



## **PERFORMANCE AGREEMENT**

MADE AND ENTERED INTO BY AND BETWEEN:

**THE MAFUBE LOCAL MUNICIPALITY  
AS REPRESENTED BY THE MUNICIPAL MANAGER**

**JOSIE LEPOLESA RALEBENYA**  
(Municipal Manager)

AND

**DIAO RAMABITSA**  
(Director Infrastructure and Planning Services)

FOR THE

**2022/2023 FINANCIAL YEAR: 01 July 2022 – 30 June 2023**

## PERFORMANCE AGREEMENT

### ENTERED INTO BY AND BETWEEN:

The Mafube Local Municipality herein represented by Josie Lepolesa Ramabitsa in his capacity as the Municipal Manager (hereinafter referred to as the **Employer** or Supervisor)

and

Diao Ramabitsa, 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)(ii) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement within one (1) month after the beginning of each financial year of the municipality.
- 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 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;
- 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.

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### 3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 01<sup>st</sup> of July 2022 and will remain in force until the 30<sup>th</sup> of 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.

### 4 PERFORMANCE OBJECTIVES

- 4.1 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.
- 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, Service Delivery and Budget Implementation Plan (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 need 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.
- 4.3 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.

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- 5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.
- 5.4 The Employee undertakes to actively focus towards the promotion and implementation of the 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 Competency Requirements (CRs) respectively.
- 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 5.5.3 KPAs covering the main areas of work will account for 80% and CRs will account for 20% of the final assessment.
- 5.5.4 The total score must be determined using the rating calculator.
- 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:

| Key Performance Areas (KPA's)                          | Weighting   |
|--------------------------------------------------------|-------------|
| Basic Service Delivery                                 | 20 %        |
| Municipal Institutional Development and Transformation | 20%         |
| Local Economic Development (LED)                       | 20%         |
| Municipal Financial Viability and Management           | 20%         |
| Good Governance and Public Participation               | 20%         |
| <b>Total</b>                                           | <b>100%</b> |

- 5.7 In the case of managers directly accountable to the municipal manager, key performance areas related to the functional area of the relevant manager must be subject to negotiation between the municipal manager and the relevant manager.
- 5.8 The CRs will make up the other 20% of the Employee's assessment score. CRs that are deemed to be most critical for the Employee's specific job should be selected (✓) from the list below as agreed to between the Employer and Employee. Three of the CRs are compulsory for Municipal Managers:

| COMPETENCY REQUIREMENTS FOR EMPLOYEES |   |        |
|---------------------------------------|---|--------|
| LEADING COMPETENCIES                  | ✓ | WEIGHT |
| Strategic Direction and Leadership    |   | 8.35   |
| People Management                     |   | 8.33   |

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| COMPETENCY REQUIREMENTS FOR EMPLOYEES |   |        |
|---------------------------------------|---|--------|
| LEADING COMPETENCIES                  | √ | WEIGHT |
| Program and Project Management        |   | 8.33   |
| Financial Management                  |   | 8.33   |
| Change Leadership                     |   | 8.33   |
| Governance Leadership                 |   | 8.33   |
| CORE COMPETENCIES                     |   |        |
| Moral Competence                      |   | 8.33   |
| Planning and Organising               |   | 8.35   |
| Analysis and Innovation               |   | 8.33   |
| Knowledge and Information Management  |   | 8.33   |
| Communication                         |   | 8.33   |
| Results and Quality Focus             |   | 8.33   |
| Total percentage                      | - | 100%   |

## 6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out -
- 6.1.1 the standards and procedures for evaluating the Employee's performance; 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.
- 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 timeframes.
- 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:

- 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.
- An indicative rating on the five-point scale should be provided for each KPA.
- 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 CRs

- Each CR should be assessed according to the extent to which the specified standards have been met.
- An indicative rating on the five-point scale should be provided for each CR.

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- (c) This rating should be multiplied by the weighting given to each CR 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 CR 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 The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CRs:

| Level | Terminology                                  | Description                                                                                                                                                                                                                                                                                                                                                                                                                                         | Rating |   |   |   |   |
|-------|----------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|---|---|---|---|
|       |                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 1      | 2 | 3 | 4 | 5 |
| 5     | 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     | 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     | 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     | Not fully effective                          | Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.                                                                                                     |        |   |   |   |   |
| 1     | 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. |        |   |   |   |   |

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- 6.7 For purposes of evaluating the annual performance of the municipal manager, an evaluation panel constituted of the following persons must be established-
- 6.7.1 Executive Mayor or Mayor;
  - 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;
  - 6.7.4 Mayor and/or municipal manager from another municipality; and
  - 6.7.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.
- 6.8 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 -
- 6.8.1 Municipal Manager;
  - 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
  - 6.8.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
  - 6.8.4 Municipal manager from another municipality.
- 6.9 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

## 7. SCHEDULE FOR PERFORMANCE REVIEWS

- 7.1 The performance of each **Employee** in relation to his / 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:

|                                                 |   |                      |
|-------------------------------------------------|---|----------------------|
| <b>First quarter</b> (July – September 2021)    | : | 11 – 14 October 2021 |
| <b>Second quarter</b> (October – December 2021) | : | 09 – 13 January 2022 |
| <b>Third quarter</b> (January – March 2022)     | : | 11 – 14 April 2022   |
| <b>Fourth quarter</b> (April – June 2022)       | : | 11 – 15 July 2022    |

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

## 8. DEVELOPMENTAL REQUIREMENTS

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

## 9. OBLIGATIONS OF THE EMPLOYER

- 9.1 The Employer shall-

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- 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 timorously 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.
- 11.2 A performance bonus of between 5% to 14% of the total remuneration package may be paid to the Employee in recognition of outstanding performance to be constituted as follows:
  - 11.2.1 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%;and
  - 11.2.2 a score of 150% and above is awarded a performance bonus ranging from 10% to 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.

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## 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;

Whose decision shall be final and binding on both parties?

12.2 In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

## 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.

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 Frankfort on this the 1st day of July 2022.

### AS WITNESSES:

1. [Signature]

2. [Signature]

[Signature]  
EMPLOYEE (Director)

### AS WITNESSES:

1. [Signature]

2. [Signature]

[Signature]  
EMPLOYER (Municipal Manager)

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# ANNEXURE A

## PERFORMANCE PLAN

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|                                                                                                                                                                                                                                                                                                                        |                                                                                                                  |                        |                                           |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------|------------------------|-------------------------------------------|
| Employee Name:                                                                                                                                                                                                                                                                                                         | Diao Ramabitsa                                                                                                   | Employee Number        | F1500                                     |
| Job Title:                                                                                                                                                                                                                                                                                                             | Director Technical Services                                                                                      | Department:            | Office of the director corporate services |
| Manager:                                                                                                                                                                                                                                                                                                               | Municipal Manager                                                                                                | Date (Financial Year): | 2022 – 2023 Financial Year                |
| Position Purpose:                                                                                                                                                                                                                                                                                                      | To carry out the functions as the Director Technical Services and head of corporate services in the Municipality |                        |                                           |
| The period of this Performance Plan is from 01 July 2022 to 30 June 2023                                                                                                                                                                                                                                               |                                                                                                                  |                        |                                           |
| Signed and accepted by the Director Technical Services                                                                                                                                                                                                                                                                 |                                | Date:                  | 01/07/2022                                |
| Signed by the Municipal Manager                                                                                                                                                                                                                                                                                        |                               | Date:                  | 01/07/2022                                |
| By signing this performance scorecard the Director Technical services and employee hereby indicate their full understanding of, and agreement with the contents of the scorecard. The manager and the employee both acknowledge that this is in full compliance with the Municipality's Performance Management Policy. |                                                                                                                  |                        |                                           |

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1. **1. Purpose**

The performance plan defines the council expectation of the Director Corporate Services performance agreement to which this document is attached and Section 57 (5) of the Municipal System Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan and as reviewed annually.

2. **2. Key responsibilities**

The following objects of local government will inform the Municipal Manager's performance against set performance indicators:

- 2.1 Provide democratic and accountable government for local communities.
- 2.2 Ensure the provision of services to communities in a sustainable manner
- 2.3 Promote social and economic development
- 2.4 Promote a safe and healthy environment
- 2.5 Encourage the involvement of communities and community organisation in the matters of local government

3. **3. Key Performance Area**

The following Key Performance Area (KPA) as outline in the Local Government: Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers (2006), inform the strategic objective listed in the table below:

- 3.1 Basic Service Delivery.
- 3.2 Municipal Institutional Development and transformation
- 3.3 Local Economic Development (LED)
- 3.4 Municipal Financial Viability and Management

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3.5 Good Governance and Public Participation

4. **4. Key Performance Objectives and Indicators, for the Director in Technical Services**

The provision and statutory time frames contained in the following legislation are required to be reported on and measured:

- 4.1 Section 157 of the Constitution of the Republic of South Africa, 1996
- 4.2 Local Government Municipal performance Regulations for Municipal Managers and Managers Directly (Regulation No. R805, dated 1 August 2006)
- 4.3 Regulations No.796 (Local Government: Municipal Planning and Performance Management Regulation, 2001) dated 24 August 2001
- 4.4 Municipal Finance Management Act, 2003, in particular, but not limited to Chapter 8. (must include, inter alia, tariff policy, rates policy, credit control and debt collection policy, supply chain management policy and an unqualified Auditor General's report)
- 4.5 Property Rates Act, 2004
- 4.6 Municipal Structures Act, 1998, in particular, but not limited to, Chapter 5 (Powers and functions as determined by legislation or agreement)
- 4.7 Municipal System Act 2000, in particular, but not limited to sections 55 to 57
- 4.8 Any other applicable legislation specific to the Director Corporate Services

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5.6 Directorate: Infrastructure Services  
Strategic plans, office of Director Infrastructure services  
5.7.1 Unit/ department: Infrastructure Services

| <b>National Outcome</b>               |                        | A responsive and accountable, effective and efficient local government system                          |                  |                       |           |           |           |           |          |                 |                                                                               |
|---------------------------------------|------------------------|--------------------------------------------------------------------------------------------------------|------------------|-----------------------|-----------|-----------|-----------|-----------|----------|-----------------|-------------------------------------------------------------------------------|
| <b>NDP Objective</b>                  |                        | Sustainable human settlements and improved quality of household life                                   |                  |                       |           |           |           |           |          |                 |                                                                               |
| <b>Provincial strategic Objective</b> |                        | Environmental Sustainability and Resilience                                                            |                  |                       |           |           |           |           |          |                 |                                                                               |
| <b>Pre- Determined IDP Objective</b>  |                        | Sustainable Rural Development                                                                          |                  |                       |           |           |           |           |          |                 |                                                                               |
| <b>Municipal strategic Priority</b>   |                        | Broaden access and improve quality of municipal services                                               |                  |                       |           |           |           |           |          |                 |                                                                               |
| Key Performance Area                  | Programmes             | Key Performance Indicator                                                                              | Baseline 2021/22 | Annual Target 2022/23 | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 | Budget   | Unit of measure | Pre-Determined Evidence                                                       |
| Basic Service Delivery                | Water provision        | % of HH's with access to reliable water supply                                                         | 90%              | 90%                   | 90%       | 90%       | 90%       | 90%       | Nil      | Percentage      | 10 Acknowledgement Letter per ward                                            |
|                                       |                        | % of water supply complains attended within 36 hours                                                   | 50%              | 60%                   | 60%       | 60%       | 60%       | 60%       | Nil      | Percentage      | Complaints Register                                                           |
|                                       |                        | Number of Blue drop samples taken to accredited laboratory for testing.                                | 0                | 12                    | 3         | 3         | 3         | 3         | R650 000 | Number          | Blue drop sample test report                                                  |
|                                       |                        | Number of Water (Blue drop) quality reports submitted to Council                                       | 0                | 4                     | 1         | 1         | 1         | 1         | Nil      | Number          | Water (Blue drop) quality reports                                             |
|                                       |                        | Number of By-law on water, developed and submitted to council for approval.                            | 0                | Develop               | 0         | 0         | 1         | 0         | Nil      | Number          | By-law and Council resolution                                                 |
|                                       |                        | Number of Sanitation infrastructure operations and maintenance plan developed and approved by council. | 0                | Develop               | 1         | 0         | 0         | 0         | Nil      | Number          | Sanitation infrastructure operations and maintenance plan, council resolution |
| Basic Service Delivery                | Sustainable sanitation | % of HH's with access to sustainable sanitation                                                        | 90%              | 90%                   | 90%       | 90%       | 90%       | 90%       | Nil      | Percentage      | 10 Acknowledgement forms per ward                                             |
|                                       |                        | % of sanitation complains                                                                              | 50%              | 60%                   | 60%       | 60%       | 60%       | 60%       | Nil      | Percentage      | Complaints                                                                    |

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|------------------------|---------------------------------------------------------|--------------------------------------------------------------------------------------------------------|---|---------|---|---|---|---|----------|------------|--------------------------------------------------------------------|
|                        |                                                         | attended within 36 hours                                                                               |   |         |   |   |   |   |          |            | Register                                                           |
|                        |                                                         | By-law on Waste Water Supply, developed and submitted to council for approval.                         | 0 | Develop | 0 | 0 | 0 | 1 | Nil      | Percentage | By-Law, Council resolution                                         |
|                        |                                                         | Number Green drop samples taken to accredited laboratory for testing.                                  | 0 | 12      | 3 | 3 | 3 | 3 | R800 000 | Number     | Monthly test results                                               |
|                        |                                                         | Number of Water (green drop) quality reports submitted to Council                                      | 0 | 4       | 1 | 1 | 1 | 1 | Nil      | Number     | Quarterly report                                                   |
|                        |                                                         | Number of Sanitation infrastructure operations and maintenance plan developed and approved by council. | 0 | Develop | 0 | 0 | 1 | 0 | R650 000 | Number     | infrastructure operations and maintenance plan, Council resolution |
| Basic Service Delivery | Sustainable electricity provision                       | Number of By-law on electricity, developed and submitted to council for approval.                      | 0 | Develop | 1 | 0 | 0 | 0 | Nil      | Number     | By-law, council resolution                                         |
|                        |                                                         | Number of Energy master plan developed and submitted to Council for approval                           | 0 | Develop | 0 | 0 | 0 | 1 | R850 000 | Number     | Master plan, Council resolution                                    |
| Basic Service Delivery | Safe and reliable roads and storm water infrastructure. | Number of Roads and Storm water Maintenance plan developed and approved by Council                     | 0 | Develop | 0 | 0 | 0 | 1 | Nil      | Number     | Roads and Storm water Maintenance plan, Council resolution         |
|                        |                                                         | Number of By-law on Roads & storm water, developed and submitted to council for approval               | 0 | Develop | 0 | 0 | 0 | 1 | Nil      | Number     | By-Law, council resolution                                         |


  
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5.7.2 Unit/ department: Fleet Management

| <b>National Outcome</b>                      |                  | A responsive and accountable, effective and efficient local government system                                                             |                   |                       |           |           |           |           |            |                 |                                                |
|----------------------------------------------|------------------|-------------------------------------------------------------------------------------------------------------------------------------------|-------------------|-----------------------|-----------|-----------|-----------|-----------|------------|-----------------|------------------------------------------------|
| <b>NDP Objective</b>                         |                  | Developing a capable and Development State                                                                                                |                   |                       |           |           |           |           |            |                 |                                                |
| <b>Provincial strategic Objective</b>        |                  | Efficient Administration and Good Governance                                                                                              |                   |                       |           |           |           |           |            |                 |                                                |
| <b>Pre- Determined IDP Objective</b>         |                  | To improve overall financial Management by developing and implementing appropriate financial management policies, procedures and systems. |                   |                       |           |           |           |           |            |                 |                                                |
| <b>Municipal strategic Priority</b>          |                  | To ensure the effective and efficient management of municipal Fleet.                                                                      |                   |                       |           |           |           |           |            |                 |                                                |
| Key Performance Area                         | Programmes       | Key performance Indicator                                                                                                                 | Base line 2021/22 | Annual Target 2022/23 | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 | Budget     | Unit of measure | Pre-Determined Evidence                        |
| Municipal Financial Viability and Management | Fleet management | Number of Fleet management policy reviewed annually and approved by Council                                                               | 0                 | Review                | 0         | 0         | 0         | 1         | Nil        | Number          | Fleet Management Policy and council resolution |
|                                              |                  | Number of workshops conducted for personnel.                                                                                              | 0                 | 1                     | 1         | 0         | 0         | 0         | R60 000    | Number          | Invitation, Attendance register, report        |
|                                              |                  | Maintenance and Services plans performed and submitted to the AO.                                                                         | 0                 | 12                    | 3         | 3         | 3         | 3         | R2 Million | Number          | Service Book Maintenance Checklist             |
|                                              |                  | % of vehicle licenses, fines and registration conducted.                                                                                  | 0                 | 100%                  | 100%      | 100%      | 100%      | 100%      | R300 000   | Percentage      | Registration certificate, MVL, Fines Register  |
|                                              |                  | Number of Fleet replacement strategy/plan developed/reviewed annually and approved by Council                                             | 0                 | 1                     | 0         | 0         | 0         | 1         | Nil        | Number          | Strategy, Council resolution                   |
|                                              |                  | Number of reports prepared on the fleet management submitted to the Accounting Officer                                                    | 0                 | 4                     | 1         | 1         | 1         | 1         | Nil        | Number          | Reports                                        |


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5.7.3 Unit/ Department: Project Management

| <b>National Outcome</b>                                                     |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
|-----------------------------------------------------------------------------|------------|------------------------------------------------------------------------------------------------------------------|------------------|------------------------------|-----------|-----------|-----------|-----------|----------------|-----------------|------------------------------------|
| <b>NDP Objective</b>                                                        |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
| <b>Sustainable human settlements and improved quality of household life</b> |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
| <b>Provincial strategic Objective</b>                                       |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
| <b>Environmental Sustainability and Resilience</b>                          |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
| <b>Pre- Determined IDP Objective</b>                                        |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
| <b>Sustainable Rural Development</b>                                        |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
| <b>Municipal strategic Priority</b>                                         |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
| <b>Broaden access and improve quality of municipal services</b>             |            |                                                                                                                  |                  |                              |           |           |           |           |                |                 |                                    |
| Key Performance Area                                                        | Programmes | Key Performance Indicator                                                                                        | Baseline 2021/22 | Annual Target 2022/23        | Quarter 1 | Quarter 2 | Quarter 3 | Quarter 4 | Budget         | Unit of measure | Pre-Determined Evidence            |
| Basic Service Delivery                                                      | PMU        | Number of Construction of the 4ML Water Concrete Reservoir in Cornelia                                           | 0                | Planning & Source funding    | 0         | 0         | 1         | 0         |                | Number          | Business plan, confirmation letter |
|                                                                             |            | Installation of more advanced meter readers (Smart meters)                                                       | 0                | Planning & Source funding    | 0         | 0         | 1         | 0         |                | Number          | Business plan, confirmation letter |
|                                                                             |            | Construction of the 4ML Water Concrete Reservoir in Mafahlaneng                                                  | 0                | Planning & Source funding    | 0         | 0         | 1         | 0         |                | Number          | Business plan, confirmation letter |
|                                                                             |            | Number of Construction of a dedicated clear water pipeline from 6.5ML concrete clean water reservoir in Villiers | 0                | Construction & Commissioning | 0         | 0         | 0         | 1         | Nil            | Number          | Monthly Progress Reports           |
|                                                                             |            | % Construction of the 12ML Water Concrete Reservoir in Namahadi                                                  | 0                | Construction                 | 55%       | 70%       | 85%       | 100%      | R27 001 291.21 | Percentage      | Monthly Progress Reports           |
|                                                                             |            | Construction of Feeder Line from Cornelia to Cornelia Extension                                                  | 0                | Construction & Commissioning | 0%        | 40%       | 100%      | 100%      | R1 850 000.00  | Percentage      | Monthly progress reports           |
|                                                                             |            | % Electrification of 228 House connections in Qalabotjha Extension 13                                            | 0                | Connect : 228                | 35%       | 100%      | 100%      | 100%      | R4 218 000.00  | Percentage      | Monthly progress reports           |
|                                                                             |            | % Electrification of 417                                                                                         | 0                | Connect: 50                  | 45%       | 100%      | 100%      | 100%      | R2 351 165.00  | Percentage      | Monthly                            |

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|  |  |                                                                                           |   |                           |     |      |      |      |               |            |                                    |
|--|--|-------------------------------------------------------------------------------------------|---|---------------------------|-----|------|------|------|---------------|------------|------------------------------------|
|  |  | House connections in Cornelia Extension                                                   |   |                           |     |      |      |      |               |            | progress reports                   |
|  |  | % Construction of MV feeder line in Mafahlaneng to Tweeling Extension                     | 0 | MV Feeder line            | 85% | 100% | 100% | 100% | R1 265 625.00 | Percentage | Monthly Progress Reports           |
|  |  | % Electrification of 63 In-fills in Mafahlaneng                                           | 0 | Connect : 63              | 85% | 100% | 100% | 100% | R546 210.00   | Percentage | Monthly Progress reports           |
|  |  | % Electrification of 407 House connections in Tweeling Extension                          | 0 | Connect : 127             | 35% | 100% | 100% | 100% | R1 434 328.44 | Percentage | Monthly Progress Reports           |
|  |  | Installation of High mast lights and street lights in newly developed sections            | 0 | Planning & Source funding | 0   | 0    | 1    | 0    |               | Number     | Business plan, confirmation letter |
|  |  | Upgrading of gravel roads to paved roads in all wards                                     | 1 | Planning & Source funding | 0   | 0    | 1    | 0    |               | Number     | Business plan, confirmation letter |
|  |  | Number of Construction of speed humps                                                     | 0 | 4                         | 1   | 1    | 1    | 1    | Nil           | Number     | Monthly Progress Reports           |
|  |  | Construction of pedestrian bridges in affected towns                                      | 0 | 1                         | 0   | 1    | 0    | 0    | Nil           | Number     | Monthly Progress Reports           |
|  |  | % Construction of 0.7km paved road and storm water at Mposula, Mashego and Thadi streets. | 0 | 0.7 km paved              | 40% | 100% | 100% | 100% | Nil           | Percentage | Monthly progress reports           |

Signed and accepted by: Dico Ramabitsa  
 Job title: Technical Services Director  
 Date: 9/07/2022

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Signed by the Municipal Manager on behalf of the Mafube Local Municipality Council

Date: 01/07/2022



6. Consolidated Score Sheet

| Key Performance Area | Weighting | Municipal Managers' Rating | Director Technical Services' Rating | Final / Consolidated Score | Reason for Final Score |
|----------------------|-----------|----------------------------|-------------------------------------|----------------------------|------------------------|
| 1                    |           |                            |                                     |                            |                        |
| 2                    |           |                            |                                     |                            |                        |

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|        |     |             |  |  |  |
|--------|-----|-------------|--|--|--|
| 3      |     |             |  |  |  |
| 4      |     |             |  |  |  |
| 5      |     |             |  |  |  |
| 6      |     |             |  |  |  |
| 7      |     |             |  |  |  |
| Total: | 100 | Final Score |  |  |  |

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## 7. CONTROL SHEET

TO BE UPDATED BY MUNICIPAL MANAGER

|                                                                     |  |                                          |  |
|---------------------------------------------------------------------|--|------------------------------------------|--|
| <i>PLANNING PHASE</i>                                               |  |                                          |  |
| Date of 1 <sup>st</sup> planning meeting                            |  | Date of 2 <sup>nd</sup> planning meeting |  |
| Date copy of performance plan handed to Director Technical Services |  | Municipal Manager                        |  |

### COACHING PHASE

|                                                                                                                 |                                                               |           |  |
|-----------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|-----------|--|
| (Keep a record of meetings held to give feedback to the Director Technical Services performance related issues) |                                                               |           |  |
| Date of Feedback Meeting                                                                                        | Performance issue discussed and corrective action to be taken |           |  |
|                                                                                                                 |                                                               |           |  |
|                                                                                                                 |                                                               |           |  |
| Date of formal half year review                                                                                 |                                                               |           |  |
| <i>REVIEWING PHASE</i>                                                                                          |                                                               |           |  |
| Date Director Corporate Services notified of formal review meeting                                              |                                                               |           |  |
| Date of 1 <sup>st</sup> review meeting                                                                          |                                                               |           |  |
| Date of 2 <sup>nd</sup> Review meeting                                                                          |                                                               |           |  |
| Date of 3 <sup>rd</sup> Review meeting                                                                          |                                                               |           |  |
| Date of 4 <sup>th</sup> Review meeting                                                                          |                                                               |           |  |
| Municipal Manager                                                                                               |                                                               | Signature |  |

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