with the conference in coordination of 32 counciliated with the conference in discontinus of 32 counciliated with the conference in discontinus of 32 counciliated with the conference in discontinuation of 32 counciliated with the counciliated with th								Department					
Humber of Councillors Councillors Inauguration Inaugurated Nunicipal Councillors Inaugurated Councillor Councillors Inaugurated Councillor Coun	Humber of Counciliors Counciliors Counciliors Counciliors Counciliors Support Number of Haugurate Councilior Support Number of Counciliors Helid Conference/In duction Coordinate d Meetings P Councilior Support Number of Coordination 1 1 1 No target No t	an							101					
Pill transport inauguration of 32 New Indicator Approved Appointme No Target No Target 200 000 In Specificati nt of Specification nt of Specificatio	Number of councilors of 32 New Indicator Approved Appointme No Target No Target Souncilor Support Number of Councillor Councillor Support Number of Coordination of Support Number of Support Number of Support Number of Coordination of Support Number o	um							t and					
P Councilors of 32 New Indicator Approved Appointme No Target No Target Specification and Specificatio	Councillor Cou	ш		_					Labour	THE PERSON NAMED IN	The state of the s		0	
Councilors inaugurated Municipal Councillor Support Council Support Council Councillors Support Number of Coordination of Mand Conference/In Gorfmeetings Coordinated Meetings Coordinated Meetings Council Support Number of Coordination of MPAC Of MPAC Meetings Meetings Meetings Meetings Municipal Councillor on and Manicipal Councillor on and Signing and Signing of SIA No target No targ	Coupport Inaugurated Municipal Councillor Municipal Councillor Support Number of Councillor Support Number of Councillor Support Number of Committee Committee Committee Conferences Confe	CORP		Number of	Inauguration	32	New Indicator	Approved	Appointme	No Target	No Target	800 000	Appointment	
Council Support Inaugurated Municipal Councillor Support Inaugurate Councillor Inaugurate Councillor Inaugurate Councillor Inaugurate Councillor Inaugurate Advert Provider Advert And Signing Council Inaugurate	Councilor Support Countierence Committees Conference/in duction MPAC Of Support MPAC Of S	_	rt	Councillors	of 32	Municipal		Specificati	nt of		1		letter,	
Councilors Number of Coordination 1 1 No target No target 1 Opex Coupport Number of Coordination 1 1 No target No target 1 Opex Coupport Number of Coordination 1 1 No target No target 1 Opex Coupport Number of Coordination 4 4 1 1 1 Opex MPAC MPAC MPAC Meetings Councilors Number of Coordination 1 1 No target No target 1 Opex Councilors Number of Coordination 1 1 No target No target 1 Opex Councilors Councilors Councilors Councilors Committees Conference/In Number of Coordination 4 4 1 1 1 Opex MPAC Coordinate d Meetings Meetings Meetings Meetings Meetings Gall Councilors Avert and Signing of SIA No target No target 1 Opex Mo target No target 1 Opex MPAC MPAC Meetings	_	ро	inaugurated	Municipal	Councillor		on and	Service				Advert,		
P Industrial Industria	P Inaugurate		up		Councillors	· s		Advert	Provider		Act of the second		opecinication	
P Incident ward committee ward committee committees held conferences held coordination of meetings coordinate d MPAC MPAC MPAC MPAC MPAC MPAC MPAC MPAC	P Incident Ward Committee Ward Committee Committee Committees Conferences Conf		Sı			inaugurate d			and Signing of SLA					
Countities committee Committees Committees Committees Committees Conferences In Conferences In Coordination 4 4 1 1 1 1 Opex Coupport MPAC Meetings Meetings Meetings Meetings Meetings Meetings Meetings Meetings Meetings	Council ward committee confirmed confirmation ward ward confirmation ward ward ward confirmation ward ward confirmation ward ward ward confirmation ward ward ward ward ward ward ward ward	CORP		Number of	Coordination			No target	No target	No target	1	Opex		
Counterences Committees Conference/in Alumber of Coordination 4 4 1 1 1 1 1 Opex MPAC MPAC MPAC Meetings	Coup conferences Committees Conference/in duction Number of Coordination 4 4 1 1 1 1 Opex Coup meetings MPAC coordinated Meetings Meetings Meetings 64	is a life		ward	Of Marel								Attendance	
P ill Conference/in duction Number of Coordination 4 4 1 1 1 1 Opex MPAC of Coordinate d Meetings Meetings Meetings Meetings Meetings Meetings Meetings Meetings	heid Conference/in duction Number of Coordination 4 4 1 1 1 1 1 Opex MPAC MPAC MPAC Meetings Meetings Meetings Meetings Meetings Meetings Meetings			conferences	Committees			410	THE PERSON				register and	
Number of Coordination 4 4 1 1 1 1 1 1 Opex MPAC of MPAC coordinate d Meetings Meetings Meetings Meetings Meetings	Number of Coordination 4 4 1 1 1 1 1 Opex MPAC of MPAC coordinate d Meetings Meetings Meetings			held	Conference/in									
Council Support meetings MPAC MPAC MPAC Meetings Meetings	Council Support MPAC MPAC Coordinate d Meetings Meetings Meetings	CORP		Number of	Coordination	4	4	_	_		1	Opex		
Coupper coordinate d Meetings Meetings	Courdinate d Meetings Meetings			MPAC	of Of					·			Attendance	
64	64			coordinate d	Meetings								register, reports.	
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Key Performance Area (KPA) 6:	rea (KPA) 6:		Municipal Trai	Municipal Transformation and Organizational Developm	rganizationa	Development	t and the	A CHICAGO	97 68.7		
Outcome 9:		7	lesponsive, A	Responsive, Accountable, Effective and Efficient Local Government System	tive and Effic	ient Local Go	vernment Sys	tem			
Outputs:			Administra	Administrative and financial capacity	capacity					Sam (1868-1)	
Key Strategic Organizational Objectives	nizational Object		Provide an account council committees	Provide an accountable and transparent municipality through sustained public participation, coordination of administration and council committees	sparent mun	icipality throu	gh sustained	public partici	oation, coordin	nation of adminis	stration and
		E	nsure admini	Ensure administrative support to municipal units throug	o municipal u		continuous in	stitutional dev	n continuous institutional development and innovation	innovation	
IDP Priority Ref area (IDP) no.	Key performance indicator	Project Name	Baseline	2021/22 annual target	Quarter 1 target		Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget		Weight
Council Support	Number of MPAC project visits coordinate d	Coordination of MPAC Project Visits	4	4		٠.	٦	_	Opex	Attendance registers and reports	
Council Support	Number of Ethics Committee meetings coordinated	Coordination of Ethics Committee Meetings	4	4	-3		-1	7	Opex	Attendance register and reports.	
Council Support	Number of Ward Service Delivery Feedback Meetings coordinated	Ward Service Delivery Feedback Meetings	64	64	16	16	16	16	Opex	Attendance registers and reports	
CORP OP- 021- 2021/ Council Support	Number of Ward Committee capacity building programme	Ward committee capacity building programme	1	1	No target	No target	No target	_	Opex	Attendance register, invoices	
CORP OP- 022- 2021/ Council Support	Number of Councit meetings coordinated	Coordination of Council meetings	4	4	-	7	٦	-1	Opex	Attendance register, minutes and Agenda	

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Key Performance Area (KPA) 6:	rea (KPA) 6:		Municipal Trai	Municipal Transformation and Organizational Development	Organizationa	i Developmer		The state of the s			
Outcome 9:			Responsive, A	Responsive, Accountable, Effective and Efficient Local	tive and Effi		Government System	stem			
Outputs:			Administra	Administrative and financial capacity	capacity			10-10			
Key Strategic Organizational Objectives	nizational Object		Provide an account council committees	Provide an accountable and transparent municipality th council committees	sparent mur		ıgh sustained	public partici	pation, coordi	rough sustained public participation, coordination of administration and	istration and
		E	nsure admini	Ensure administrative support to municipal units through continuous institutional development and innovation	o municipal	units through	continuous in	stitutional de	velopment and	dinnovation	
Ref area (IDP)	Key performance indicator	Project Name	Baseline	2021/22 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
CORP OP- 023- 2021/ Council Support	Number of Executive committee meetings coordinate	Coordination of Executive committee meetings	4	4		_	ے	_	Opex	Attendance register, minutes and Agenda	
CORP OP- 024 2021/ chnology	Number of ICT Steering Committee meetings coordinated	Coordination of ICT Steering Committee meeting coordinated	4	4	٠	ے	ے	-	Opex	Attendance register, minutes	
Information and Communication Te	Number of ICT systems renewed and licensed	Renewal of IT systems and licenses	8x ICT systems renewal and licensed (Microsoft, Symantec and backup exec, Solar, teammate, PMS licenses Payday and GIS licenses are in	8x ICT systems renewal and licensed (Microsoft, Symantec and backup exec, Solar, teammate, PMS licenses Payday and GIS licenses are in place)	1 ICT systems renewed and licensed (Payday)	No Target	3 ICT systems renewed and licensed (Symantec and Backup, Exec and Microsoft licenses)	systems renewed and licensed (GIS, Solar, PMS licenses, teammate)	Opex	Purchase orders/ Invoices	

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Key Performance Area (KPA) 6:	Area (KPA) 6:		Municipal Tra	Municipal Transformation and Organizational Development	Organization:	i Developme	4	English Committee of			
Outcome 9:			Responsive, /	Responsive, Accountable, Effective and Efficient Local Government System	tive and Effi	cient Local Go	vernment Sy	stem			S 1828
Outputs:			 Administra 	Administrative and financial capacity	capacity				1,7075	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	
Key Strategic Or	Key Strategic Organizational Objectives		Provide an account council committees	Provide an accountable and transparent municipality through sustained public participation, coordination of administration and council committees Ensure administrative sunnort to municipal units through continuous institutional development and impossible.	nsparent mu	nicipality through	igh sustained	public partici	ugh sustained public participation, coordination of ad-	nation of admin	istration and
Ref area (IDP)	Key performance indicator	Project Name	Baseline	2021/22 annual target	Quarter 1 target		Quarter 3 target	Quarter 4 Target	2021/22 Annual Budget	Means of verification	Weight
	Number of SLA Management meetings with ICT Service provider coordinated	Coordination of SLA Management meeting	4	4	1	1	1		Opex	Agenda, Minutes	
Communication	Percentage of support and maintenance for DRP solution	Support and maintenance of DRP Solution	Disaster Recovery Plan in place	100% Support And Maintenance of DRP Solution	100% Support and maintenan ce of DRP solution	100% Support and maintenanc e of DRP solution	100% Support and maintenanc e of DRP solution	100% Support and maintenanc e of DRP solution	500 000.00	Monthly Support and Maintenance Reports	

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Outcome 9: Outputs: New Strategic Organizational Objectives Responsive, Accountable, Effective and Efficient Local Government System • Administrative and financial capacity Frovide an accountable and transparent municipality through sustained public participation, coordination of administration and			
Administrative and financial capacity Provide an accountable and transparent municipality through			
Provide an accountable and transparent municipality through	Schill Later In the	A CALL OF THE STATE OF THE STAT	
council committees	coordination	of administra	ition and
Ensure administrative support to municipal units through continuous institutional development and innovation	nt and innova	tion	
Ref area (IDP) Priority Key Project Baseline 2021/22 Quarter 1 Quarter 2 Quarter 3 Quarter 4 Location of 202 Ref area (IDP) indicator	cation of ject / sponsibil)21/22 nnual udget	Means of verification
Number of Coordina 4 4 1 1 1 1 Municipal SLA SLA Management ICT Service provider coordinated Coordinated Number of Coordina 4 4 1 1 1 1 1 Municipal Wide Manyelo M	¤pal elo M	Opex Age Mir	Agenda, Minutes
Percentage Support Disaster 100% 100% Support 100% Support 100% Support 100% Support 100% Support and	olo M	000	Monthly Support
Information maintenance nee of place Maintenance of place e of DRP Solution Solution	anyelo M	Mair e Re	and Maintenanc e Reports

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PERSONAL DEVELOPMENT PLAN (ANNEXURE B) 2021/2022

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PERSONAL DEVELOPMENT PLAN

RFORMANCE GAP	Name & Surname Job Tittle Employee Number
OUTCOME EXPECTED	me :
SUGGESTED TRAIING / DEVELOPMENT ACTIVITY	
SUGGESTED MODE OF DELIVERY (Lectures, Online, Distant Learning, Visual)	
SUGGESTED	
OPPORTUNITY CREATED TO PRACTICE SKILL	
SUPPORT	

SK

I agree with the objectives as set out in the above Performance and I undertake to support	I undertake to support () with the achievement
Development Plan and undertake to achieve the objectives as agreed	of the above Performance and Development Plan
on.	
SIGNATURE :	SIGNATURE
Name of Manager : Mr. M L Mosena	Name of Reporting Cllr M E Paya

CODE OF CONDUCT (ANNEXURE C)

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CODE OF CONDUCT FOR MOLEMOLE LOCAL MUNICIPAL EMPLOYEES

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10. Payment arrears.						
11. Participation in elections.						
12. Sexual Harassment.						
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14. Breaches of Code.						
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1. Definitions

In this Code of Conduct "partner" means a person who permanently lives with another person in a manner as if married.

2. General Conduct

A staff member of Molemole Municipality must at all times-

- a. Loyally execute the lawful policies of the municipality
- b. Perform the functions of office in good faith, diligently, honestly and in a transparent manner:
- c. Act in such a way that the spirit, purpose and objects of section 50 of Municipal System Act of 2000 are promoted:
- Act in the best interest of the municipality and in such a way that the credibility and integrity of the municipality are not compromised;
- e. Act impartially and treat all people, including other employees, equally without favor or prejudice.

3. Commitment to serving the public

A staff member of Molemole Municipality is a public servant in a developmental local system and must accordingly –

- a. Implement the provisions of section 50(2) of Municipal System Act of 2000
- Foster a culture of commitment to serving the public and a collective sense of responsibility for performance in terms of standards and targets;
- c. Promote and seek to implement the basic values and principles of public administration described in section 195(1) of the Constitution;
- d. Obtain copies of or information about the municipality's IDP, and as far as possible within the ambit of the employee's job description, seek to implement the objectives set out in the IDP, and achieve the performance targets set for each performance indicator;
- e. Participate in the overall performance management system for the municipality, as well as the employee's individual performance appraisal and reward system, if such exists, in order to maximize the ability of the municipality as a whole to achieve its objectives and improve the quality of life of its residents.

4. Personal Gain

- 1) A staff member of Molemole Municipality may not
 - a. Use the position or privileges of an employee, or confidential information obtained as an employee, for private gain or to improperly benefit another person;
 - b. Take a decision on behalf of Molemole Local Municipality concerning a matter in which that employee or that employee's spouse, partner or business associate, has a direct or indirect personal or private business interest.

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- Except with the prior consent of the council of the Municipality an employee of the Municipality shall not;
 - a. be a party to or beneficiary under a contract for-
 - the provision of goods or services to Molemole Local Municipality; or
 - ii. the performance of any work for Molemole local Municipality otherwise than as an employee
 - b. obtain a financial interest in any business of Molemole Local Municipality;
 - Be engaged in any business, trade or profession other than the work of Molemole Local Municipality.

5. Disclosure of benefits

- An employee of Molemole Local municipality who, or whose spouse, partner, business associate
 or close family member acquired or stands to acquire any direct benefit from a contract concluded
 with Molemole Local Municipality, must disclose in writing full particulars of the benefit to the
 council.
- 2) This item does not apply to a benefit which an employee, or a spouse, life partner, business associate or close family member, has or acquires in common with other residents of Molemole Local Municipality.

6. Unauthorized disclosure of information

- An employee of Molemole Local Municipality shall not without permission discloses any privileged or confidential information obtain as an employee of the Municipality to an unauthorized person.
- 2) For the purpose of this item "privileged or confidential information" includes any information -
- Determined by the council, any structure or functionary of the municipality to be privileged or confidential
- b. Discussed in closed session by the council or a committee of the council
- c. Disclosure of which would violate a person's right to privacy
- d. Declared to be privileged, confidential or secret in terms of any law.
- 3) This item does not derogate from a person's right of access to Information in terms of national legislation.

7. Undue Influence

An employee of Molemole Local municipality may not -

- a. Unduly influence or attempt to influence the council of Molemole Local Municipality, or a structure or functionary of the council, or a councilor, with a view to obtaining any appointment, promotion, privilege, advantage or benefit, or for a family member, friend or associate
- b. Mislead or attempt to mislead the council, or a structure or functionary of the council, in its consideration of any matter

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c. Be involved in a business venture with a councilor without the prior written consent of the council of Molemole Local municipality.

8. Rewards, gifts and favors

- 1) An employee of Molemole Local municipality may not request, solicit or accept any reward, gift or favor for-
- a. Persuading the council of Molemole Local municipality, or any structure or functionary of the council, with regard to the exercise of any power or the performance of any duty;
- b. Making a representation to the council, or any structure or functionary of council;
- c. Disclosing any privileged or confidential information;
- d. Doing or not doing anything within that employee's powers or duties.
- 2) An employee must without delay report to a superior official or to the speaker of the council any offer which, if accepted by the employee, would constitute a breach of sub item (1).

9. Council property

An employee of Molemole Local Municipality shall not use, take, acquire, or benefit from any property or asset owned, controlled or managed by the Municipality to which the employee has no right.

10. Payment of arrears

An employee of Molemole Local Municipality may not be in arrears to the Municipality for rates and service charges for a period longer than 3 months, and Molemole Local Municipality shall deduct outstanding amounts from an employee's salary after this period.

11. Participation in elections

An employee of Molemole Local Municipality shall not participate in an election of the council of Molemole Local Municipality other than in an official capacity or pursuant to any constitutional right.

12. Sexual Harassment

An employee of Molemole Local Municipality may not embark on any action amounting to sexual harassment.

13. Reporting duty of employees

Whenever an employee of Molemole Local Municipality has reasonable grounds for believing that there has been a breach of this Code, the employee must without delay report the matter to his immediate supervisor or to the speaker of the council.

14. Breaches of Code

Breaches of this Code must be dealt with in terms of the disciplinary procedures of Molemole Local Municipality envisaged in section 67 (1) (h) of the Municipal Systems Act and or the South African Local Government Bargaining Council's Collective Agreement on Disciplinary Code and Procedures.

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Signature	Mos
Initials and Surname	Mr. M L. Mosena
Designation	Municipal Manager
Date	



DECLARATION OF INTEREST (ANNEXURE D)

ME ML M.E ML

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	ANNEYUDE A
FINANCIAL DISCLOSURE FORM	ANN EXURE A
I, the undersigned (surname and initials) 1 Aphala Lazar	7-3 (11020)
(Postal address)	
(Postal address) BOXO2 Raditshab 0718	
(Residential address) Stand 135 Jeniar 80 Raditohas 7 0718	00L)
Kaditshab 7 0718	
(Position held) Municipal Manager (Name of Department) Melevale Local Mun	
(Name of Department) MOlemble Local Mur	ricipality
Tel 015 501 2322 Fax	
Hereby certify that the following information is complete and correct to the best of my kn	owledge:
Shares and other financial interest See information sheet: note	
Number of shares/Extent Nature Nominal Value Name of financial interests Nominal Value Name of Comparing the Moserns All Ompanies are diregisted.	f ny/Entity
1 MU Mosers	
belong the diregiste	· Ver
2 : Companies	
2. Directorships and partnerships	
See information sheet: note	
Name of corporate entity or Type of business Amount of	Remuneration
partnership	
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3. Remunerated work outside the public service
Must be sanctioned by your Executing Authority. See information sheet: note

Type of work	Amount of remuneration
N	
V	
Y 1	
	Type of work

Name of Executing Authority	Portfolio
Signature of Executing Authority	Date

4. Consultancies and retainerships

See information sheet: note

Name of client	Nature	Type of business activity	Value of any benefits received
		VA	
	, \	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \	

5. Sponsorships
See information sheet: note

Source of assistance/sponsorship	Description of assistance/sponsorship	Value of assistance/sponsorship
(MIA	
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6. Gifts and hospitality from a source other than a family member See information sheet: note

Description	Value	Source	
	MIA		_
	1 1 1		

7. Land and property See information sheet: note

Value	Area	Value	
A. La			
THE			
	Value	Value Area	Value Area Value

SIGNATURE OF DESIGNATED EMPLOYEE

DATE:

PLACE:

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CONTENTS NOTED: EXECUTING AUTHORITY / IMMEDIATE SUPERVISOR
DATE:
NOTE:
Remember that a copy of the completed form must be submitted by the EA to the commission for purposes of

recording it in the Register of Designated Employee's Interests.

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OATH/ AFFIRMATION

1.	wrote down his/her answers in his/her presence: (i) Do you know and understand the contents of the declaration?
	Answer
	(ii) Do you have any objection to taking the prescribed oath or affirmation?
	Answer
	(iii) Do you consider the prescribed oath or affirmation to be binding on your conscience?
	Answer
2.	declaration. The deponent utters the following words: "I swear that the contents of this declaration are true, so help me God." / "I truly affirm that the contents of the declaration are true". The signature/mark of the deponent is affixed to the declaration in my presence.
	Malika Mo (MALIKA JIM)
?	SOUTH AFRICANT SALE
Co	ommissioner of Oath/ Justice of the Peace POLOKWANE 2021 -08- 0 2
	CSC POLOKWANE
Fu //	WAPHALA LAZABUS MOSEN A (Block letters)
De	esignation (rank). WARRANT OFFICER Ex Officio Republic of South Africa
	treet Address if institution Polotuone Police STATION
 Da	ate 02/08/2021 Place Pololowane
(E)	= M.C