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PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE AMAHLATHI LOCAL MUNICIPALITY AS REPRESENTED BY THE MUNICIPAL MANAGER

	ZAMUXO	LO SHASHA	
************		NAMES	

AND

SIMPHIWE MNWEBA

DIRECTOR DEVELOPMENT AND TOWN PLANNING
THE EMPLOYEE OF THE MUNICIPALITY

FOR THE

FINANCIAL YEAR: 1 JULY 2022 - 30 JUNE 2023

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The AMAHLATHI Local Municipality herein represented by ZAMUXOLO SHASHA in his capacity as MUNICIPAL MANAGER (hereinafter referred to as the Employer or Supervisor)

And SIMPHIWE MNWEBA, Employee of the Municipality (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2 Section 57(1) (b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2 specify objectives and targets defined and agreed with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;

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- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his or her job;
- 2.6 in the event of outstanding performance, to appropriately reward the employee; and
- 2.7 give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 1 November 2022 and will remain in force until 30 June 2023 thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. 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 for any reason.
- 3.4 The content of this Agreement may be revised at any time during the above-mentioned 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.

PERFORMANCE OBJECTIVES

- a. The Performance Plan (Annexure A) sets out-
 - 4.1.1 the performance objectives and targets that must be met by the Employee; and
 - 4.1.2 the time frames within which those performance objectives and targets must be met.
- b. 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, Service Delivery and Budget Implementation Plan

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(SDBIP) and the Budget of the Employer, and shall include key objectives; key performance indicators; target dates and weightings.

- 4.2.1 The key objectives describe the main tasks that needs to be done.
- 4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 4.2.3 The target dates describe the timeframe in which the work must be achieved.
- 4.2.4 The weightings show the relative importance of the key objectives to each other.
- C. 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.

PERFORMANCE MANAGEMENT SYSTEM

- The Employee agrees to participate in the performance management system that the Employer adopts or a. introduces for the Employer, management and municipal staff of the Employer.
- b. 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.
- C. The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.
- 5.4 The Employee undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 5.5 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
 - 5.5.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs) respectively.
 - 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.

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- 5.5.3 KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 5.6 The Employee's assessment will be based on his / her 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:

Vou Deufermenes Avens (VDA)	Mainhainn
Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	10
Municipal Financial Viability and Management	15
Good Governance and Public Participation	15
Local Economic Development (LED)	55
Municipal Institutional Development and Transformation	05
Total	100%

- In the case of managers directly accountable to the municipal manager, key performance areas related to the 5.7 functional area of the relevant manager, must be subject to negotiation between the municipal manager and the relevant manager.
 - The standard of performance for each employee shall be assessed based on the evidence submitted for supporting i. the achievement of a set annual target using the following scale:

PERFORMANCE SCORING SUGGESTED BY THE REGULATIONS (2006)

Level	Performance Rating Score	Terminology	Description
5	166	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.
4	133	Performance significantly above expectations	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	100	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.
2	66	Performance not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for

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			the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and Indicators as specified in the PA and Performance Plan.
1	33	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.

5.8 The CCRs will make up the other 20% of the Employee's assessment score. CCRs which are competencies that cuts across all levels of work in a municipality and are agreed to between the Employer and Employee.

Below is a list of Leading and Core competencies as stipulated in the Local Government: Regulations on appointment and conditions of Employment of Senior Managers:

	COMPETENCY FRAMEW	_	T		
LEADING COMPETENCIES :		Achievement Level	Weight	SELF SCORING SCORE (HOD)	FINAL SCORE MM
	Impact and Influence	Superior	8.3		
Strategic Direction and	Institutional Performance Management	Advanced Competent	<u></u> €		
Leadership	Management Strategic Planning and Management	Basic			
	Organisational Awareness				
	Human Capital Planning and Development	Superior Advanced	8.3		17.
	Diversity Management	Competent			
People Management	Employee Relations Management	Basic			
	 Negotiation and Dispute Management 				
	Program and Project Planning	Superior	8.3		
Programme and Project	and Implementation	Advanced			
Management Project	 Service Delivery Management 	Competent			
	Program ad Project Monitoring and Evaluation	Basic			

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	Budget Planning and Execution	Superior	8.3		
Einemain I Adams	Financial Strategy	Advanced			
Financial Management	and Delivery Financial	Competent			
	Reporting and Monitoring	Basic			
	Change Vision	Superior	8.3		
	and StrategyProcess Design	Advanced			
Change Leadership	and ImprovementChange Impact	Competent			
	Monitoring and Evaluation	Basic			
	1		0.0		
	Policy Formulation	Superior	8.3		
	Risk and	Advanced			
Governance Leadership	Compliance	Advanced			
Governance Leadership	Management	Competent			
	Cooperative Coursesses	Oomberent			
	Governance	Basic			
CORE	Achievements	Weight	SELF-	FINAL SCORE	
COMPETENCIES	Levels		SCORING-	MM	
			HOD		
Moral Competence	Superior	8.3			
	Advanced				
	Competent				
	Basic				
Planning and Organising	Superior	8.5			
	Advanced				
	Competent				
	Basic				
Analysis and	Superior	8.3			
Innovation	,				
	Advanced				
	Competent				
	Basic				
Knowledge and	Superior	8.3			
Information Management	Advanced				
- management					
	Competent				
	Basic				
Communication	Superior	8.3			
	Advanced				
	Competent				
	Basic				
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Results focus	and	Quality	Superior	8.3		
			Advanced		50	
			Competent			<i>X</i>
			Basic			
Total				100%		

Achievement Level Descriptions

The achievement levels indicated in the table below serves as a benchmark for appointments, succession planning and development interventions.

i. Individuals falling within the Basic range are deemed unsuitable for the role of senior manager, and caution should be applied a promoting and appointing such persons.

ii. Individuals that operates in the Superior range are deemed highly competent and demonstrate an exceptional level of practical knowledge, attitude and quality. These individuals should be considered for higher positions, and should be earmarked for leadership programs and succession planning.

ACHIEVEMENT LEVELS	RATING	ACHIEVEMENT LEVELS		
Basic	1-2	Applies basic concepts, methods, and understanding of local government operations, but requires supervision and development intervention		
Competent	3	Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and executes progressive analyses		
Advanced	4	Develops and applies complex concepts, methods and understanding. Effectively directs and leads a group and executes in- depth analyses		
Superior	5	Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods		

6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out -
 - 6.1.1 the standards and procedures for evaluating the Employee's performance; and
 - 6.1.2 the intervals for the evaluation of the Employee's performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.

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- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 6.5 The annual performance appraisal will involve:

6.5.1 Assessment of the achievement of results as outlined in the performance plan:

- (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

6.5.2 Assessment of the CCRs

- (a) Each CCR should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CCR.
- (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CCR score.

6.5.3 Overall rating

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

- 6.6 For purposes of evaluating the annual performance of the municipal manager, an evaluation panel constituted of the following persons must be established -
 - 6.6.1 Executive Mayor or Mayor;
 - 6.6.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
 - 6.6.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council:
 - 6.6.4 Mayor and/or municipal manager from another municipality; and
 - 6.6.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.
 - 6.7 For purposes of evaluating the annual performance of managers directly accountable to the municipal managers, an evaluation panel constituted of the following persons must be established -

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- 6.7.1 Municipal Manager;
- 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.7.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
- 6.7.4 Municipal manager from another municipality.
- The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels reflected on paragraph 6.6 and 6.7 above as referred to in sub-regulations (d) and (e).

7. SCHEDULE FOR PERFORMANCE REVIEWS

7.1 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:

INTERVAL	PERIOD	EVALUATION DEADLINE
First quarter	July- September	18 of October
Second quarter	October - December	18 of January
Third quarter	January - March	18 of April
Fourth quarter	April - June	18 of July

- 7.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 7.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 7.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 7.5 The Employer may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the Employee will be fully consulted before any such change is made.

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8. DEVELOPMENTAL REQUIREMENTS

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

9. OBLIGATIONS OF THE EMPLOYER

- 9.1 The Employer shall -
 - 9.1.1 create an enabling environment to facilitate effective performance by the employee;
 - 9.1.2 provide access to skills development and capacity building opportunities;
 - 9.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
 - 9.1.4 on the request of the Employee delegate such powers reasonably required by the Employee to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and
 - 9.1.5 make available to the Employee such resources as the Employee may reasonably require from time to time to assist him / her to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

- 10.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others
 - 10.1.1 a direct effect on the performance of any of the Employee's functions;
 - 10.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer; and
 - 10.1.3 a substantial financial effect on the Employer.
- 10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

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

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- 11.2 A performance bonus of between 5% to 14% of the all-inclusive annual remuneration package *may* be paid to the Employee in recognition of the outstanding performance to be constituted as follows:
- 11.3 The performance bonus percentage are determined by calculating the overall rating using the applicable assessment rating calculator.

12. REWARDING EMPLOYEE PERFORMANCE

A. Municipal Manager and section 56 Managers

A performance bonus, based on affordability may be paid to the employees, after:

- 1. the annual report for the financial year under review has been tabled and adopted by the municipal council
- 2. an evaluation of performance in accordance with the provisions of Municipal Performance Regulation for Municipal Managers and Managers directly accountable to Municipal Managers (23) of 2003 has been conducted.
- 3. approval of such evaluation results by the municipal council as a reward for a level of performance deserving of a performance bonus in terms of the bonus criteria
- 4. In cases where a Municipal Manager and/or Head of Department joins or leave the municipality within the cycle (1July -30 June), a Pro Rata calculated bonus will be rewarded provided the employee has undergone quarterly reviews.
- 5. In cases where an employee is Acting or Seconded in a Municipal Manager or section 56 Managers' positions and the employee has undergone quarterly reviews, a pro rata performance bonus must be calculated at the salary level of the post to which the employee is permanently appointed, based on the employee's salary notch on 30 June of the cycle under review.

The quantum of the bonus payable shall be as follows;

If (Bonus Score > = 130 - 133) bonus = 5%
If (Bonus Score > = 134 -137) bonus = 6%
if (Bonus Score > = 138 -141) bonus = 7%
If (Bonus Score > = 142 - 145) bonus = 8%
If (Bonus Score > = 146 - 149) bonus = 9%
If (Bonus Score > = 150 - 153) bonus = 10%
If (Bonus Score > = 154 - 157) bonus = 11%
If (Bonus Score > = 158 - 161) bonus = 12%
If (Bonus Score > = 162 - 165) bonus = 13%
If (Bonus Score > = 166 - plus) bonus = 14%

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

12. DISPUTE RESOLUTION

- 12.1 Any disputes about the nature of the **Employee**'s performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by
 - 12.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the **Employee**; or
 - 12.1.2 any other person appointed by the MEC.
 - 12.1.3 In the case of managers directly accountable to the municipal manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee;
 - 12.1.4 The MEC for Local Government and the Mayor, respectively, shall—have the final say with regard to the Municipal Manager's and the Section 57 Managers' assessment respectively.
 - 12.1.5 In the case of staff other than the Municipal Manager or the Section 57 Managers, the fact of non-consensus together with the necessary evidence shall be escalated in line with the municipality's dispute resolution mechanism as embodied in the relevant Collective Agreement.

13. GENERAL

- 13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Employer.
- 13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

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13.3 The performance assessment results of the municipal manager must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

Thus done and signed at Suite Hear...on this theor... day of New Let 2022

AS WITNESSES:

EMPLOYEE

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AS WITNESSES:

MUNICIPAL MANAGER

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			py HOD 12. Plant I have been a second of the point of the	1 Report signed Director by HOD Develop and Plan	1 Signed Report 2.2. Resolution register with status or progress	1, Risk management quarterly status report signed-off by HOD 2, Proof of Lubritasion to internal Audit	1. Quarrenty report signed by Hod 2. Payment stheets 3. Expendure Report	1.Report on opportunities signed
	Expected PoE	100%	implementation of SDF	0 0	80% Implementation of Council Resolutions	I quartery risk management reports submitted by HOOs to Informat Audt in Informal Audt in Result Committee Meating	25 EPWP participants and 100 Youth (Graduales, Interns, Learners and Apprentices)	1 SMMEs have be subcontracted
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	1	1762	SDF labor	1 progress more on the control of th	M.% Implementation of Counci	1 quarfarly risk management reports 1 submitted by HoDs to HoDs to Preparation for Preparation for Risk Committee Meeting	25 EPWP participants and in 100 Youth (Gradules, Interns, Interns	1 SMMEs have be subcontracted
AN	Quarter 7we	9 Control	1. Signed quarterly report by HOD 2. Implementation plan	1. Report signed 1 progress hystolic on Progress on Progress personal progress and progress and progress and progress of progressing submitted 1 department Proutating	1. Signed Report 2. Council Resolution register with status or progress	1, Risk management quarferly status report signed-off by HOD 2, Proof of submission to Internal Audii	1 Quarterly report signed by Hod Parterly sees 3. Expenditure Report	1. Report on opportunities signed
2022/23 SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN	MSCCA Budgel Guerter One Especial POE	15%)	implementation of SDF	1 progress report on housing applications submitted to the effect of housing	eon Implementation or Council Resolutions	1 quartenty risk management reports (submitted by HOOs in Internal Audit in preparation for Risk Committee Meeting	25 EPWP pericipants and 100 Youth (Saduales, hitems. Learners and Apprentices)	1 SMMEs have be subcontracted
D BUDGET IMPL	A Guarter Dre	POA: 4 LOCAL ECONOMIC DEVELOPMENT (MEIGHT 15%)	1. Signed quarter report by HOD 2. Implementation plan	1. Report signed by HOD	1 Signed Report 2 Council Resolution Resister with status or progress	1, Risk management quarrent status macor signed-off by HOD 1, 2, Proot of submission to submission to	1. Charterly 1 report signed by Hod Hod Sheels 3. Expenditure Report	1.Report on apportunities signed
E DELINERY AN	MSCCA Budge	NOMIC DEVELO	implementation of SDF	1 progress report on housing applications submitted to department of housing	80% Implementation of Council Resolutions	1 quarterly risk management reports reports HODs in historial Audit in preparation for 9 Risk Committee I Meeting	25 EPWP participents and I/O Youth (Graduates. Interns. Learners and Apprentices)	1 SMMEs have be be subcontracted
022/23 SERVIC	Polet	4 LOCAL ECC	žě Š	Орвх	Opex	Орел	R 1 568 000	Орвх
	EMSELINE		Nevew of a Spatial Development Framework	Faciliste housing applications	Implementation of Council Resolutions	Preparation and submission of submission of risk management reports to the Risk Committee	Creation of jobs	SMME support
	Acnual Target		SDF Approved	New Indicator	New Indicator	Risk Maragement Dolicy, 4 quarterly risk meetings convened in 2020/21	250 jobs created in 2020/21/FY	5 contractors subcontracted in 2020/21
	PERFORMANC E INDECATOR		100 % Implementation of SDF year 1	4 progress reports on housing applications submitted to department of housing	EUN. Implementation of Council Resolutions	4 quantent risk management repent submitted by HODs to Internal Audit in pregaration for Risk Committee Meeting	100 EPWP periopents and 100 Youth (Graduates, Inlents, Learners and Apprentices)	4 SIMMEs have 5 contractors been subcontracted 202021
	STRATEGY to achieve the Smingle Objective		implementation of SDF	No of progress reports on housing applications submitted to department of housing	% Implementation of Council Resolutions	No. of risk management reports submitted by HODs to Internal Audi in preparation for Risk Committee Meeting	No. of jobs created through Community and Youth Development Programmes (CYDP)	No. of SAMEs subcontracted
	NEY INTERVENTION AMEANTOOLIS		Finalise and Implement the Spatial Development Framework (SDF)	To monitor the progress and monitor the on housing applications submitted to Department of Human Settlements	Strengthering council oversight and mechanisms relating to governance processes, risks	and internal controls	Implementation of the EPWP and municipal or creation programme specials to areas of scarce skills	Subcontracting of the work to SMMEs residing at Ameritaths M during the roll out of Capilal Projects
	STRATEGIC OBJECTIVE FOR THE 5		SOF AND HOUSING		EFFECTIVE AND EFFICIENT GOVERNANCE		CREATION	
	COTONE S: A MATRONAL RESPONSIVE STRATEGIC ACCOUNTABL CELECTREDOL E, EFFECTIVE TOOME INSAMELAND AND TO BE MATRONIC		To factitate a	To facilitate access to housing relief	To ensure a clean and accountable governance in Amarlabrie by 2027		To improve II may be a constituted of the government intervention programme to programme to eliminate poverty by 2027	
	OUTCOME 9; A RESPONSIVE, ACCOUNTABL E, EFRECTIVE				Establish systems and mechanisms for dean governance in		Coordinating	
	TOP PEF						Output No 3: Implementation of Community Work	1000 - 500

	0,63	26	28.0	0.83	8.	0,83	28,0
	3	8	39	₹g	8	29	83
Development and Planning	Director. Development and Planning	Director development and Planning	Director: Development and Planning	Director: Development and Plantung	Director: Development and Planning	Director: Development and Planning	Director: Development and Planning
report signed by HOD 2. Register of supported SMMEs	1. Quarterly report signed by HQD 2. Updated list of businesses with permits	1. Report signed by HOD	1. Report signed by HOD	1. Report signed Director. by HOD and Flant	1. Copy of the harding proposal 2. Proof of submission	1. Data collected Director, and ped-aging Developin of Iounts sile to and Plan be promoted 2. Screenshot of website	N/A
supported to access SAME support programmes	70% business with trading permits	1 By-law compliance monitoring intervention	1 Intervention made on subconfracting of local contractors	rraport on rraplementation of signed beintring agreements with strategic institutions	Funding proposal for tourism access infrastructure Improvement submitted to submitted to	2 tourist attractions promoted	N.A
report signed by HOO 2. Register of supported SMMEs	1. Cuarterly report signed by HOD 2. Updated ist of businesses with permits	1. Report signed by HOD	1. Report signed by HOD	1. Report signed 1 report on mylements by HOD arrobements of signed of signed when mylements strategic institutions	A copy of the tourism infrastructure infrastructure infrastructure plan	1.Data collected and peckaging of lounts site to be promoted 2. Screenshot of website	1.Signed quarterly report by HOD
supported to access SMME support programmes	50% of business 1. Quarterly with trading report signed PHOD PHOD 2. Updated if 2. Updated if With permits with permits	1 By-law compliance monitoring intervention	1 Intervention made on subcontracting of local contractors	T report on implementation of signed bringing agreements with strategic institutions	1 Tourism access infrastructure improvement plan developed	2 tourist attractions promoted	1 support 1. Signed interventions for quarterly report LTOs and CTOs by HOD
report signed by HOD 2. Register of supported SMMEs	1. Quarteny report signed by HOD 2. List of businesses with Permis	1. Report signed 1 By-law by HOD complean monitorin intervents	1. Report signed by HOD	1. Report signed 1 resport on implemental of signed hermontal of signed hermontal strategic institutions	1. Copy of the funding proposal 2. Proof of submission	1. Data collected 2 tourist and packaging attraction of tourist site to promoted be promoted 2. Screenshot of website	1 Signed interventions for quarterly report LTOs and CTOs by HOD
supported to access SktME support programmes	ss some	1 By-law compliance monitoring intervention	1 Intervention made on subcontracting of local contractors	1 report on implementation of signed bymning agreements with strategic institutions	Funding proposal for tourism access infrastructure Improvement submitted to suitable funders	2 tourist attractions promoted	1 Support interventions for LTOs and CTOs
report signed by supported to HOD access SMMI.	1. Ouarterly Busines report signed by licence word signed by licence awaren HUO. 2. List of program businesses with Permits	1. Report signed 1 By-law by HOD complians 2. Developed monitoring compliance interventi schedule	1. Report on opportunities signed	1. Report signed 1 report on implemental of signed Performental of signed Performental agreemental strategic institutions	A copy of the tourism infrastructure Improvement plan	1.Dala collected 2 tourist and packaging attraction of tourist sile to promoted be promoted 2. Screenshot of website	Signed needs analysis report by HOO
supported to access SMME support programmes	Businesses licence complèance report	Compliance	Identify opportunities to explore for subcontracting	T report on implementation of signed twinning agreements with strategic institutions	1 Tourism access infrastructure improvement plan developed	2 tourist attractions promoted	Needs analysis Signed needs analysis report by HOD
	Орех	Орех	yedQ	Орех	xedo	Opex	Орех
SMMEs to access reker measures	Support business with Trading permits	Trading by law monitoring	Implementation of the subcontracting programme	Implementation of the Twenning programme	Promotion of local tourism products	Promotion of lourist attractions	CTOs and LTOs support
supported to access SMME Support Programmes in 2020/21	10% of business 92 Businesses with trading hall comply with Municipal Municipal business regulations	New Indicator	Developed subcontracting process plan	2 MOU finalised with a Moquethwa Magusthwa Muricipality and Fort Cox College in 2020/21FY	Approved Tourism Master Plan	Approved Tourism Master Plan	2 support interventions made in 2020/21
supported to access SMME Support Programmes	70% of business with trading permits	3 By-law Compliance monitoring interventions	3 interventions made on subcontracting of local contractors	No of reports of 1 reports on 2 MOU fin. on implementation with a minipermentation of signed Myquchiva of signed herming Mexicipal Mexicipal Mexicipal Port Cox agreements with strategic College in strategic restauchors 2000/21FP institutions	2 Funding proposal for tourism access infrastructure improvement Plans submitted to suitable funders	8 tourist attractions promoted	No. of trainings 2 support
supported to access government Support	% of business with trading permits	No of Trading By-law compliance monitoring intervention	No. of interventions made on subcontracting of local contractors	No of reports implementation of signed twinning agreements with strategic institutions	No of funding proposal for Younsmaccess infrastructure Improvement Plans submitted to suitable funders	No. of fourist attractions promoted	No. of trainings conducted for LTDs and CTOs
				Surudate and Strengthen relationship between Amahlattu and other municipalities	Finalise the lourism infrastructure improvement Process Plan		
					Tourism		
					Promotion of Tourism through identification of Tourist arreats		

Development and Planning	Divestion: 71 Development and Planning	r. 72	13	74
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HOD HOD		Director. Development and Planning	Director; Development and Planruing	Director Development and Planning
p &	1. Signed quarterly report of quarterly report of 2. Cop HOD by Hold funding application 3. proof of submession to funder	1. Draft EDGS 2. Proof of submission to Council	Firal Business case report Council resolutions	by HOD Develop
viterventions on quarterly report briber by HOD cooperative cooperative	1 Catalytic Project Plan developed	EGDS submitted to Council for Approval	Final Business case report sucmitted to council	6% mplementation if Master & recinct
by HOD	1. Signed quarterly report a quarterly report by HQD by 10 or funding application 3. proof of submission to funder	1, Draft EDGS 2 Proof of submission to standing committee	N.A.	1.Report signed 5 by HOD by HOD P
interventions on timber cooperative	1 Catalytic Project Plan developed	Draft EDGS strategy submitted to standing committee	16.	15% mplementation of Master & Precinct
ыу НОБ	1. Signed quarterly report by HOD by HOD 2. Copy of funding application 3. proof of submission to funder	Signed Draft EDGS strategy developed		1, Report signed 2 by HO0
interventions on timber cooperative		<u> </u>	1st Draft Business case report submitted to Standing Committee	Submission of proposal to polential funders
by HOD	1. Signed quartish / Teport by HOD by HOD long of funding application 3. proof of submission to funder	Signed situation analysis report		1.Report signed by HOD 2.Developed proposal
	1 funding applications submitted submitted	Situational	Process Plan	Development of proposal
,	×edo	×edq	Х	×edo
strategy	Development of Galasyoc Catalyoc Cerconnic Cevelopment Project Plans	Develop Economic Growth Development Strategy	Research on establishment od Development Agency	Implemenation of Stutterheim Master Precinct
-				Approved Stutterheim Master Precinct
stres	4 funding applications submitted	Developed Economic Growth Development Strategy submitted to Council for approval	_	50% implementation of Stutterheim master & Precnet
support interventions on timber cooperatives	No of funding applications submitted submitted	Developed Economic Growth Development Strategy submitted to Council for approval	Establishment of the draft business case development agencies submitted to cauno	% implementation of master & Precinct
- 1	Source funding for a catalytic project	Develop a 10 to 20 yr Economic Growth and Development Strategy	E stabishment of Economic Development Agency	Implementation Master & Precinct Plans for the 4 towns
DEVELOPMEN T	Small town regeneration			
	To ensure development of the economic infrashucture infrashucture increased economic growth			To building restient smart towns
	FORESTRY Implementation support interventions on process plan on of forestry analysis report interventions on growing analysis report interventions on growing interventions on growing analysis report interventions or growing analysis report interventions or growing analysis report intervention growing analysis report in the growing	FORESTRY Implementation, support and process plan on of trossby interventions on process plan on of trossby interventions on inflamentation of trosspy interventions on inflamentation of trosespy at a confidence of trosespy interventions on inflamentation of trosespy arranges of trosespy and trosespy arranges of trosespy and trosespy arranges of trosespy and trosespy arranges of trope arranges of trosespy arranges of trosespy arranges of trope arranges of trosespy arranges of trope arranges of trope arranges	FORESTRY Minementalism support attentions on properative cooperatives of losestry interventions on quarterly roport interventions on quarterly	The Circle of the search of th

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Monitoring accountability agreements	Conduct Performance Reviews	
Approved 2021 Policy Policy	Approved 2021 Revewed PALS Policy	
20 2 00 2 4	4 Cuarterly individual performance Reviews coordinated by each HOD (Task gode 12 and upwards)	
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	Q	SUBMITTED BY DISECTACEVELOPMENT & PLANNING S. MANYEBA APPROVED BY MONICIPAL MANAGER Z. SKASHA

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