PERFORMANCE AGREEMENT

2025/2026 FINANCIAL YEAR

Made and Entered into by and between

THE VICTOR KHANYE LOCAL MUNICIPALITY

Herein represented by

THE EXECUTIVE MAYOR, KLEINBOOI VUSI BUDA

(Herein after referred to as the "**Employer**")

And

MUNICIPAL MANAGER, TSWALEDI MACDONALD MASHABELA

ID: ID: 721109 5353 088

(Herein and after referred to as the "**Employee**")

For the period

01 July 2025 – 30 June 2026

Table of Contents

DEFINITIONS 3

1. INTRODUCTION 4

2. PURPOSE OF AGREEMENT 4

3. STRATEGIC OBJECTIVE 5

4. COMMENCEMENT AND DURATION 5

5. PERFORMANCE OBJECTIVES 6

6. PERFORMANCE MANAGEMENT SYSTEM 7

7. EVALUATING PERFORMANCE 11

8. SCHEDULE FOR PERFORMANCE REVIEWS 13

9. DEVELOPMENTAL REQUIREMENTS 14

10. OBLIGATIONS OF THE EMPLOYER 14

11. CONSULTATION 14

12. MANAGEMENT OF EVALUATION OUTCOMES 15

13. PERFORMANCE BONUS 16

14. DISPUTE RESOLUTION 17

15. GENERAL 18

ANNEXURE A (Part 1): PERFORMANCE PLAN – 2025/26 IDP 19

ANNEXURE A (Part 2) PERFORMANCE PLAN – 2025/26 SDBIP 23

ANNEXURE B: PERSONAL DEVELOPMENT PLAN 46

ANNEXURE C: DISCLOSURE OF INTEREST FORM 2025/26 53

ANNEXURE D: A1 COMPETENCY DETAILS 54

The employee of the Victor Khanye Local Municipality in his/her capacity as duly appointed **Municipal Manager** herein after referred to as the "**Employee**"

Whereas 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, 2000 as amended.

AND Whereas Section 57(1) (b) of the Act read with the Contract of employment concluded between the Parties, require them to conclude an annual Performance Agreement;

AND Whereas the Parties wish to ensure that there is compliance with Section 57(4A), 57(4B) and 57(5) of the Act, 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;

NOW Therefore the Parties agree as follows:

DEFINITIONS

"The ACT" shall mean the Local Government: Municipal Systems Act, 2000 (Act 32 of 2000 as amended)

CCR	-	Core Competency Requirements
IDP	-	Integrated Development Plan
SDBIP	-	Service Delivery Budget Implementation Plan
POE	-	Portfolio of Evidence
KPA	-	Key Performance Area
KPI	-	Key Performance Indicator
MFMA	-	Municipal Finance Management Act
REGULATIONS	-	shall mean the Local Government: Municipal Systems Act Performance Regulations for Municipal managers and Managers directly accountable to Municipal Managers, 2006
FINANCIAL YEAR	-	refers to the 12-month period, which the organisation determines as its budget year.

1. INTRODUCTION

1.1 This performance contract is between **Tswaledi Macdonald Mashabela**, the **Municipal Manager** and **Kleinbooi Vusi Buda** in his capacity as the **Executive Mayor,** within the provisions of the delegated powers as stipulated by Council. The contract is for the 2025/26 financial year only. The expected performance reflected in this contract is based on the reviewed Integrated Development Plan (IDP) 2025/26, the Service Delivery and Budget Implementation Plan (SDBIP) 2025/26. The afore-mentioned documents have been adopted as working documents of Victor Khanye Local Municipality and therefore, shall be the basis of performance assessment.

2. PURPOSE OF AGREEMENT

The purpose of this agreement is to:-

2.1 Comply with the provisions of Sections 57(1) (b), (4A), (4B) and (5) of the Systems Act as well as the employment contract entered into by and between the parties;

2.2 Specify objectives and targets defined and agreed to 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 (IDP), 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/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. STRATEGIC OBJECTIVE

The **Municipal Manager** has the overall responsibility of ensuring that he shall be, subject to the policy directives of the Council of the Municipality, responsible and accountable for administratively being in charge of the service delivery programmes within the Municipality, budget, asset management, supply chain management, financial management and review, and any other functions as may be delegated to him by the **Executive Mayor.**

4. COMMENCEMENT AND DURATION

4.1 This Agreement will commence on **01 July 2025** and will remain in force until **30 June 2026** or until a new Performance Agreement, Performance Plan, and Personal Development Plan is concluded between the parties for the ensuing financial year or part thereof.

4.2 The parties will review the provisions of this Agreement during June each year and will conclude not later than 31st July of each ensuing financial year a new Performance Agreement, Performance Plan and Personal Development Plan that replaces this Agreement.

4.3 This Agreement will terminate on the termination of the employment contract entered into by and between the parties for whatever reason.

4.4 The parties agree that the contents of the agreement may be revised at any time during the duration thereof with the purpose to determine the applicability thereof.

4.5 If at any time during the validity of the agreement the work environment alters to the extent that the contents of the agreement are no longer appropriate, the contents must by mutual agreement between the parties. Immediately be revised.

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5. PERFORMANCE OBJECTIVES

5.1 The Performance Plan ***Annexure "A"*** sets out:

5.1.1 The performance objectives and targets that must be met by the Employee and;

5.1.2 The time frames within which those performance objectives and targets must be met.

5.2 The performance objectives and targets reflected in ***Annexure "A"*** are set by the Employer in consultation with the Employee, and are based on the IDP, SDBIP and Budget of the Employer and shall include the following:

5.2.1 The key objectives that describe the main tasks that need to be done;

5.2.2 The key performance indicators and means of verification that provide the details of the portfolio of evidence (POE) that must be provided to show that a key objective has been achieved;

5.2.3 The target dates that describe the timeframes in which the work must be achieved;

5.2.4 The weightings showing the relative importance of the key objectives to each other.

5.3 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.

5.4 The Employer will make available to the Employee such employees 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; provided that it will at all times remain the responsibility of the Employee to ensure that he/she complies with those performance obligations and targets.

5.5 The Employee will at his/her request be delegated such powers by the Employer as may in the discretion of the Employer be reasonably required from time to time to enable him/her to meet the performance objectives and targets established in terms of this Agreement.

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5.6 The Employee acknowledges the fact that the Employer is entitled to review and make reasonable changes to the provisions of ***Annexure "A"*** from time to time for operational reasons. The Employer agrees that the Employee will be fully consulted before any such change is made.

5.7 The provisions of ***Annexure "A"*** may be amended by the Employer when the Employer's performance management system is adopted, implemented and/or amended as the case may be.

5.8 The Personal Development Plan ***Annexure "B"*** sets out the Employee's personal development requirements in line with the objectives and targets of the Employer

5.9 Disclosure of Financial Interests ***Annexure "C"*** set out the financial interests of the employee

6. PERFORMANCE MANAGEMENT SYSTEM

6.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the municipality, management and municipal staff of the municipality.

6.2 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 municipality, management and municipal staff to perform to the standards required.

6.3 The Employer shall consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.

6.4 The Employee undertakes to actively focus towards the promotion and implementation of the Key Performance Areas (KPA's), including special projects relevant to the Employee's responsibilities, within the local government framework.

6.5 The criteria upon which the performance of the **Employee** must be assessed consist of two components, both of which must be contained in the performance agreement-

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6.5.1 The **Employee** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and the Core Competency Requirements (CCR's), respectively.

6.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.

6.5.3 KPA's covering the main areas of work will account for eighty percent (80%) and CCR's will account for twenty percent (20%) of the final assessment.

6.6 The **Employee's** assessment will be based on his/her performance in terms of the outputs/outcomes (performance indicators) identified as per the performance plan which are linked to the KPA's, which constitute eighty percent (80%) of the overall assessment result as per the weightings agreed to between the **Employer** and **Employee**.

KPA	Key performance areas (KPA'S)	Weighting
1.	Basic Service Delivery and Infrastructure Development	08 %
2.	Financial Viability and Financial Management	04 %
3.	Institutional Development and Transformation	18 %
4.	Good Governance and Public Participation	47 %
5.	Spatial Development	12 %
6.	Local Economic Development	11 %
TOTAL		**100%**

6.7 The key performance areas related to the functional area of Employee shall be subject to negotiation between the Employer and the Employee.

6.8 The CCRs will make up the other 20% of the **Employee's** assessment score as follows:

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Competencies	Components	Competency Definition	Weighting % (total 100%)
Leading competencies			
Strategic Direction and Leadership	• Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness	Provide and direct a vision for the institution, and inspire and deploy others to delivery on the strategic institutional mandate	08%
People Management	• Human Capital Planning and Development • Diversity Management • Employee Relations Management • Negotiation and dispute Management	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	08%
Programme and Project Management	• Programme and Project Planning and Implementation • Service Delivery Management • Programme and Project Monitoring and Evaluation	Able to understand programme and project management methodology; plan, manage, monitor and evaluate specific activities in order to delivery on set objectives	10%
Financial Management	• Budget Planning and Execution • Financial Strategy and Delivery • Financial Reporting and Monitoring	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner	07%
Change Leadership	• Change Vision and Strategy • Process Design and improvement • Change Impact Monitoring and Evaluation	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community	08%
Governance Leadership	• Policy Formulation • Risk and Compliance management • Cooperative Governance	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships	08%
Core Competencies			

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Competencies	Components	Competency Definition	Weighting % (total 100%)
Moral competence		Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence	10 %
Planning and Organising		Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk	08 %
Analysis and Innovation		Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives	10 %
Knowledge and Information Management		Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	08 %
Communication		Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders	08 %
Results and Quality Focus		Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage other to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives	07 %
Core Competencies			100%

A more comprehensive explanation of each competency is attached as ***Annexure "D"*** to this plan.

7. EVALUATING PERFORMANCE

7.1 **Annexure "A"** to this Agreement sets out:

7.1.1 The standards and procedures for evaluating the **Employee's** performance; and

7.1.2 The intervals for the evaluation of the **Employee's** performance.

7.2 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.

7.3 Personal growth and development needs identified during any performance review discussion must be documented in a personal development plan as well as the actions.

7.4 The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** IDP.

7.5 The annual performance appraisal must involve:

7.5.1 Assessment of the achievement of results as outlined in the performance plan-

(i) 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.

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

(iii) The applicable assessment rating calculator must then be used to add the scores and calculate a final KPA score.

7.5.2 Assessment of the CCRs-

(i) Each CCR should be assessed according to the extent to which the specified standards have been met.

(ii) An indicative rating on the five-point scale should be provided for each CCR

(iii) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.

(iv)The applicable assessment-rating calculator must then be used to add the scores and calculate a final CCR score.

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

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

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	Performance 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 performance 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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7.7 For purposes of evaluating the annual performance of the Employee an evaluation panel constituted of the following persons must be established-

7.7.1 The Executive Mayor

7.7.2 Chairperson of the Performance Audit Committee or the Chairperson or designated performance management specialist of the audit committee in the absence of a performance audit committee;

7.7.3 Ward committee member (on a rotational basis), where applicable;

7.7.4 Member of the Mayoral or Executive Committee

7.7.5 Mayor and/or Municipal manager from another municipality.

The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels.

8. SCHEDULE FOR PERFORMANCE REVIEWS

8.1 The performance of the 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:

Quarter	Period	Review date
1	July - September	Before end of October 2025
2	October - December	Before end of March 2026 (Midyear Review)
3	January - March	Before end of April 2026
4	April- June	Before end of March 2027 (Annual Review)

8.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.

8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.

8.4 The Employer will be entitled to review and make reasonable changes to the provisions of the performance plan from time to time for operational reasons on agreement between both parties.

8.5 The Employer may amend the provisions of the performance plan whenever the performance management system is adopted, implemented and/or amended as the case may be on agreement between both parties.

9. DEVELOPMENTAL REQUIREMENTS

9.1 A Personal Development Plan (PDP) for addressing developmental gaps is attached as "**ANNEXURE B**" and shall form part of this agreement.

10. OBLIGATIONS OF THE EMPLOYER

10.1 The Employer shall:

10.1.1 create an enabling environment to facilitate effective performance by the Employee;

10.1.2 provide access to skills development and capacity building opportunities;

10.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;

10.1.4 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 the agreement; and

10.1.5 Make available to the employee such resources as the Employee may reasonably require from time to time assisting him/her to meet the performance objectives and targets established in terms of the agreement.

11. CONSULTATION

11.1 The Employer agrees to consult the Employee timeously where the exercising of the Employee powers will have amongst others–

11.1.1 a direct effect on the performance of any of the Employee's functions;

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11.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer;

11.1.3 A substantial financial effect on the Municipality.

11.2 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.

12. MANAGEMENT OF EVALUATION OUTCOMES

12.1 The key to a developmentally oriented performance management system towards inadequate performance is to promote improvement through feedback, learning and support, rather than judgement, sanctions or punishment.

12.2 Performance appraisal feedback shall be conveyed to employees in writing or discussed with employees on a regular basis to prevent a scenario where employees only find out about the gaps in their performance during mid-year or during the final review.

12.3 The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance

12.4 A performance bonus ranging from five percent (5%) to fourteen percent (14%) of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance, subject thereto that, in determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating calculator; provided that-

12.4.1 A score of one hundred and thirty percent (130%) to one hundred and forty nine percent (149%) is awarded a performance bonus ranging from five percent (5%) to nine percent (9%); and

12.4.2 A score of one hundred and fifty percent (150%) and above is awarded a performance bonus ranging from ten percent (10%) to fourteen percent (14%).

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12.5 The performance bonus referred to in 12.4 here above is payable annually and constituted as follows:

Score	Bonus %
130 -133	5
134 -137	6
138-141	7
142 -145	8
146 -149	9
150 -153	10
154 -157	11
158 – 161	12
162 – 165	13
166 – 167	14

12.6. In the case of unacceptable performance, the employer shall –

12.6.1. Provide systematic remedial or developmental support to assist the employee to improve his/her performance; and

12.6.2. After appropriate performance counselling and having provided the necessary guidance and/or support and reasonable time for improvement in performance, and performance does not improve, the employer may consider steps to implement a disciplinary process that will be guided by the Labour Relations Act 66 of 1995.

13. PERFORMANCE BONUS

In accordance with Regulation 805, section 32, a performance bonus, based on affordability, may be paid to the employee, after

13.1. the annual report for the financial year under review has been tabled and adopted by the municipal Council;

13.2. an evaluation of performance in accordance with the provisions of section 7 of this agreement; and

13.3 approval of such evaluation by the municipal Council, as a reward for outstanding performance.

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14. DISPUTE RESOLUTION

14.1. Dispute on performance agreement

Any disputes about the nature of the Performance Agreement, whether it relates to key responsibilities, priorities, methods of assessment and/or any other matter provided for, shall be mediated by a member of the Municipal Council; provided that such member was not part of the evaluation panel provided for in Regulation 805 section 27(4)(e), within thirty (30) days of receipt of a formal dispute from the Employee, whose decision shall be final and binding on both Parties.

14.2. Dispute on outcome of performance evaluation

Any disputes about the nature of the Performance Evaluation, whether it relates to key responsibilities, priorities, methods of assessment and/or any other matter provided for, shall be mediated by a member of the Municipal Council: Provided that such member was not part of the evaluation panel provided for in Regulation 805 section 27(4)(e) within thirty (30) days of receipt of a formal dispute from the Employee, whose decision shall be final and binding on both Parties.

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15. GENERAL

15.1 The contents of the Agreement shall be made available to the public by the Municipality, where appropriate.

15.2 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.

15.3 The performance assessment results of the Employee shall be submitted to the Council within fourteen (14) days after the conclusion of the assessment.

Thus done and signed at Delmas on this 14 day of July 2025.

AS WITNESSES:

1. _____

2. _____

_____
MUNICIPAL MANAGER

Thus done and signed at Delmas on this 14 day of July 2025.

AS WITNESSES:

1. _____

2. _____

_____
EXECUTIVE MAYOR

ANNEXURE A (Part 1): PERFORMANCE PLAN – 2025/26 IDP

KPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT																
Strategic Goal: Improved social protection and education outcomes																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator	Baseline	2025/26								
							20223/23	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Annual Target	Output Indicator	Outcome Indicator	POE
Service Delivery	Community Upliftment	Number of learners provided with financial support (Mayoral community programme) by 31 March 2026	Led 34-2022	01	1.2.7	600	142	N/A	N/A	120 learners provided with financial support (Mayoral community programme)	N/A	120 learners provided with financial support (Mayoral community programme)	120 learners provided with financial support (Mayoral community programme)	To promote enrolment at tertiary institutions	Copies of successful learner applications and report on Registration Fee Assistance Fund allocation and Copy of close-out reports

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KPA 3: INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION																
Strategic Goal: Improved efficiency and effectiveness of the Municipal Administration																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Annual Target	Output Indicator	Outcome Indicator	POE
Operational Efficiency	Performance Management	% of KPIs attaining organisational targets by 30 June 2026 (Total organisation)	Pm02 - 2022	03	3.1	In house	78%	75% KPIs attaining organisational targets	85% KPIs attaining organisational targets	90% KPIs attaining organisational targets	100% KPIs attaining organisational targets	100% KPIs attaining organisational targets	100% KPIs attaining organisational targets	Improved service delivery	Copies of the quarterly consolidated performance report

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION																
Strategic Goal: Improve community confidence in the system of local government																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	Good Governance	% of total MPAC resolutions raised and resolved per quarter	Pa29-2022	02	4.1	In house	65%	80% MPAC resolutions raised and resolved	80% MPAC resolutions raised and resolved	80% MPAC resolutions raised and resolved	80% MPAC resolutions raised and resolved	80% MPAC resolutions raised and resolved	80% MPAC resolutions raised and resolved	The checks and balance of compliance for promotion of corporate governance	Copies of the quarterly Report inclusive of MPAC Resolutions Register
	Risk Management	% execution per quarter of Risk Management Plan in line with detailed time schedule (total organisation)	Pa07-2022	01	4.2	In house	85%	85% execution of Risk Management Plan in line with detailed time schedule	85% execution of Risk Management Plan in line with detailed time schedule	85% execution of Risk Management Plan in line with detailed time schedule	85% execution of Risk Management Plan in line with detailed time schedule	85% execution of Risk Management Plan in line with detailed time schedule	85% execution of Risk Management Plan in line with detailed time schedule	Effective risk management	Copies of the Quarterly Risk Reports, and minutes of the Risk Management Meetings

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KPA 6: LOCAL ECONOMIC DEVELOPMENT																
Strategic Goal: Increased economic activity and job creation																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr	2nd Qtr	3rd Qtr	4th Qtr	Annual Target	Output Indicator	Outcome Indicator	POE
Economic Growth and Development	Economic Growth and Development	Number of MOU's signed and implemented with respect to external Social Responsibility Programmes by 30 June 2026	Led03-2022	01	6.1	In house	2	N/A	N/A	N/.A	2 MOU's signed and implemented with respect to external Social Responsibility Programmes	2 MOU's signed and implemented with respect to external Social Responsibility Programmes	2 MOU's signed and implemented with respect to external Social Responsibility Programmes	Job Creation	Copy of Close-out Report submitted to the MM and Signed MOU

ANNEXURE A (Part 2): PERFORMANCE PLAN – 2025/26 SDBIP

KPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT																
Strategic Goal: Improved social protection and education outcomes																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Service Delivery	Community Upliftment	Number of initiatives focused on improving the life of designated groups by 30 June 2026	Vg03-2022	01	1.2.6	5 000	3	1 initiatives focused on improving the life of designated groups	1 initiatives focused on improving the life of designated groups	1 initiatives focused on improving the life of designated groups	1 initiatives focused on improving the life of designated groups	4 initiatives focused on improving the life of designated groups	4 initiatives focused on improving the life of designated groups	Community assistance initiatives	Copy of close-out reports for each initiative
		Number of Matric Excellence Awards held by 31 March 2026	Led 34-2022	01	1.2.8	700	1	N/A	N/A	1 Matric Excellence Awards held	N/A	1 Matric Excellence Awards held	1 Matric Excellence Awards held	To appreciate and promote academic excellence	Copy of a closeout report for the awards inclusive of photographs and attendance registers.

KPA 2: FINANCIAL VIABILITY AND FINANCE MANAGEMENT

Strategic Goal: Improved compliance to MFMA and VKLM policy Framework

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Financial Management	Improved Compliance to Legislation & Policies (Financial Management)	% of employees exceeding legislated overtime levels stipulated as not more than (40) hours per month per employee (OMM)	Mf15-2022	02	2.2.3	In house	0%	0% employees exceeding legislated overtime levels stipulated as not more than (40) hours per month	0% employees exceeding legislated overtime levels stipulated as not more than (40) hours per month	0% employees exceeding legislated overtime levels stipulated as not more than (40) hours per month	0% employees exceeding legislated overtime levels stipulated as not more than (40) hours per month	0% employees exceeding legislated overtime levels stipulated as not more than (40) hours per month	0% employees exceeding legislated overtime levels stipulated as not more than (40) hours per month	Budget control and compliance	Copies of approved financial overtime schedule

KPA 2: FINANCIAL VIABILITY AND FINANCE MANAGEMENT																
Strategic Goal: Improved compliance to MFMA and VKLM policy Framework																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Financial Management	Financial Management & Revenue Enhancement	% of trade licenses issued as per approved applications by 30 June 2026 Mf02-2022	Tp02-2022	02	2.3.2	In house	7	N/A	N/A	N/A	100% trade licenses issued as per approved applications.	100% trade licenses issued as per approved applications.	100% trade licenses issued as per approved applications.	Regulated businesses	Copies of application register and copy of Trade license issued.
		Number of business licences verifications conducted bi-annually	Mf02-2022	02	2.3.5	In house	34	N/A	10 business licences verifications conducted	N/A	10 business licences verifications conducted	20 business licences verifications conducted	20 business licences verifications conducted	Regulated businesses	Register of businesses verified and a copy of a close-out report

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KPA 2: FINANCIAL VIABILITY AND FINANCE MANAGEMENT

Strategic Goal: Improved compliance to MFMA and VKLM policy Framework

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Financial management	Financial Management	% reduction of overtime levels worked by employees per quarter (MM only)	Mf15-2022	03	2.3.8	In house	R507 545.98	<R77 246.11 (10% reduction of overtime levels worked by employees)	<R157 713.71 (10% reduction of overtime levels worked by employees)	<R100 698.52 (10% reduction of overtime levels worked by employees)	<R121 132.15 (10% reduction of overtime levels worked by employees)	<R456 791 (10% reduction of overtime levels worked by employees)	10% reduction of overtime levels worked by employees	Reduced spending on overtime	Copy of the departmental overtime report
		% Reduction of fuel usage per quarter (MM only)		03	2.3.13	In house	R390 664.84	<R92 782.90 (5% reduction of fuel usage)	<R92 782.90 (5% reduction of fuel usage)	<R92 782.90 (5% reduction of fuel usage)	<R92 782.90 (5% reduction of fuel usage)	<R371 131.60 (5% reduction of fuel usage)	5% reduction of fuel usage	Reduced spending on fuel usage	Copy of the departmental fuel usage

TOGETHER FOR GROWTH AND DEVELOPMENT

KPA 3: INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION

Strategic Goal: Improved efficiency and effectiveness of the Municipal Administration

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Operational Efficiency	Organisational Development	% of Internal Audit findings in terms of ICT resolved by 30 June 2026	Pa13-2022	02	3.7	In house	79%	100% Internal Audit findings in terms of ICT resolved	100% Internal Audit findings in terms of ICT resolved	100% Internal Audit findings in terms of ICT resolved	100% Internal Audit findings in terms of ICT resolved	100% Internal Audit findings in terms of ICT resolved	100% Internal Audit findings in terms of ICT resolved	Smooth running of the Municipality's ICT networking and programs	Copy of a follow-up on Internal Audit Report
	ICT	Microsoft 365 programme installed and implemented by 30 September 2025.	It 02- 08 2022	01	3.8	In house	New	Microsoft 365 programme installed and implemented by 30 September 2025.	N/A	N/A	N/A	Microsoft 365 programme installed and implemented by 30 September 2025.	Microsoft 365 programme installed and implemented by 30 September 2025.	Smooth running of the Municipality's ICT networking and programs	Copy Software License
	ICT	Number of ICT Steering Committee reports submitted to the MM per quarter	It 02- 08 2022	01	3.9	In house	4	1 ICT Steering Committee report submitted to the MM per quarter	1 ICT Steering Committee report submitted to the MM per quarter	1 ICT Steering Committee report submitted to the MM per quarter	1 ICT Steering Committee report submitted to the MM per quarter	4 ICT Steering Committee reports submitted to the MM per quarter	4 ICT Steering Committee reports submitted to the MM per quarter	Smooth ICT governance	ICT Steering Committee reports signed by the MM per Quarter

TOGETHER FOR GROWTH AND DEVELOPMENT

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KPA 3: INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION																
Strategic Goal: Improved efficiency and effectiveness of the Municipal Administration																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Operational Efficiency	Performance Management	2025/26 Mid-year and 2024/25 Annual Performance Reviews of Section 56 & 54A employees conducted by the 31st of March 2026	Pm06-2022	03	3.2.4	50	2	N/A	N/A	2025/26 Mid-year and 2024/25 Annual Performance Reviews of Section 56 & 54A employees conducted	N/A	2025/26 Mid-year and 2024/25 Annual Performance Reviews of Section 56 & 54A employees conducted	2025/26 Mid-year and 2024/25 Annual Performance Reviews of Section 56 & 54A employees conducted	Improved performance service delivery	Performance Assessment Reports and attendance registers.
		Performance Agreements of Senior Managers signed by 31 July. 2025	Pm05-2022	02	3.2.5	In house	5	5 Performance Agreements of Senior Managers signed	N/A	N/A	N/A	5 Performance Agreements of Senior Managers signed	5 Performance Agreements of Senior Managers signed	Improved performance service delivery	Signed Performance Agreements and proof of submission to CoGTA

TOGETHER FOR GROWTH AND DEVELOPMENT

KPA 3: INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION

Strategic Goal: Improved efficiency and effectiveness of the Municipal Administration

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Operational Efficiency	Performance Management	Compilation of the Annual Performance Report (2024/25 FY) and submitted to AG by 31 Aug 2025	Pm02-2022	02	3.2.6	In house	1	1 Annual Performance Report (2024/25 FY) submitted to AG	N/A	N/A	N/A	1 Annual Performance Report (2024/25 FY) submitted to AG	1 Annual Performance Report (2024/25 FY) submitted to AG	Accurate and credible annual performance report	Copy of APR and proof of submission to AG
		Number of quarterly SDBIP performance reports submitted to Council		01	3.2.7	In house	4	1 SDBIP performance report submitted to Council	1 SDBIP performance report submitted to Council	1 SDBIP performance report submitted to Council	1 SDBIP performance report submitted to Council	4 SDBIP performance reports submitted to Council	4 SDBIP performance reports submitted to Council	Improved performance service delivery	Quarterly SDBIP performance report and Council Resolution.
		Number of ordinary audit committee and performance audit committee meetings attended by 30 June 2026.	Eq11-2022	01	3.3.1	0	1	1 ordinary audit committee and performance audit committee meeting attended	1 ordinary audit committee and performance audit committee meeting attended	1 ordinary audit committee and performance audit committee meeting attended	1 ordinary audit committee and performance audit committee meeting attended	4 ordinary audit committee and performance audit committee meeting attended	4 ordinary audit committee and performance audit committee meeting attended	Improved quality of reporting	Attendance Register of the Meetings attended.

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KPA 3: INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION

Strategic Goal: Improved efficiency and effectiveness of the Municipal Administration

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Operational Efficiency	Performance Management	Performance agreement signed within the legislated timeframe (31 July 2025)	Pm05-2022	02	3.3.2	0	1	1 performance agreement signed	N/A	N/A	N/A	1 performance agreement signed	1 performance agreement signed	Compliance to legislation and improved service delivery	Signed Performance Agreement and proof of submission to CoGTA
		% of quarterly departmental targets achieved in the organizational SDBIP with relevant POEs	Pm02-2022	02	3.3.3	0	New	80% of quarterly departmental targets achieved in the organizational SDBIP with relevant POEs	80% of quarterly departmental targets achieved in the organizational SDBIP with relevant POEs	80% of quarterly departmental targets achieved in the organizational SDBIP with relevant POEs	80% of quarterly departmental targets achieved in the organizational SDBIP with relevant POEs	100% of quarterly departmental targets achieved in the organizational SDBIP with relevant POEs	100% of quarterly departmental targets achieved in the organizational SDBIP with relevant POEs	Improved service delivery	Quarterly performance reports
		Number of levels 1-3 officials with signed performance agreements by 30 September 2025.	Pm05-2022	02	3.3.4	0	New	14 levels 1-3 officials with signed performance agreements	N/A	N/A	N/A	14 levels 1-3 officials with signed performance agreements	14 levels 1-3 officials with signed performance agreements	Improving of Organisational Performance	Signed Performance Agreement

TOGETHER FOR GROWTH AND DEVELOPMENT

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Goal: Improve community confidence in the system of local government

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	Good Governance	Draft Consolidated Annual Report submitted to AG on or before the 31 Aug 2025	Mf15-2022	02	4.5	In house	1	1 Draft Annual Report compiled and submitted to the office of the Auditor General	N/A	N/A	N/A	1 Draft Annual Report compiled and submitted to the office of the Auditor General	1 Draft Annual Report compiled and submitted to the office of the Auditor General	Accurate and credible annual performance report	Copy of Annual Report and proof of submission to AG
		Number of Ward operational plans submitted to Council by 30 September 2025	Pa24-2022	01	4.6	1 000	0	9 Ward operational plans submitted to Council	N/A	N/A	N/A	9 Ward operational plans submitted to Council	9 Ward operational plans submitted to Council	Improve service delivery and promote accountability	Copy of annual Ward operational reports submitted to Council and Council Resolution
Accountability	Community Participation	Number of Quarterly Ward Committee Functionality reports submitted to Council.	Pa22-2022	01	4.7	In house	0	1 Ward Committee Functionality report submitted to Council	1 Ward Committee Functionality report submitted to Council	1 Ward Committee Functionality report submitted to Council	1 Ward Committee Functionality report submitted to Council	4 Ward Committee Functionality reports submitted to Council	4 Ward Committee Functionality reports submitted to Council	Improve service delivery and accountability and ensure the functionality of ward committee.	Copies of quarterly ward committee Functionality reports submitted to Council and Council Resolution.

TOGETHER FOR GROWTH AND DEVELOPMENT

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KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Goal: Improve community confidence in the system of local government

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	Good Governance	Number of Quarterly Community outreach meetings facilitated and attended	Pa21-2022	01	4.8	320	2	1 Community outreach meeting facilitated and attended	1 Community outreach meeting facilitated and attended	1 Community outreach meeting facilitated and attended	1 Community outreach meeting facilitated and attended	4 Community outreach meetings facilitated and attended	4 Community outreach meetings facilitated and attended	Improve service delivery and accountability	Copy of the quarterly outreach report, inclusive of the attendance register
		Submission of final audited consolidated Annual Report to Council by the 31 Jan 2026	Mf15-2022	02	4.9	In house	1	N/A	N/A	1 Annual report tabled before council	N/A	1 Annual report tabled before council	1 Annual report tabled before council	Accurate and credible annual performance report	Copy of Final Annual Report and Council Resolution.
		Submission of Oversight Report to Council by the 31 March 2026		01	4.1.0	In house	1	N/A	N/A	1 Oversight report submitted to Council	N/A	1 Oversight report submitted to Council	1 Oversight report submitted to Council	Improving and ensuring good governance	Annual Oversight Report and Council Resolution.
		2026/27 IDP Review Process Plan approved by Council by 31 Aug 2025	Mf20-2022	02	4.1.1	In house	1	1 IDP process plan developed and approved by Council	N/A	N/A	N/A	1 IDP process plan developed and approved by Council	1 IDP process plan developed and approved by Council	Informed institutional planning	Copy of approved IDP review Process Plan and Council Resolution.

TOGETHER FOR GROWTH AND DEVELOPMENT

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Goal: Improve community confidence in the system of local government

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	Good Governance	Final 2025/2026 IDP tabled and approved by Council by 31 May 2026	Mf20-2022	01	4.1.2	In house	1	N/A	N/A	N/A	1 Final IDP tabled and approved by Council.	1 Final IDP tabled and approved by Council	1 Final IDP tabled and approved by Council	Improved services delivery	Copy of Final IDP and Council resolution
		Number of new/reviewed policies, strategies and By-Laws approved by Council by 30 June 2026 (OMM)	Pa37-2022	01	4.1.3	In house	10	N/A	N/A	N/A	10 new/reviewed policies, strategies and By-Laws approved by Council	10 new/reviewed policies, strategies and By-Laws approved by Council	10 new/reviewed policies, strategies and By-Laws approved by Council	Promote good governance	Council Resolution of all approved policies, strategies and By-Laws.

TOGETHER FOR GROWTH AND DEVELOPMENT

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KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Goal: Improve community confidence in the system of local government

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	Good Governance	Final SDBIP approved by Executive Mayor within 28 days after approval of Budget	Pa32-2022	02	4.1.5	In house	1	N/A	N/A	N/A	1 Final SDBIP approved by Executive Mayor	1 Final SDBIP approved by Executive Mayor	1 Final SDBIP approved by Executive Mayor	Improved performance service delivery	Copy of Final approved SDBIP and Acknowledgement letter by the Mayor
		Adjusted Budget and SDBIP approved by Council by the end of February 2026	Pa32-2022	01	4.1.6	In house	1	N/A	N/A	1 Adjusted Budget and SDBIP approved by Council	N/A	1 Adjusted Budget and SDBIP approved by Council	1 Adjusted Budget and SDBIP approved by Council	Improved performance service delivery	Copy of Adjustment Budget and SDBIP and Council Resolution.
		% of Council meetings resolutions resolved per quarter (Total organisation)		02	4.1.7	In house	54%	100% Council meetings resolutions resolved	100% Council meetings resolutions resolved	100% Council meetings resolutions resolved	100% Council meetings resolutions resolved	100% Council meetings resolutions resolved	100% Council meetings resolutions resolved	Implementation of resolutions	Copy of quarterly status report of Council resolutions resolved
		Number of quarterly Compliance Monitoring Reports submitted to RAMAFACC	Pa38-2021	02	4.2.0	In House	New	1 Quarterly Compliance Monitoring Report submitted to RAMAFACC	1 Quarterly Compliance Monitoring Report submitted to RAMAFACC	1 Quarterly Compliance Monitoring Report submitted to RAMAFACC	1 Quarterly Compliance Monitoring Report submitted to RAMAFACC	4 Quarterly Compliance Monitoring Reports submitted to RAMAFACC	4 Quarterly Compliance Monitoring Reports submitted to RAMAFACC	Improve community confidence in the system of local government	Copy of quarterly Compliance Monitoring Report and Proof of submission to RAMAFACC

TOGETHER FOR GROWTH AND DEVELOPMENT

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Goal: Improve community confidence in the system of local government

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	Good Governance	Number of MPAC committee reports submitted to Council per quarter	Pa29-2022	01	4.2.1	In house	2	1 MPAC committee reports submitted to Council	1 MPAC committee reports submitted to Council	1 MPAC committee reports submitted to Council	1 MPAC committee reports submitted to Council	4 MPAC committee reports submitted to Council	4 MPAC committee reports submitted to Council	The checks and Balance of Compliance for promotion of corporate governance	Copy of MPAC Report and Council Resolution.
		Draft 2026/27 IDP tabled before Council for adoption by 31 March 2026	Mf20-2022	02	4.2.2	In house	1	N/A	N/A	1 Draft 2026/27 IDP tabled before Council for adoption	N/A	1 Draft 2026/27 IDP tabled before Council for adoption	1 Draft 2026/27 IDP tabled before Council for adoption	Improved service delivery	Copy of the Draft 2025/26 IDP and Council Resolution
	Risk	% execution per quarter of Risk Management Plan in line with detailed time schedule (OMM)	Pa17-2022	01	4.2.3	In house	85%	85% execution per quarter of Risk Management Plan	85% execution per quarter of Risk Management Plan	85% execution per quarter of Risk Management Plan	85% execution per quarter of Risk Management Plan	85% execution per quarter of Risk Management Plan	85% execution per quarter of Risk Management Plan	Effective risk management	Copy of the Risk Monitoring Report

TOGETHER FOR GROWTH AND DEVELOPMENT

WG

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Goal: Improve community confidence in the system of local government

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	Risk Management	Number of Risk Management reports submitted to the Risk Management Committee per quarter		02	4.2.7	In house	4	1 Risk Management reports submitted to the Risk Management Committee	1 Risk Management reports submitted to the Risk Management Committee	1 Risk Management reports submitted to the Risk Management Committee	1 Risk Management reports submitted to the Risk Management Committee	4 Risk Management reports submitted to the Risk Management Committee	4 Risk Management reports submitted to the Risk Management Committee	Minimize risk within the Municipality	Copy of quarterly Risk Management Committee report
		Number of Risk Management Committee reports submitted to the Audit Committee per quarter	Pa04-2022	01	4.2.8	In house	4	1 Risk Management Committee reports submitted to the Audit Committee	1 Risk Management Committee reports submitted to the Audit Committee	1 Risk Management Committee reports submitted to the Audit Committee	1 Risk Management Committee reports submitted to the Audit Committee	4 Risk Management Committee reports submitted to the Audit Committee	4 Risk Management Committee reports submitted to the Audit Committee	Minimize risk within the Municipality	Copies of Risk Management Committee reports
		Number of Internal Audit reports submitted to the Audit Committee per quarter	Pa10-2022	02	4.3.0	In house	4	1 Internal Audit reports submitted to the Audit Committee	1 Internal Audit reports submitted to the Audit Committee	1 Internal Audit reports submitted to the Audit Committee	1 Internal Audit reports submitted to the Audit Committee	4 Internal Audit reports submitted to the Audit Committee	4 Internal Audit reports submitted to the Audit Committee	Effective and accountable organization	Copy of the quarterly IA progress report

TOGETHER FOR GROWTH AND DEVELOPMENT

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Goal: Improve community confidence in the system of local government

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	Internal Audit	Number of Audit Committee reports submitted to Council per quarter	Pa10-2022	01	4.3.1	In house	4	1 Audit Committee reports submitted to Council	1 Audit Committee reports submitted to Council	1 Audit Committee reports submitted to Council	1 Audit Committee reports submitted to Council	4 Audit Committee reports submitted to Council	4 Audit Committee reports submitted to Council	Effective and accountable organization	Copy of quarterly AC report submitted to Council and Council Resolution
Good Governance	Internal Audit	Review Risk Based Internal Audit Plan and submit to Audit Committee by 31 Aug. 2025	Pa08-2022	01	4.3.3	In house	1	1 Review Risk Based Internal Audit Plan and submit to Audit Committee	N/A	N/A	N/A	1 Review Risk Based Internal Audit Plan and submit to Audit Committee	1 Review Risk Based Internal Audit Plan and submit to Audit Committee	Audit Deliverance & assurance	Reviewed Risk Based Internal Audit Plan submitted to Audit Committee
Good Governance	Customer/ Stakeholder	Number of quarterly Customer Complaint reports submitted to Council (inclusive of Presidential Hotline)	Pa39-2022	01	4.3.4	In house	3	1 Customer Complaint reports submitted to Council	1 Customer Complaint reports submitted to Council	1 Customer Complaint reports submitted to Council	1 Customer Complaint reports submitted to Council	4 Customer Complaint reports submitted to Council	4 Customer Complaint reports submitted to Council	Improved services delivery	Copy of quarterly Customer Complaint reports and Council Resolution
Customer Relationship	Good Governance	% of Internal Audit Findings resolved per quarter as per the Audit Plan (Total Organization)	Pa10-2022	01	4.3.5	In house	25%	100% Internal Audit Findings resolved as per the Audit Plan	100% Internal Audit Findings resolved as per the Audit Plan	100% Internal Audit Findings resolved as per the Audit Plan	100% Internal Audit Findings resolved as per the Audit Plan	100% Internal Audit Findings resolved as per the Audit Plan	100% Internal Audit Findings resolved as per the Audit Plan	Effective and accountable organization	Copy of the quarterly internal audit report

TOGETHER FOR GROWTH AND DEVELOPMENT

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION																
Strategic Goal: Improve community confidence in the system of local government																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Customer Relationship Management	Customer/ Stakeholder Relationship Management	Number of Customer satisfaction survey conducted by 30 June 2026	Pa20-2022	02	4.4.3	In house	0	N/A	N/A	N/A	1 Customer satisfaction survey conducted	1 Customer satisfaction survey conducted	1 Customer satisfaction survey conducted	Improved service delivery	Report on Customer satisfaction survey submitted to the MM
		Number of monthly updates of the Municipal Website as per Section 75 of the MFMA.		01	4.4.8	In house	98%	3 monthly updates of the Municipal Website as per Section 75 of the MFMA	1 monthly updates of the Municipal Website as per Section 75 of the MFMA	4 monthly updates of the Municipal Website as per Section 75 of the MFMA	4 monthly updates of the Municipal Website as per Section 75 of the MFMA	12 monthly updates of the Municipal Website as per Section 75 of the MFMA	12 monthly updates of the Municipal Website as per Section 75 of the MFMA	Comply with Sec 75 of MFMA	Dated Municipal Website screen shots.
		Strategic Planning Lekgotla report Submitted to Council by 31 March 2026	Mf20-2022	02	4.4.9	In house	1	N/A	N/A	1 Strategic Planning Lekgotla report Submitted to Council	N/A	1 Strategic Planning Lekgotla report Submitted to Council	1 Strategic Planning Lekgotla report Submitted to Council	Improved services delivery	Close-out report, attendance register and Council Resolution

TOGETHER FOR GROWTH AND DEVELOPMENT

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Goal: Improve community confidence in the system of local government

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Good Governance	All Services	Number of service delivery reports compiled and submitted to the MM per quarter	As01-2022	01	4.5.1	In house	4	1 service delivery reports compiled and submitted to the MM	1 service delivery reports compiled and submitted to the MM	1 service delivery reports compiled and submitted to the MM	1 service delivery reports compiled and submitted to the MM	4 service delivery reports compiled and submitted to the MM	4 service delivery reports compiled and submitted to the MM	Improved Service Delivery	Copy of signed service delivery reports
	Communica	Number of Departmental Staff meetings held per month	Pa21-2022	01	4.5.4	In house	New	03 Departmental Staff meetings held	02 Departmental Staff meetings held	03 Departmental Staff meetings held	03 Departmental Staff meetings held	11 Departmental Staff meetings held	11 Departmental Staff meetings held	Improved Communication	Minutes of Meetings and Attendance Registers
	IGR	% attendance of DDM meetings by 30 June 2026	Pa21-2022	01	4.5.6	In house	New	100% attendance of DDM meetings	100% attendance of DDM meetings	100% attendance of DDM meetings	100% attendance of DDM meetings	100% attendance of DDM meetings	100% attendance of DDM meetings	Improved Stakeholder Relations	Attendance Registers

TOGETHER FOR GROWTH AND DEVELOPMENT

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KPA 5: SPATIAL DEVELOPMENT

Strategic Goal: Increase regularisation of built environment

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Land Tenure and Spatial Development	Land Tenure and Spatial Development	% of new registered building plan applications received and approved (referred back) within agreed timeframes of 28 days.	Sd07-2022	02	5.1	In house	100%	100% new registered building plan applications received and approved (referred back)	100% new registered building plan applications received and approved (referred back)	100% new registered building plan applications received and approved (referred back)	100% new registered building plan applications received and approved (referred back)	100% new registered building plan applications received and approved (referred back)	100% new registered building plan applications received and approved (referred back)	Compliance to building regulations	Copy of application Register
		% of (category 2) land use applications received and processed within 90 days by authorised officer	Sd06-2022	02	5.2	In house	100%	100% (category 2) land use applications received and processed	100% (category 2) land use applications received and processed	100% (category 2) land use applications received and processed	100% (category 2) land use applications received and processed	100% (category 2) land use applications received and processed	100% (category 2) land use applications received and processed	Compliance to the SPLUMA by-law	Copy of the land use applications report and register
		% of (category 1) land use applications received and referred to Nkangala District Tribunal within 90 days from VKLM	Sd06-2022	01	5.3	In house	100%	100% (category 1) land use applications received and referred to Nkangala District Tribunal	100% (category 1) land use applications received and referred to Nkangala District Tribunal	100% (category 1) land use applications received and referred to Nkangala District Tribunal	100% (category 1) land use applications received and referred to Nkangala District Tribunal	100% (category 1) land use applications received and referred to Nkangala District Tribunal	100% (category 1) land use applications received and referred to Nkangala District Tribunal	Compliance to the SPLUMA by-law	The list of registered applications received and referred to NDM (Land tribunal)

KPA 5: SPATIAL DEVELOPMENT																
Strategic Goal: Increase regularisation of built environment																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output indicator	Outcome Indicator	POE
Land Tenure and Spatial Development	Building Control	Number of quarterly reports on building contraventions notices issued submitted to the MM	Sd06-2022	02	5.4	In house	100%	1 Quarterly Report on building contraventions notices issued submitted to the MM	1 Quarterly Report on building contraventions notices issued submitted to the MM	1 Quarterly Report on building contraventions notices issued submitted to the MM	1 Quarterly Report on building contraventions notices issued submitted to the MM	4 Quarterly Reports on building contraventions notices issued submitted to the MM	4 Quarterly Reports on building contraventions notices issued submitted to the MM	Compliance to building regulations	Copy of quarterly reports submitted and signed by the MM.
		Number of property inspections conducted per quarter in terms of compliance to the Land scheme and Building Regulations		01	5.5.	In house	New	180 property inspections conducted in terms of compliance to the Land scheme and Building Regulations	180 property inspections conducted in terms of compliance to the Land scheme and Building Regulations	180 property inspections conducted in terms of compliance to the Land scheme and Building Regulations	180 property inspections conducted in terms of compliance to the Land scheme and Building Regulations	720 property inspections conducted in terms of compliance to the Land scheme and Building Regulations	720 property inspections conducted in terms of compliance to the Land scheme and Building Regulations	Compliance to building regulations	Close-out report with signed inspection forms
	Land Audit	Progress report on the development of the Land Audit submitted to the MM by 30 June 2026	Sd06-2022	02	5.6	In house	New	N/A	1 progress report on the development of the Land Audit submitted to the MM	N/A	1 progress report on the development of the Land Audit submitted to the MM	2 progress reports on the development of the Land Audit submitted to the MM	2 progress reports on the development of the Land Audit submitted to the MM	Informed decisions on land availability for development	Copy of progress reports on development of the land audit signed by the MM.

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KPA 5: SPATIAL DEVELOPMENT

Strategic Goal: Increase regularisation of built environment

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output indicator	Outcome Indicator	POE
Land Tenure and Spatial Development	Land Audit	Number of quarterly reports on cases of Land Invasion reported and resolved submitted to the MM	Sd09-2022	01	5.7.	In house	New	1 Quarterly Report on cases of Land Invasion reported and resolved submitted to the MM	1 Quarterly Report on cases of Land Invasion reported and resolved submitted to the MM	1 Quarterly Report on cases of Land Invasion reported and resolved submitted to the MM	1 Quarterly Report on cases of Land Invasion reported and resolved submitted to the MM	4 Quarterly Reports on cases of Land Invasion reported and resolved submitted to the MM	4 Quarterly Reports on cases of Land Invasion reported and resolved submitted to the MM	Improved quality of life and sustainable human settlement	Land invasion reports submitted and signed by the MM
		Number of Quarterly reports on Land Contraventions notices issued submitted to the MM by 30 June 2026		01	5.8.	In house	New	1 Quarterly report on Land Contraventions notices issued submitted to the MM	1 Quarterly report on Land Contraventions notices issued submitted to the MM	1 Quarterly report on Land Contraventions notices issued submitted to the MM	1 Quarterly report on Land Contraventions notices issued submitted to the MM	4 Quarterly reports on Land Contraventions notices issued submitted to the MM	4 Quarterly reports on Land Contraventions notices issued submitted to the MM	Improved built environment	Copy of quarterly report of building contravention notices issued signed by the MM.

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KPA 6: LOCAL ECONOMIC DEVELOPMENT																
Strategic Goal: Increased economic activity and job creation																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Economic Growth and Development	Economic Growth and Development	Number of bi-annual reports submitted to Council with respect to CSI and SLP Programme of both Business and Mining organisations by 30 June 2026	Led03 - 2022	02	6.2	In house	5	N/A	1 CSI and SLP Programme of both Business and Mining organisations Report submitted to Council	N/A	1 CSI and SLP Programme of both Business and Mining organisations Report submitted to Council	2 CSI and SLP Programme of both Business and Mining organisations Report submitted to Council	2 CSI and SLP Programme of both Business and Mining organisations Report submitted to Council	Job Creation	Copies of bi-annual reports submitted to Council

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KPA 6: LOCAL ECONOMIC DEVELOPMENT																
Strategic Goal: Increased economic activity and job creation																
Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26								
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Economic Growth and Development	Economic Growth and Development	Number of SMME's and Cooperatives capacity building skills workshops held by the 30 June 2026	Led10-2022	01	6.5	200	5	1 SMME's and Cooperatives skills workshop held	N/A	N/A	1 SMME's and Cooperatives skills workshop held	2 SMME's and Cooperatives skills workshop held	2 SMME's and Cooperatives skills workshop held	Create sustainable businesses	Copy of close-out reports inclusive of Attendance Register.
		Number of work opportunities created through the implementation of EPWP by 30 June 2026	Led09-2022	01	6.6	1 900	New	N/A	100 Work opportunities created through the implementation of EPWP	N/A	100 Work opportunities created through the implementation of EPWP	200 Work opportunities created through the implementation of EPWP	200 Work opportunities created through the implementation of EPWP	Alleviate poverty and improve service delivery	Front page of the contract and copy of ID document

KPA 6: LOCAL ECONOMIC DEVELOPMENT

Strategic Goal: Increased economic activity and job creation

Strategic Thrust	Programme	KPI	IDP Link	Weighting	SDBIP Ref No	Annual Budget R'000 (Input Indicator)	Baseline	2025/26							
							2023/24	1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Annual Target	Output Indicator	Outcome Indicator	POE
Economic Growth and Development	Business Licensing	Number of new investments attracted into the local economy by 30 June 2025.	Led09-2022	01	6.7	In house	New	N/A	N/A	N/A	2 Direct/Non-direct Investments attracted into the local economy	2 Direct/Non-direct Investments attracted into the local economy	2 Direct/Non-direct Investments attracted into the local economy	Economic Growth	Copy of a close-out report for each investment attracted
		Number of quarterly business compliance inspections conducted	Led03 – 2022	01	6.12	In house	New	10 quarterly business compliance inspections conducted	10 quarterly business compliance inspections conducted	10 quarterly business compliance inspections conducted	10 quarterly business compliance inspections conducted	40 quarterly business compliance inspections conducted	40 quarterly business compliance inspections conducted	Compliant business operations	Close-out report with signed inspection forms
	Local Economic Development	Number of quarterly LED stakeholder engagement forums attended	Led10-2022	01	6.1.1	In house	0	1 quarterly LED stakeholder engagement forums attended	1 quarterly LED stakeholder engagement forums attended	1quarterly LED stakeholder engagement forums attended	1 quarterly LED stakeholder engagement forums attended	4 quarterly LED stakeholder engagement forums attended	4 quarterly LED stakeholder engagement forums attended	Stimulate Economic Growth	Copy of Minutes and Attendance Register

TOGETHER FOR GROWTH AND DEVELOPMENT

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PERSONAL DEVELOPMENT PLAN (PDP)

Entered into by and between
Victor Khanye Local Municipality
["the Employer"]

KLEINBOOI VUSI BUDA

And

TSWALEDI MACDONALD MASHABELA

["the Employee"]

Period: 01 July 2025 – 30 June 2026

Explanatory Notes to the Personal Development Plan

1. Introduction

1.1 The Victor Khanye Local Municipality is committed to –

a) the continuous training and development of its employees to achieve its vision, mission and strategic objectives and empower employees; and
b) managing training and development within the ambit of relevant national policies and legislation.

1.2 The Victor Khanye Local Municipality will follow an integrated approach to Human Resource Development, that is:

a) Human Resource Development will form an integral part of human resource planning and management.
b) In order for the Victor Khanye Local Municipality's training and development strategy and plans to be successful, it will be based on sound Human Resource (HR) practices, such as the (strategic) HR Plan, job descriptions, the results of the regular performance appraisals, career pathing, scarce skills and talent management and succession planning.
c) To ensure the necessary linkage with performance management, the municipality's Performance Management and Development System will provide for the Personal Development Plans of employees to be included in the Annual Performance Agreements. Such approach will ensure the alignment of individual performance objectives to the municipality's strategic objectives, and that training and development needs are also identified during the performance management and appraisal process.
d) Career-pathing and succession planning ensures the employees are placed and developed in the jobs according to aptitude and identified potential and through training and development acquire the necessary competencies to prepare them for future positions. Scarce skills and talent management also require appropriate training, education and development interventions.

2. Competence Modelling

2.1 What does an institution mean when it says an employee/prospective employee is competent when he/she fits a managerial competency framework or occupational competency profile? The institution is in fact expressing competence as a **future-oriented** ideal that they require to achieve their strategic objectives [The institution is in effect giving a depiction of the desired or required knowledge, skills and attributes for an individual in a specific position]. For competence to be useful, the associated competence should be greater than the observed performance as it will allow the individual growth towards this "ideal".

2.2 There is however a risk in expressing a required competence that a current or prospective employee should adhere to in the future, as the future is, by definition, uncertain. Managers cannot know how an employee will perform in the future nor can they know how the employees that they did not select, did not promote, did not award a qualification to, might perform.

2.3 Moreover, managers do not make their expressions in a social vacuum. They do so within a social context in which there are various actors, various stakeholders, with different interest's accountabilities, different things they are trying to achieve and

various ways in which others will hold them accountable. If managers are selecting employees, they shall similarly have to justify their decisions to others. Relevance thus becomes an obvious issue that affects the level of confidence in such a decision. Various human resource procedures and systems need to be established to maintain the relevance of the expression of competence to the requirements of the employer. Confidence is the basis on which the various parties implicated in the decisions and actions taken within a competence system will seek to account to others for those decisions and actions.

2.4 When linking a decision that a prospective employee / current employee is competent, the communication is based on what may be called conventions of assessment. Some common understanding is achieved by which a certain set of arrangements become socially accepted as the basis for linking different contexts. Contexts differ, in particular in terms of time. So, performance in the past is linked to future situations in which desired performance is anticipated. This linking of contexts will normally involve some model, some way of accounting for the claimed link. The **DPLG** has decided on:

2.4.1 A managerial competency framework as an expression of required managerial competencies.

2.4.2 Occupational competency profiles as expression of occupation / post competency requirements.

3. Compiling the Personal Development Plan attached as the Annexure

3.1 The aim of the compilation of the Personal Development Plans (PDP's) is to identify, prioritise and implement training needs.

3.2 The Local Government: Municipal Systems Act: Guidelines: Generic senior management competency framework and occupational competency profiles provides comprehensive information on the relevance of items 2.4.1 and 2.4.2 above to the PDP process. The Municipal Finance Management Competency Regulations, such as those developed by the National Treasury and other line sector departments' legislated competency requirements need also be taken into consideration during the PDP process.

3.3 The assessment results of a manager against the minimum requirements contained in the managerial competency framework and occupational competency profiles will assist a manager, in consultation with his/her employee, to compile a **Personal Development Plan** as follows:

a) The identified training needs should be entered into column **1 of the Appendix, entitled Skills/Performance Gab**. The following should be carefully determined during such a process:

i. Organisational needs, which include the following:

- Strategic development priorities and competency requirements, in line with the municipality's strategic objectives.
- The competency requirements of individual jobs. The relevant job requirements (job competency profile) as identified in the job description should be compared to the current competency profile of the employee to determine the individual's competency gabs.
- Specific competency gabs as identified during the probation period and performance appraisal of the employee.

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ii. Individual training needs that are job / career related.

b) Next, **the prioritisation of the training needs [1 to ...] in column 1 should also be determined** since it may not be possible to address all identified training needs in a specific financial year. It is however of critical importance that training needs be addressed on a phased and priority basis. This implies that all these needs should be prioritized for purposes of accommodating critical / strategic training and development needs in the HR Plan. Personal Development Plans and the Workplace Skills Plan.

c) Consideration must then be given to **the outcomes expected in column 2 of the Appendix** so that once the intervention is completed, the impact it had can be measured against relevant output indicators.

d) An appropriate intervention should be identified to address training needs / skills gabs and the outcomes to be achieved but with due regard to cost effectiveness. These interventions should be listed in **column 3 of the Appendix, entitled: Suggested training and / or development activity**.
The training / development must also be conducted either in line with a recognised qualification from a tertiary institution or unit standards registered on the National Qualifications Framework (South African Qualifications Authority), which could enable the trainee to obtain recognition towards a qualification for training undertaken. It is important to determine through the training / Human Resource Development / Skills Development Unit within the municipality whether unit standards have been developed with regard to a specific outcome / skills gab identified (and registered with the South African Qualifications Authority). Unit standards usually have measurable assessment criteria to determine achieved competency. There is more detail on this in item 4 below.

e) **Guidelines regarding the number of training days per employee and the nominations of employees**: An employee should on average receive at least five days of training per financial and not unnecessarily be withdrawn from training interventions.

f) **Column 4 of the Appendix: The suggest mode of delivery** refers to the chosen methodology that is deemed most relevant to ensure transfer of skills. The training / development activity should impact on delivery back in the workplace. Mode of delivery consists of, amongst others, self-study [The official takes it upon him / her to read e.g. legislation]; internal or external training provision; coaching and / or mentoring and exchange programmes, etc.

g) The **suggested time frames (column 5 of the Appendix)** enable managers to effectively plan for the annum e.g. so that not all their employees are away from work within the same period and also ensuring that the PDP is implemented systematically.

h) **Work opportunity created to practice skill / development areas, in column 6 of the Appendix,** further ensures internalisation of information gained as well as return on investment (not just a nice to have skill but a necessary to have skill that is used in the workplace).

i) The final column, **column 7 of the Appendix**, provides the employee with a **support person** that could act as coach or mentor with regard to the area of learning.

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3.4 Personal Development Plans are compiled for individual employees and the data collated from all employees in the municipality forms the basis for the prescribed Workplace Skills Plan, which municipalities are required to compile as a basis for all training and education activities in the municipality, in a specific financial year and report on progress made to the Local Government Sector Education and Training Authority (LGSETA).

3.5 Funding should be made available for training, education and development, in line with the Skills Development Act, at least 1% of the personnel budget must be earmarked for it. Additional funding can also be secured in terms of the provisions of the Skills Development Levies Act from the LGSETA if:
a) A Skills Development Facilitator has been appointed.
b) The Workplace Skills Plan has been submitted.

4. Life-long learning

4.1 It was agreed that an outcomes-based Lifelong Learning Development Framework would be the basis on which Curriculum 2005 would be developed. The basic principle is that learners should be able to progress to higher levels of achievement by mastering prescribed learning outcomes. Learning programmes should thus facilitate progression from one phase or learning outcome to another and from any starting point in the education and training system. Prior knowledge (acquired informally or by work experience, would also have to be assessed and credited. National qualifications would be awarded, at each of the levels of the National Qualifications Framework (NQF) [see the attached definitions] provided that candidates have accumulated certain combinations of credits and have abided by probable rules of combinations required for such qualifications.

4.2 Eight learning areas were identified to form the basis of all education up to the Further Education and Training Certificate:

Nr.	Learning Area
1	Language, Literacy and Communication
2	Mathematical Literacy, Mathematics and Mathematical Science
3	Human and Social Sciences
4	Natural Sciences
5	Technology
6	Arts and Culture
7	Economic and Management Sciences
8	Life Orientation

4.3 As is clear from the definitions, there will be four phases, with Adult Basic Education and Training (ABET) linked to the first three. The history of school education had the effect that the majority of the adult population for black communities, were provided with inadequate education or no schooling. Thus ABET is viewed as a force for social

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participation and economic development and has been brought into the mainstream of the education and training system. The underlying principles are that ABET should provide a general basic education, promote critical thinking and empower individuals to participate in all aspects of society, and promote active learning methods, and, ABET should lead to nationally recognized certificates based on clear national standards assessed as learning outcomes.

4.4 Once the foundation phase is addressed, the other phase can follow suit. In this regard the discussion in item 3.3 (d) refers. Note should also be taken that in addressing professionalization within the local government sector, there may be a need to develop vocational qualifications.

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ANNEXURE B: PERSONAL DEVELOPMENT PLAN

Skills Performance Gab (in order of priority)	Outcomes expected *(measurable indicators, quantity, quality and time frames)*	Suggested training and/or development activity	Suggested mode of delivery	Suggested time frame	Work opportunity created to practice skills/development area	Support persons
E.g. *1. Appraise Performance of Managers*	*The manager will be able to enter into performance agreements with all managers reporting to him / her, appraise them against set criteria, within relevant time frames*	*A course containing theoretical and practical application with coaching in the workplace following [relevant unit standard?]*	*External provider, in line with identified unit standard and not exceeding R6000*	*March 200….*	*Appraisal of managers reporting to him / her*	*Senior Manager: Training*

ANNEXURE C: DISCLOSURE OF INTEREST FORM 2025/26

Name of Business	Registration (CK) Number	% Owned
REYANOPELE CARRIES PTY LTD		50%

Other Interests:

I hereby certify that the above information is complete and correct to the best of my knowledge.

Signatures **Date** 14/07/2025

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ANNEXURE D: A1 COMPETENCY DETAILS

The required achievement levels in terms of Regulation 21 of 2014 are as follows:

Competencies	Basic	Competent	Advanced	Superior
Leading competencies				
Strategic Direction and Leadership	• Understand institutional and departmental strategic objectives, but lacks the ability to inspire other to achieve set mandate • Describe how specific tasks link to institutional strategies but has limited influence in directing strategy •Has a basic understanding of institutional performance management but lacks the ability to integrate systems into a collective whole •Demonstrate a basic understanding of key decision-makers	• Give direction to a team in realising the institution's strategic mandate and set objectives • Has a positive impact and influence on the morale, engagement and participation of team members • Develop action plans to execute and guide strategy implementation • Assist in defining performance measures to monitor the progress and effectiveness of the institution • Displays an awareness of institutional structures and political factors • Effectively communicate barriers to execution to relevant parties • Provide guidance to all stakeholders in the achievement of the strategic mandate • Understand the aim and objectives of the institution and relate it to own work	• Evaluate all activities to determine value and alignment to strategic intent • Display in-depth knowledge and understanding of strategic planning • Align strategy and goals across all functional areas • Actively define performance measures to monitor the progress and effectiveness of the institution • Consistently challenge strategic plans to ensure relevance • Understand institutional structures and political factors, and the consequences of actions • Empower others to follow strategic direction and deal with complex situations •Guide the institution through complex situations and ambiguous concern • Use understanding of power relationships and dynamic tensions among key players to frame communications and develop strategies, positions and alliances	• Structure and position the institution to local government priorities • Actively use in-depth knowledge and understanding to develop and implement a comprehensive institutional framework • Hold self accountable for strategy execution and results • Provide impact and influence through building and maintaining strategic relationships •Create an environment that facilitates loyalty and innovation • Display a superior level of self-discipline and integrity in actions • Integrate various systems into a collective whole to optimise institutional performance management •Uses understanding of competing interests to manoeuvre successfully to a win/win outcome

TOGETHER FOR GROWTH AND DEVELOPMENT

Competencies	Basic	Competent	Advanced	Superior
People Management	• Participate in team goal-setting and problem-solving• Interact and collaborate with people of diverse backgrounds• Aware of guidelines for employee development, but requires support in implementing development initiatives	• Seek opportunities to increase team contribution and responsibility• Respect and support the diverse nature of others and be aware of the benefits of a diverse approach• Effectively delegate tasks and empower others to increase contribution and execute functions optimally• Apply relevant employee legislation fairly and consistently• Facilitate team goal-setting and problem-solving• Effectively identify capacity requirements to fulfil the strategic mandate	• Identify ineffective team and work processes and recommend remedial interventions• Recognise and reward effective and desired behaviour• Provide mentoring and guidance to others in order to increase personal effectiveness• Identify development and learning needs within the tam• Build a work environment conducive to sharing, innovation, ethical behaviour and professionalism• Inspire a culture of performance excellence by giving positive and constructive feedback to the team• Achieve agreement or consensus in adversarial environments• Lead and unite diverse teams across divisions to achieve institutional objectives	• Develop and incorporate best practice people management processes, approaches and tools across the institution• Foster a culture of discipline, responsibility and accountability•Understand the impact of diversity in performance and actively incorporate a diversity strategy in the institution•Develop comprehensive integrated strategies and approaches to human capital development and management• Actively identify trends and predict capacity requirements to facilitate unified transition and performance management

TOGETHER FOR GROWTH AND DEVELOPMENT

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Competencies	Basic	Competent	Advanced	Superior
Programme and Project Management	• Initiate projects after approval from higher authorities• Understand procedures of programme and project management methodology, implications and stakeholder involvement• Understand the rational of projects in relation to the institution's strategic objectives• Document and communicate factors and risk associated with own work• Use results and approaches of successful project implementation as guide	• Establish broad stakeholder involvement and communicate the project status and key milestones• Define the roles and responsibilities of the project team and create clarity around expectations• Find a balance between project deadline and the quality of deliverables• Identify appropriate project resources to facilitate the effective completion of the deliverables• Comply with statutory requirements and apply policies in a consistent manner • monitor progress and use of resources and make needed adjustments to timelines, steps and resource allocation	• Manage multiple programmes and balance priorities and conflicts according to institutional goals• Apply effective risk management strategies through impact assessment and resource requirements• Modify project scope and budget when required without compromising the quality and objectives of the project• Involve top-level authorities and relevant stakeholders in seeking project buy-in• Identify and apply contemporary project management methodology• Influence and motivate project team to deliver exceptional results• Monitor policy implementation and apply procedures to manage risks	• Understand and conceptualise the long-term implications of desired project outcomes• Direct a comprehensive strategic macro and micro analysis and scope projects accordingly to realise institutional objectives• Consider and initiate projects that focus on achievement of the long-term objectives• Influence people in positions of authority to implement outcomes of projects• Lead and direct translation of policy into workable action plans• Ensures that programmes are monitored to track progress and optimal resource utilisation, and that adjustments are made as needed

TOGETHER FOR GROWTH AND DEVELOPMENT

Competencies	Basic	Competent	Advanced	Superior
Financial Management	• Understand basic financial concepts and methods as they relate to institutional processes and activities• display awareness into the various sources of financial data, reporting mechanisms, financial governance, processes and systems• Understand the importance of financial accountability• Understand the importance of asset control	• Exhibit knowledge of general financial concepts, planning, budgeting, and forecasting and how they interrelate• Assess, identify and manage financial risks• Assume a cost-saving approval to financial management• Prepare financial reports based on specified formats• Consider and understand the financial implications of decisions and suggestions• Ensure that delegation and instructions are required by National Treasury guidelines are reviewed and updated• Identify and implement proper monitoring and evaluation practices to ensure appropriate spending against budget	• Take active ownership of planning, budgeting, and forecast processes and provides credible answers to queries within own responsibility• Prepare budgets that are aligned to the strategic objectives of the institution•Address complex budgeting and financial management concerns• Put systems and processes in place to enhance the quality and integrity of financial management practices•Advise on policies and procedures regarding asset control• Promote National Treasury's regulatory framework for Financial Management	• Develop planning tools to assist in evaluating and monitoring future expenditure trends• Set budget frameworks for the institution• Set strategic direction for the institution on expenditure and other financial processes• Build and nurture partnerships to improve financial management and achieve financial savings• Actively identify and implement new methods to improve asset control• Display professionalism in dealing with financial data and processes

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Competencies	Basic	Competent	Advanced	Superior
Change Leadership	• Display an awareness of change interventions, and the benefits of transformation initiatives• Able to identify basic needs for change• Identify gaps between the current and desired state• Identify potential risk and challenges to transformation, including resistance to change factors•Participate in change programmes and piloting change interventions• Understand the impact of change interventions on the institution within the broader scope of local government	• Perform an analysis of the change impact on the social, political and economic environment• Maintain calm and focus during change• Able to assist team members during change and keep them focused on the deliverables• Volunteer to lead change efforts outside of own work team• Able to gain buy-in and approval for change from relevant stakeholders• Identify change readiness levels and assist in resolving resistance to change factors• Design change interventions that are aligned with the institution's strategic objectives and goals	• Actively monitor change impact and results and convey progress to relevant stakeholders• Secure buy-in and sponsorship for change initiatives• Continuously evaluate change strategy and design and introduce new approaches to enhance the institution's effectiveness• Build an nurture relationships with various stakeholders to establish strategic alliance in facilitating change• Take and lead in impactful change programmes• Benchmark change interventions against best change practices• Understand the impact and psychology of change, and put remedial interventions in place to facilitate effective transformation• Take calculated risk and seek new ideas from best practice scenarios, and identify the potential for implementation	• Sponsor change agents and create a network of change leaders who support the interventions• Actively adapt current structures and processes to incorporate the change interventions• Mentor and guide team members on the effects of change, resistance factors and how to integrate change•Motivate and inspire others around change initiatives

TOGETHER FOR GROWTH AND DEVELOPMENT

Competencies	Basic	Competent	Advanced	Superior
Governance Leadership	• Display a basic awareness of risk, compliance and governance factors but require guidance and development in implementing such requirements•Understand the structure of cooperative government but requires guidance on fostering workable relationships between stakeholders•Provide input into policy formulation	• Display a thorough understanding of governance and risk and compliance factors and implement plans to address these• Demonstrate understanding of the techniques and processes for optimising risk taking decisions within the institution•Actively drive policy formulation within the institution to ensure the achievement of objectives	Able to link risk initiative into key institutional objectives and drivers• Identify, analyse and measure risk, create valid risk forecasts, and map risk profiles• Apply risk control methodology and approaches to prevent and reduce risk that impede on the achievement of institutional objectives• Demonstrate a thorough understanding of risk retention plans• Identify and implement comprehensive risk management systems and processes• Implement and monitor the formulation of policies, identify and analyse constraints and challenges with implementation and provide recommendations for improvement	• Demonstrate a high level of commitment in complying with governance requirements• implement governance and compliance strategy to ensure achievement of institutional objectives within the legislative framework•Able to advise Local Government on risk management strategies, best practice interventions and compliance management• Able to forge positive relationships on cooperative governance level to enhance the effectiveness of local government• Able to shape, direct and drive the formulation of policies on a macro level
Core Competencies				

TOGETHER FOR GROWTH AND DEVELOPMENT

Competencies	Basic	Competent	Advanced	Superior
Moral competence	• Realise the impact of acting with integrity, but requires guidance and development in implementing principles• follow the basic rules and regulations of the institution• Able to identify basic moral situations, but requires guidance and development in understanding and reasoning with moral intent	• Conduct self in alignment with the values of Local Government and the institution• Able to openly admit own mistakes and weaknesses and seek assistance from others when unable to deliver• Actively report fraudulent activity and corruption within local government• Understand and honour the confidential nature of matters without seeking personal gain• Able to deal with situations of conflict of interest promptly and in the best interest of local government	• Identify, develop, and apply measures of self-correction• Able to gain trust and respect through aligning actions with commitments•Make proposals and recommendations that are transparent and gain the approval of relevant stakeholders• Present values, beliefs and ideas that are congruent with the institution's rules and regulations• Takes an active stance against corruption and dishonesty when noted• Actively promote the value of the institution to internal and external stakeholders• Able to work in unity with a team and not seek personal gain• Apply universal moral principles consistently to achieve moral decisions	• Create an environment conducive of moral practices• Actively develop and implement measures to combat fraud and corruption• Set integrity standards and shared accountability measures across the institution to support the objectives of local government• Take responsibility for own actions and decisions, even if the consequences are unfavourable

TOGETHER FOR GROWTH AND DEVELOPMENT

Competencies	Basic	Competent	Advanced	Superior
Planning and Organising	• Able to follow basic plans and organise tasks around set objectives• Understand the process of planning and organising but requires guidance and development in providing detailed and comprehensive plans• Able to follow existing plans and ensure that objectives are met• Focus on short-term objectives in developing plans and actions • Arrange information and resources required for a task, but require further structure and organisation	• Actively and appropriately organise information and resources required for a task•Recognise the urgency and importance of tasks• Balance short and long-term plans and goals and incorporate into the team's performance objectives• Schedule tasks to ensure they are performed within budget and with efficient use of time and resources• Measures progress and monitor performance results	• Able to define institutional objectives, develop comprehensive plans, integrate and coordinate activities, and assign appropriate resources for successful implementation• Identify in advance required stages and actions to complete tasks and projects• Schedule realistic timelines, objectives and milestones for tasks and projects• Produce clear, detailed and comprehensive plans to achieve institutional objectives• Identify possible risk factors and design and implement appropriate contingency plans• Adapt plans in light of changing circumstances• Prioritise tasks and projects according to their relevant urgency and importance	• Focus on broad strategies and initiatives when developing plans and actions• Able to project and forecast short, medium and long term requirements of the institution and local government• Translate policy into relevant projects to facilitate the achievement of the institutional objectives

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Competencies	Basic	Competent	Advanced	Superior
Analysis and Innovation	• Understand the basic operation of analysis, but lack detail and thoroughness• Able to balance independent analysis with requesting assistance from others• Recommend new ways to perform tasks within own function• Propose simple remedial interventions that marginally challenges the status quo• Listen to the ideas and perspectives of others and explore opportunities to enhance such innovative thinking	• Demonstrate logical problem solving techniques and approaches and provide rationale for recommendations• Demonstrate objectivity, insight, and thoroughness when analysing problems• Able to break down complex problems into manageable parts and identify solutions• Consult internal and external stakeholders on opportunities to improve processes and service delivery • Clearly communicate the benefits of new opportunities and innovative solutions to stakeholders• Continuously identify opportunities to enhance internal processes• Identify and analyse opportunities conducive to innovative approaches and propose remedial intervention	• Coaches team members on analytical and innovative approaches and techniques• Engage with appropriate individuals in analysing and resolving complex problems• Identify solutions on various areas in the institution • Formulate and implement new ideas throughout the institution• Able to gain approval and buy-in for proposed interventions from relevant stakeholders• Identify trends and best practices in process and service delivery and propose institutional application• Continuously engage in research to identify client needs	• Demonstrate complex analytical and problem solving approaches and techniques• Create an environment conducive to analytical and fact-based problem-solving• Analyse, recommend solutions and monitor trends in key challenges to prevent and manage occurrence• Create an environment that fosters innovative thinking and follows a learning organisation approach• Be a thought leader on innovative customer service delivery, and process optimisation• Play an active role in sharing best practice solutions and engage in national and international local government seminars and conferences

TOGETHER FOR GROWTH AND DEVELOPMENT

Competencies	Basic	Competent	Advanced	Superior
Knowledge and Information Management	• Collect, categorise and track relevant information required for specific tasks and projects• Analyse and interpret information to draw conclusions• Seek new sources of information to increase the knowledge base• Regularly share information and knowledge with internal stakeholders and team members	• Use appropriate information systems and technology to manage institutional knowledge and information sharing• Evaluate data from various sources and use information effectively to influence decisions and provide solutions• Actively create mechanisms and structures for sharing of information• Use external and internal resources to research and provide relevant and cutting-edge knowledge to enhance institutional effectiveness and efficiency	• Effectively predict future information and knowledge management requirements and systems• Develop standards and processes to meet future knowledge management needs• Share and promote best-practice knowledge management across various institutions• Establish accurate measures and monitoring systems for knowledge and information management• Create a culture conducive of learning and knowledge sharing• Hold regular knowledge and information sharing sessions to elicit new ideas and share best practice approaches	• Create and support a vision and culture where team members are empowered to seek, gain and share knowledge and information• Establish partnerships across local government to facilitate knowledge management• demonstrate a mature approach to knowledge and information sharing with an abundance and assistance approach• Recognise and exploit knowledge points in interactions with internal and external stakeholders

TOGETHER FOR GROWTH AND DEVELOPMENT

WG

Competencies	Basic	Competent	Advanced	Superior
Communication	• Demonstrate an understanding for communication levers and tools appropriate for the audience, but requires guidance in utilising such tools• Express ideas in a clear and focused manner, but does not always take the needs of the audience into consideration• Disseminate and convey information and knowledge adequately	• Express ideas to individuals and groups in formal and informal settings in a manner that is interesting and motivating• Able to understand, tolerate and appreciate diverse perspectives, attitudes and beliefs• Adapt communication content and style to suit the audience and facilitate optimal information transfer• Deliver content in a manner that gains support, commitment and agreement from relevant stakeholders• Compile clear, focused, concise and well-structured written documents	• Effectively communicate high-risk and sensitive matters to relevant stakeholders• Develop a well-defined communication strategy • Balance political perspectives with institutional needs when communicating viewpoints on complex issues• Able to effectively direct negotiations around complex matters and arrive at a win-win situation that promotes Batho Pele principles• Market and promote the institution to external stakeholders and seek to enhance a positive image of the institution• Able to communicate with the media with high levels of moral competence and discipline	• Regarded as a specialist in negotiations and representing the institution• Able to inspire and motivate others through positive communication that is impactful and relevant•

TOGETHER FOR GROWTH AND DEVELOPMENT

Competencies	Basic	Competent	Advanced	Superior
Results and Quality Focus	• Understand quality of work but requires guidance in attending to important matters• Show a basic commitment to achieving the correct results• Produce the minimum level of results required in the role• Produce outcomes that is of a good standard• Focus on the quantity of output but requires development in incorporating the quality of work• Produce quality work in general circumstances, but fails to meet expectation when under pressure	• Focus on high-priority actions and does not become distracted by lower-priority activities • Display firm commitment and pride in achieving the correct results• Set quality standards and design processes and tasks around achieving set standards• Produce output of high quality • Able to balance the quantity and quality of results in order to achieve objectives• Monitors progress, quality of work, and use of resources; provide status updates, and make adjustments as needed	• Consistently verify own standards and outcomes to ensure quality output• Focus on the end result and avoids being distracted• Demonstrate a determined and committed approach to achieving results and quality standards• Follow task and projects through to completionV Set challenging goals and objectives to self and team and display commitment to achieving expectations• Maintain a focus on quality outputs when placed under pressure• Establishing institutional systems for managing and assigning word, defining responsibilities, tracking, monitoring and measuring success, evaluating and valuing the work of the institution	• Coach and guide others to exceed quality standards and results• Develop challenging, client-focused goals and sets high standards for personal performance• Commit to exceed the results and quality standards, monitor own performance and implement remedial interventions when required• Work with team to set ambitious and challenging team goals, communicating long- and short-term expectations• Take appropriate risks to accomplish goals• Overcome setbacks and adjust action plans to realise goals• Focus people on critical activities that yield a high impact