

PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN

**CAPRICORN DISTRICT MUNICIPALITY
AS REPRESENTED BY THE MUNICIPAL MANAGER**

RAMAKUNTWANE SELEPE

.....

AND

MPHEEHE JUNIAS MACHABA

.....

EXECUTIVE MANAGER: COMMUNITY SERVICES

**FOR THE FINANCIAL YEAR:
01 July 2022 TO 30 JUNE 2023**

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Municipality has, in terms of Section 57(1)(a) of the Local Government: Municipal Systems Act, No. 32 of 2000 ("the Systems Act") entered into a contract of employment with the Executive Manager for a period of 5 Years, commencing on 1 November 2021.
- 1.2 Section 57(1) (b) of the Systems Act, read with the contract of employment concluded between the Parties; require the Parties to conclude an annual performance agreement.
- 1.3 The Parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Manager to a set of outcomes that will secure local government policy goals.
- 1.4 The Parties wish to ensure that there is compliance with Sections 57(4A), (4B) and (5) of the Systems Act as well as the contract of employment entered into by the Parties.
- 1.5 In this Agreement the following words will have the meaning ascribed thereto:

"this Agreement" - means the performance agreement between the Municipality and the Executive Manager and the annexures thereto.

"the Executive Authority" - means the Executive Committee of the Municipality constituted in terms of Section 43 of the Local Government: Municipal Structures Act as represented by its chairperson, the Mayor.

"the Executive Manager" – means Senior Manager directly accountable to the Municipal Manager in terms of Section 56(a) of the Systems Act.

the Municipal Manager" – means the Municipal Manager appointed in terms of Section 54(A) of the Local Government: Municipal Systems Act, No. 32 of 2000.

"the Municipality" – meansMunicipality.

"the Parties" - means the Municipal Manager and/ or Executive Council and the Executive Manager.

2. PURPOSE OF THIS AGREEMENT

- 2.1 The Parties agree that the purposes of this Agreement are to:
- 2.1.1. comply with the provisions of Section 57(1)(b), (4A), (4B) and (5) of the Systems Act as well as the contract of employment entered into between the Parties;
 - 2.1.2. specify objectives and targets defined and agreed with the Executive Manager and to communicate to the Executive Manager the Municipality's expectations of the Executive Manager's performance and accountability in alignment with the Integrated Development Plan (IDP), the Service Delivery and Budget Implementation Plan (SDBIP) and the budget of the Municipality;
 - 2.1.3. specify accountabilities as set out in a performance plan.
 - 2.1.4. monitor and measure performance against targeted outputs and outcomes;
 - 2.1.5. use performance plan as a basis for assessing the Executive Manager for permanent employment and/or to assess whether the Executive Manager has met the performance expectations applicable to his/her job;
 - 2.1.6. appropriately reward the Executive Manager in accordance with the Municipality's performance management policy in the event of outstanding performance;
 - 2.1.7. establish a transparent and accountable working relationship; and
 - 2.1.8. give effect to the Municipality's commitment to a performance-orientated relationship with its Executive Manager in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 Notwithstanding the date of signature this Agreement will commence on the **1st July 2022** and will remain in force until a new performance agreement including a Performance Plan and Personal Development Plan is concluded between the Parties as contemplated in Clause 3.2
- 3.2 The Parties will review the provisions of this Agreement during June each year. The Parties will conclude a new performance agreement including a Performance Plan and Personal Development Plan that replaces this Agreement at least once a year by not later than the 31st of July each year.
- 3.3 The payment of the performance bonus is determined by the performance score obtained during the annual performance calculations as informed by the quarterly performance assessments.

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- 3.4 The payment of a performance bonus for the year in which the Executive Manager's contract of employment expires will be done as set out in clause 3.3.
- 3.5 In the event of the Executive Manager commencing or terminating his services with the Municipality during the validity period of this Agreement, the Executive Manager's performance for the portion of the period referred to in clause 3.1 during which he was employed, will be evaluated and he will be entitled to a pro rata performance bonus based on his evaluated performance and the period of actual service.
- 3.6 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon by the Parties.
- 3.7 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.
- 3.8 This Agreement will terminate on the termination of the Executive Manager's contract of employment for any reason.

4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan in **Annexure A** sets out:
- 4.1.1 the performance objectives and targets which must be met by the Executive Manager; and
 - 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The Core Competency Requirements (CCRs) in **Annexure B** set out those management skills regarded as critical to the position held by the Executive Manager.
- 4.3 The Personal Development Plan in **Annexure C** sets out the Executive Manager's personal developmental requirements in line with the objectives and targets of the Municipality.
- 4.4 The performance objectives and targets reflected in **Annexure A** are set by the Municipality in consultation with the Executive Manager and based on

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the IDP, SDBIP and the budget of the Municipality, and include key objectives, key performance areas, target dates and weightings.

- 4.5 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the time frame in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 4.6 The Executive Manager's performance will, in addition, be measured in terms of contributions to the development objectives and strategies set out in the Municipality's Integrated Development Plan.

5. PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The Executive Manager agrees to participate in the performance management system that the Municipality adopts or introduces for the municipal management and municipal staff of the Municipality.
- 5.2 The Executive Manager accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the municipal management and municipal staff to perform to the standards required.
- 5.3 The Executive Committee/Council and/or Municipal Manager will consult the Executive Manager about the specific performance standards that will be included in the performance management system as applicable to the Executive Manager.
- 5.4 The Executive Manager undertakes to actively focus towards the promotion and implementation of his Key Performance Areas as set out in the performance plan including special projects relevant to the Executive Manager's responsibilities within the Local Government Framework.

6. PERFORMANCE ASSESSMENT

The performance of the Executive Manager will be assessed against the outputs and outcomes achieved in terms of his/her Key Performance Areas (KPA's) as fully described in performance plan and his Core Competency Requirements (CCRs) determined at the commencement of this Agreement with a weighting of 80:20 allocated to the KPA's and CCRs respectively. Therefore the KPA's that refer to the main tasks of the Executive Manager account for 80% of his assessment while the CCRs make up the other 20% of the Executive Manager's assessment score.

The weightings agreed to in respect of the Executive Manager's KPAs attached as Annexure A are set out in the table below:

KEY PERFORMANCE AREAS (KPAS)	WEIGHT
KPA 1: Municipal Transformation and Institutional Development	10
KPA 2: Basic Service Delivery	20 + 5 = 25
KPA 3: Local Economic Development and Planning	20
KPA 4: Financial Viability	15
KPA 5: Good governance and public participation	20
KPA 6 : Spatial Rationale	10
TOTAL PERCANTAGE	100%

The weightings agreed to in respect of the CCRs considered most critical for the Executive Manager's position are set out in the table below: (tick the chosen CCRs as in the performance plan)

CORE COMPETENCY REQUIREMENTS - CCRs				
CORE MANAGERIAL COMPETENCIES (CMC)	INDICATE CHOICE	WEIGHT	Current level(1-3)	Desired Level
Strategic Capability and Leadership	✓	10%	2	3
Programme and Project Management	✓	10%	2	3
Financial Management	Compulsory	10%	2	3
Change Management	✓	3%	2	3
Knowledge Management	✓	2%	2	3
Service Delivery Innovation	✓	5%	2	3
Problem Solving and Analysis	✓	10%	2	3
People Management and Empowerment	Compulsory	10%	2	3
Client Orientation and Customer Focus	Compulsory	7%	2	3
Communication	✓	5%	2	3
Honesty and integrity	✓	5%	2	3

CORE OCCUPATIONAL COMPETENCIES (COCs)				
CORE MANAGERIAL COMPETENCIES (CMC)	CHOICE	WEIGHT	Current Level (1-3)	Desired Level
Competence in Self Management				
Interpretation of and implementation within the legislative and national policy frameworks	✓	5%	2	3
Knowledge of Developmental Local Government	✓	5%	2	3
Knowledge of Performance Management and Reporting	✓	5%	2	3
Knowledge of Global and SA specific political, social and economic contexts				
Competence in Policy Conceptualisation, Analysis and Implementation	✓	5%	2	3
Knowledge of more than one functional municipal field or discipline				
Mediation Skills				
Governance Skills				
Competence as required by other national line sector departments				
Exceptional and dynamic creativity to improve the functioning of the Municipality				
100% implementation of RMC resolutions	✓	1%	2	3
100% implementation of mitigations actions due.	✓	1%	2	3
100% implementation of the Impact of the mitigations measures	✓	1%	2	3

The assessment of the performance of the Executive Manager will be based on the following levels for KPAs and CCRs:

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.					

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

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An indicative rating on the five-point scale should be provided for each KPA and CCR using the following as guidance:

1	Unacceptable
2	Not fully effective
3	Fully effective
4	Above expectations
5	Outstanding

Each KPA and CCR 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 to determine which rating on the five-point scale did the Executive Manager achieved. The following criteria could assist:

Duration of task	<ul style="list-style-type: none"> - Was the target achieved within the projected time frame?
Level of complexity	<ul style="list-style-type: none"> - Required problem solving - Reconciling different perceptions - Innovative alternatives used
Cost	<ul style="list-style-type: none"> - within budget - saving - overspending
Constraints	<ul style="list-style-type: none"> - Did envisaged constraints materialise? - If so, were steps taken to manage/reduce the effect of the constraint? - If not, did it beneficially affect the completion of the target? - Any innovative/pro-active steps to manage the constraint

An applicable assessment rating calculator must be used to add the KPA and CCR scores and calculate final KPA and CCR percentages.

7. PANEL AND SCHEDULE FOR PERFORMANCE ASSESSMENTS

An assessment panel consisting of the following persons must be established to evaluate the performance of the Executive Managers directly accountable to the Municipal Manager.

- Municipal Manager
- Chairperson of the Performance Audit Committee or the Audit Committee in the absence of a Performance Audit Committee
- A member of the Executive Committee and the relevant portfolio Committee chairperson
- Municipal Manager of another municipality

In addition the following assessments may also form part of the performance evaluation at the end of the quarter if so agreed between the Parties:

- Executive Manager (own assessment)
- Fellow section 57 managers
- Divisional Head reporting to the manager.

The performance of the Executive Manager will be assessed in relation to his achievement of:

- the targets indicated for each KPA
- the CCRs as defined

on a date to be determined for each of the following quarterly periods:

1 st Quarter	-	July to September
2 nd Quarter	-	October to December
3 rd Quarter	-	January to March
4 th Quarter	-	April to June

The Municipality will keep a record of the mid-year and annual assessment meetings.

The Municipality may appoint an external facilitator to assist with the annual assessment.

The Executive Manager responsible for the Corporate Services Department of the Municipality must provide secretariat services to the evaluation panel for the annual performance assessment.

8. EVALUATING PERFORMANCE

The Executive Manager will submit quarterly performance reports and a comprehensive annual performance report prior to the performance assessment meetings to the Municipal Manager.

The Municipal Manager will give performance feedback to the Executive Manager after each quarterly and the annual assessment meetings.

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

At the end of the 4th quarter, the Executive Authority will determine if the Executive Manager is eligible for a performance bonus as envisaged in his contract of employment.

The results of the annual assessment and the scoring report of the Executive Manager for the purposes of bonus allocation, if applicable, will be submitted to the Executive Authority for a recommendation to the full Council.

Personal growth and development needs identified during any performance assessment discussion, must be documented in the Executive Manager's Personal Development Plan as well as the action steps and set time frames agreed to.

Despite the establishment of agreed intervals for assessment, the Municipal Manager may, in addition, review the Executive Manager's performance at any stage while his contract of employment remains in force.

9. OBLIGATIONS OF THE MUNICIPALITY

The Municipality will create an enabling environment to facilitate effective performance by the Executive Manager.

The Executive Manager will be provided with access to skills development and capacity building opportunities.

The Municipality will work collaboratively with the Executive Manager to solve problems and generate solutions to common problems that may impact on the performance of the Executive Manager.

The Municipality will make available to the Executive Manager such resources including employees as the Executive Manager may reasonably require from time to time to assist him 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 Executive Manager to ensure that he complies with those performance obligations and targets.

The Executive Manager will, at his request, be delegated such powers by the Municipality as may in the discretion of the Municipality be reasonably required from time to time to enable him to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

10.1 The Executive Committee/Council and / or Municipal Manager agrees to consult the Executive Manager within a reasonable time where the exercising of the Executive Authority's and / or Municipal Manager's powers will –

10.1.1 have a direct effect on the performance of any of the Executive Manager's functions;

10.1.2 commit the Executive Manager to implement or to give effect to a decision made by the Executive Committee/Council and/or Municipal Manager;

10.1.3 have a substantial financial effect on the Municipality.

10.2 The Municipal Manager agrees to inform the Executive Manager 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 Executive Manager to take any necessary action without delay.

11. CONSEQUENCE OF UNACCEPTABLE OR POOR PERFORMANCE

11.1 Where the Municipal Manager is, at any time during the Executive Manager's employment, not satisfied with the Executive Manager's performance with respect to any matter dealt with in this Agreement, the Municipal Manager will give notice to the Executive Manager to attend a meeting with the Municipal Manager.

11.2 The Executive Manager will have the opportunity at the meeting to satisfy the Municipal Manager of the measures being taken to ensure that the Executive Manager's performance becomes satisfactory in accordance with a documented programme, including any dates, for implementing these measures.

- 11.3 The Municipality will provide systematic remedial or developmental support to assist the Executive Manager to improve his/her performance.
- 11.4 If, after appropriate performance counselling and having provided the necessary guidance and/or support as well as reasonable time for improvement in performance, the Municipal Manager holds the view that the performance of the Executive Manager is not satisfactory, the Municipal Council will, subject to compliance with applicable labour legislation, be entitled by notice in writing to the Executive Manager, to terminate the Executive Manager's employment in accordance with the notice period set out in the Executive Manager's contract of employment.
- 11.5 Where there is a dispute or difference as to the performance of the Executive Manager under this Agreement, the Parties will confer with a view to resolving the dispute or difference.
- 11.6 Nothing contained in this Agreement in any way limits the right of the Municipality to terminate the Executive Manager's contract of employment with or without notice for any other breach by the Executive Manager of his obligations to the Municipality or for any other valid reason in law.

12. DISPUTES

- 12.1 In the event that the Executive Manager is dissatisfied with any decision or action of the Executive Committee/Council and/or Municipal Manager in terms of this Agreement, or where a dispute or difference arises as to the extent to which the Executive Manager has achieved the performance objectives and targets established in terms of this Agreement, the Executive Manager may meet with the Municipal Manager with a view to resolving the issue. At the Executive Manager's request the Municipal Manager will record the outcome of the meeting in writing.
- 12.2 If any dispute about the nature of the Executive Manager's performance agreement whether it relates to key responsibilities, priorities, methods of assessment or any other matter provided for cannot be resolved through an internal mechanism as contemplated above, the dispute will be mediated by the Executive Mayor within thirty (30) days of receipt of a formal dispute from the Executive Manager whose decision shall be final and binding on both Parties.
- 12.3 If any dispute about the outcome of the Executive Manager's performance evaluation cannot be resolved through an internal mechanism as contemplated above, the dispute will be mediated by a member of the Council, provided that such member was not part of the evaluation panel

provided for in clause 7 within thirty (30) days of receipt of a formal dispute from the Manager whose decision shall be final and binding on both Parties.

12.4 In the event that the mediation process contemplated above fails, the relevant arbitration clause of the contract of employment will apply.

13. GENERAL

13.1 The contents of this Agreement and the outcome of any review conducted in terms of Annexure "A" will not be confidential and may be made available to the public by the Municipality.

13.2 Nothing in this Agreement diminishes the obligations, duties, or accountabilities of the Executive Manager in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives, or other instruments.

Signed at CDM on this 14th day of July 2022.

As Witnesses:

- 1. Mameadula Mogale
- 2. Adolphus Mogale

Mameadula Mogale
Executive Manager

Signed at P. Mkhwanane on this 18 day of July 2022.

As Witnesses:

- 1. [Signature]
- 2. [Signature]

P. Mkhwanane
Municipal Manager

PERSONAL DEVELOPMENT PLAN

Skills/performance gaps	Outcomes Expected	Suggested training /development activity	Suggested mode of delivery	Suggested timeframes	Work opportunity to practice skill/development area	Support person
Municipal Governance	Certificate in Munic. Governance	Course in Munic. Gov	Knowledge of Munic Gov	1 year	Comm Service	MM
Knowledge of Emergency Services	Skilled in EMS	Course in Emergency Services	Skilled in Emergency	1 year	Community Services	MM

Markus M
EXECUTIVE MANAGER

14.07.2022
DATE

K. Lepp
MUNICIPAL MANAGER

18/07/2022
DATE

2022/2023 PERFORMANCE PLAN

EXECUTIVE MANAGER – COMMUNITY SERVICES

(01 JULY 2022 – 30 JUNE 2023)

CAPRICORN DISTRICT MUNICIPALITY

This plan defines the Council's expectations of the employee in accordance with the departmental business plan. This document provides the performance objectives and targets that must be based on the key performance indicators set out from time to time in the Municipality's Integrated Development Plan and the Service Delivery Budget Implementation Plan.

There are 2 parts to this review:

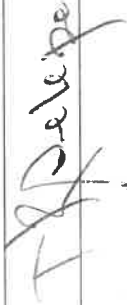
1. Score card detailing key objectives and their related performance indicators, weightings and target dates
2. Core managerial functions

The period of this plan is from 01 JULY 2022 – 30 JUNE 2023

Signed and accepted by the Executive Manager –
Community Services.



Signed by the Municipal Manager on behalf of Council:



1.1. COMMUNITY SERVICES

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Outputs 1 & 7: 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
EMERGENCY SERVICES (FIRE AND RESCUE)															
CMS D-01	Basic Services Delivery	To ensure provision of effective fire-fighting and rescue services in the district	Extrication Equipment	Procurement of extrication equipment	CDM	Number of sets of extrication equipment procured.	0 set of extrication equipment procured	3%	1 set of extrication equipment procured	Development of TOR	Advertisement of tender	Appointment of service provider	1 set of extrication equipment procured	700 000	Invoice/ quotation/ delivery note/Appointment letter, Terms of reference
CMS D-02	Basic Services Delivery	To ensure provision of effective fire-fighting and rescue services in the district	Fire safety awareness programme	Fire safety week	CDM area	Number of Fire safety awareness events held.	1 fire safety awareness event held	3%	1 fire safety awareness event held.	No target for the quarter	Develop concept document	No target for the quarter	1 fire safety awareness event held	113 000	Agenda and Attendance Register/ concept document

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Community services department- vote 6																		
Responsive, Accountable, Effective and Efficient Local Government System																		
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 																		
To provide sustainable basic services and infrastructure development																		
Business Unit	Outcome 9:	Key Strategic Organisational Objectives:	Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
			CMS D-03	Basic Services Delivery	To ensure provision of effective fire-fighting and rescue services in the district	Miscellaneous equipment	Procurement of small gear equipment and tools	CDM	Number of miscellaneous equipment and tools procured	New indicator	3%	1 set of miscellaneous equipment and tools procured	Develop ToRs for miscellaneous equipment and tools procured	Advertisement of tender	Appointment of the service provider	1 miscellaneous equipment and tools procured	500 000	Invoices/TO R's developed/Bid advert. Delivery note/Appointment letter
			CMS D-04	Basic Services Delivery	To ensure provision of effective fire-fighting and rescue services in the district	Complete Breathing Apparatus sets	Procurement of complete Breathing Apparatus sets	CDM	Number sets of complete Breathing Apparatus sets procured	New Indicator	3%	1 set of complete Breathing Apparatus sets procured	Develop ToRs for complete set of Breathing Apparatus	Advertisement of tender	Appointment of the service provider	1 set of complete Breathing Apparatus sets procured	400 000	TOR Developed Invoice/ Bid advert. Delivery note/Appointment letter

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Business Unit		Community services department- vote 6													
Outcome 9:		Responsive, Accountable, Effective and Efficient Local Government System													
• Outputs 1 & 7:		<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 													
Key Strategic Organisational Objectives:		To provide sustainable basic services and infrastructure development													
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-05	Basic Services Delivery	To ensure effective fire-fighting and rescue services in the district	Hazardous material equipment	Procurement of Hazardous material equipment	CDM	Number of hazardous material equipment procured	New indicator	3%	1 set of hazardous material equipment procured	Develop ToRs for miscellaneous equipment and tools procured	Advertisement of tender	Appointment of the service provider	1 set of hazardous material equipment procured	400 000	Invoices/TO R's developed/Bid advert. Delivery note/Appointment letter
CMS D-06	Basic Services Delivery	To ensure provision of effective fire-fighting and rescue services in the district	Office Machinery/Equipment and cascade system	Maintenance of Office Machinery/Equipment and cascade system	CDM	Number of sets of Office Machinery/Equipment and cascade system maintained	New indicator	3%	1 set of Office Machinery/Equipment and cascade system maintained	Office Machinery/Equipment and cascade system maintenance report.	Office Machinery/Equipment and cascade system maintenance report.	Office Machinery/Equipment and cascade system maintenance report.	1 set of Office Machinery/Equipment and cascade system maintained	150 000	Maintenance contract /Bid advert. invoice/Appointment letter

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-07	Basic Services Delivery	To ensure provision of effective firefighting and rescue services in the district.	Library and training materials	Library and training material procured	CDM	Number of set of library and training material procured	New indicator	3%	1 set of library and training material procured	Develop ToRs for the procurement of Library and training material	1 set of library and training material procured	No target for the quarter	No target for the quarter	12 000	Invoices/TO R's developed/Bid advert. Delivery note/Appointment letter
CMS D-08	Basic Services Delivery	To ensure provision of effective firefighting and rescue services in the district.	Landscaping and tree planting at the TT Cholo firestation	Landscaping and tree planting at the TT Cholo firestation	CDM	Percentage of landscaping and tree planting at TT Cholo firestation.	New Indicator	4%	100% Landscaping and tree planting at TT Cholo Firestation	Develop ToRs for Landscaping and tree planting at TT Cholo Firestation.	Advertisement of tender	Appointment of the service provider	100% Landscaping and tree planting at TT Cholo Firestation	1000 000	TOR's developed/Bid advert note/Appointment letter/Completion Certificate

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
DISASTER MANAGEMENT SERVICE															
CMS D-09	Local Economic Development	To promote an integrated approach to disaster management continuum in CDM	Recruitment, engagement and registration of disaster management volunteers	Recruitment, engagement and registration of disaster management volunteers	CDM	Number of disaster management volunteers engaged and monitored	71 Disaster management volunteers engaged and registered	3%	50 Disaster management volunteers engaged and monitored	12 Disaster management volunteers engaged and monitored	13 Disaster management volunteers engaged and monitored	12 Disaster management volunteers engaged and monitored	13 Disaster management volunteers engaged and monitored	125 000	List of volunteers engaged (per quarter)
CMS D-10	Basic Services	To promote an integrated approach to disaster management continuum in CDM	Procurement of disaster relief materials and shelters	Procurement of disaster relief material (tents, sleeping mattress, blankets, lamps, salvage sheets, foldable shacks)	CDM	Number of Disaster relief material and shelters procured	Procurement of COVID-19 protective material: 0 layer face Masks, 0 Hand Sanitizers, 0hand soaps. 0 refill bottles for sanitizers(flip caps), 0 refill	4%	Procurement of 10, tents, 100 sleeping mattress,500 blankets, 50 lamps, and 100 salvage sheets, 5 single burner canister burner, 5	No target for the quarter	No target for the quarter	No target for the quarter	Procurement of 10, tents, 100 sleeping mattress, 500 blankets, 50 lamps, and 100 salvage sheets, 5 single burner canister,	700 000	Delivery note and invoice/

Community services department- vote 6																		
Responsive, Accountable, Effective and Efficient Local Government System																		
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 																		
To provide sustainable basic services and infrastructure development																		
Business Unit	Outcome 9:	Key Strategic Organisational Objectives:	Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
			CMS D-11	Basic Services	To promote and sustain an integrated approach to disaster management continuum in CDM	Disaster management awareness services	Commemoration of International day for disaster risk reduction (IDRR)	CDM	Number of International Disaster Risk Reduction (IDRR) awareness and summit held	1 IDRR awareness held	3%	1 IDRR awareness event held	No target for quarter	1 IDRR awareness event held	No target for quarter	No target for quarter	100 000	Attendance register/Agenda/Report
										bottles for sanitizers (mist spray), 0 food pedal sanitizer stands.		foldable shacks and 5 Solar lighting system				5 canister burner, 5 foldable shacks and 5 Solar lighting system		

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Community services department- vote 6																	
Responsive, Accountable, Effective and Efficient Local Government System																	
<ul style="list-style-type: none"> Improving access to basic service Actors supportive of human settlement outcome 																	
To provide sustainable basic services and infrastructure development																	
Business Unit	Outcome 9:	Key Strategic Organisational Objectives:	Project No.	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
			CMS D-12	To promote and sustain an integrated approach to disaster management continuum in CDM	Disaster Risk Management Support Schools Competition for Learners	Disaster Risk Management Support Schools Competition for Learners	CDM	Number of Disaster Risk Management Support Schools Competition for Learners coordinated	1 Disaster Risk Management Support Schools Competition for Learners coordinated	3%	1 Disaster Risk Management support schools for learners coordinated	No target for quarter	No target for quarter	No target for quarter	1 Disaster Risk Management school competitions for learners coordinate	100 000	Disaster Risk Management Support Schools Competition Report
			CMS D-13	To promote and sustain an integrated approach to disaster management continuum in CDM	School support programs	Disaster Management safety and resilience programs implemented at schools	CDM	Number of schools supported on implementation of disaster risk reduction programs.	24 Schools (primary and secondary) supported on implementation of disaster risk reduction programs	3%	8 Schools (primary and secondary) supported on implementation of disaster risk reduction programs	No target for the quarter	No target for the quarter	No target for the quarter	8 Schools (primary and secondary) supported on implementation of disaster risk reduction programs	40 000	Attendance Register/Correspondence

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Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance Indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-14	Basic Services	To promote and sustain an integrated approach to disaster management continuum in CDM	Disaster Management coordination	Disaster management co-ordination services (advisory forums)	CDM /LM	Number of disaster management advisory forums coordinated.	10 disaster management advisory forum and 6 Covid 19 JOC Meetings and operations coordinated	3%	16 disaster management advisory forum coordinated	4 disaster management advisory forum coordinated	4 disaster management advisory forum coordinated	4 disaster management advisory forum coordinated	4 disaster management advisory forum coordinated	35 000	Attendance Register and Minutes
CMS D-17	Basic Services	To promote and sustain an integrated approach to disaster management continuum in CDM	Disaster Management Plans Reviewed	Review of District Disaster Management Plan	CDM /LM	Number of District Disaster Management Plan Review	New Indicator	3%	1 District Management Plan Reviewed	No target for the quarter	No target for the quarter	No target for the quarter	1 District Management Plan Reviewed	OPEX	District Disaster Management Plan

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Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
MUNICIPAL HEALTH SERVICES															
CMS D-21	Basic service delivery	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local communities	Food handling facilities monitoring	Food handling facilities monitoring	All LM's	Number of reports on monitored food handling facilities	12 reports on monitored food handling facilities	3%	12 reports on monitored food handling facilities	3 reports on monitored food handling facilities	3 reports on monitored food handling facilities	3 reports on monitored food handling facilities	3 reports on monitored food handling facilities	OPEX	Food handling facilities monitoring report
CMS D-22	Basic service delivery	To ensure provision of effective Municipal Health Services in the District that	Cleanest school competition	Cleanest school competition	Mole mole	Number of Cleanest school competition coordinated	4 Cleanest school competition coordinated	3%	1 Cleanest school competition coordinated	Concept document developed	No target for the quarter	1 Cleanest school competition coordinated	No target for the quarter	100 000	Agenda/Attendance register/Cocept document

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Outputs 1 & 7: 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-23	Basic service delivery	efficiently address all the felt needs and aspirations of local communities	Health awareness campaign	Health awareness campaign	Bloubaerg	Number of health awareness campaigns conducted	9 health awareness campaigns conducted	3%	1 health awareness campaign conducted	1 health awareness campaign conducted	No target for the quarter	No target for the quarter	No target for the quarter	75 000	Agendas, Attendance registers

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-24	Basic service delivery	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local communities	Water quality inspected /tested at sources	Monitoring of water sources	All LM's	Number of reports on water sources inspected	12 reports on water sources inspected	3%	12 reports on water sources inspected	3 reports on water sources inspected	3 reports on water sources inspected	3 reports on water sources inspected	3 reports on water sources inspected	OPEX	Water source inspected reports
CMS D-25	Basic service delivery	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations	Food and Water quality monitoring accessories	Procurement of Food and Water quality monitoring accessories	CDM	Percentage of food and water quality monitoring accessories procured	100 Percent of food and water quality monitoring accessories procured	3%	100 Percent of food and water quality monitoring accessories procured	ToR developed	No target for the quarter	100% of food and water quality monitoring accessories procured	No target for the quarter	42 000	Delivery note, Invoice/ TOR's developed

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Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-26	Basic service delivery	of local communities To ensure provision of effective Municipal Health Services in the District that efficiently address all the needs and aspirations of local communities	Food and water quality monitoring equipment	Procurement of Food and water quality monitoring equipment	CDM	Number of food and water quality monitoring equipment procured	10 food and water quality monitoring equipment and consumables procured	3%	5 food and water quality monitoring equipment procured	No target for the quarter	ToR developed	No target for the quarter	5 food and water quality monitoring equipment procured	50 000	Delivery note, Invoice/ TOR's developed
CMS D-27	Basic service delivery	To ensure provision of effective Municipal Health Services in the District that efficiently	Water quality sampling	Water sampling	All LMs	Number of reports on water sampling	12 reports on food and water sampling	3%	12 reports on water sampling	3 reports on water sampling	3 reports on water sampling	3 reports on water sampling	3 reports on water sampling	25 000	Water sampling report

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Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Business Unit	Community services department- vote 6														
Outcome 9:	Responsive, Accountable, Effective and Efficient Local Government System														
<ul style="list-style-type: none"> Outputs 1 & 7: 															
Key Strategic Organisational Objectives:															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-28	Basic service delivery	address all the felt needs and aspirations of local communities	Food sampling and of Moore pads planting	Planting of Moore pads for cholera surveillance	All LMs	Number of food sampling and Moore pads planted	12 analysis reports on Moore pads planted	3%	12 food sampling Moore pads planted	3 food sampling Moore pads planted	3 food sampling Moore pads planted	3 food sampling Moore pads planted	3 food sampling Moore pads planted	77 000	Food sampling /Moore pads planted report

Community services department- vote 6															
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<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance Indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-29	Basic service delivery	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local communities	Communicable disease monitoring and control	Follow-up of reported communicable diseases	All LMs	Number of reports on reported communicable diseases cases followed up	12 reports on reported communicable diseases followed up	3%	12 reports on reported communicable diseases followed up	3 reports on reported communicable diseases followed up	3 reports on reported communicable diseases followed up	3 reports on reported communicable diseases followed up	3 reports on reported communicable diseases followed up	OPEX	Communicable diseases followed up report


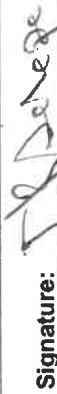
Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-30	Basic service delivery	To ensure effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local communities	Monitoring compliance with health legislation of non-food handling premises	Monitoring of non-food handling premises	CDM	Number of non-food handling premises monitored	12 reports on non-food handling premises monitored	3%	12 reports on non-food handling premises monitored	3 reports on non-food handling premises monitored	3 reports on non-food handling premises monitored	3 reports on non-food handling premises monitored	3 reports on non-food handling premises monitored	OPEX	Non-food handling premises monitored report
CMS D-31	Basic service delivery	To ensure effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations	Communicable disease preventative material procured	Procurement of communicable disease preventive material	CDM	Number of communicable disease preventive material procured	New indicator	3%	1 Set of communicable disease preventive materials procured.	No target for the quarter	TOR developed	No target for the quarter	1 Set of communicable disease preventative materials procured.	200 000	Delivery note, Invoice/ TOR's developed

Community services department- vote 6																
Responsive, Accountable, Effective and Efficient Local Government System																
<ul style="list-style-type: none"> Outputs 1 & 7: 																
Key Strategic Organisational Objectives:																
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification	
		of local communities														
SPORTS, RECREATION, ARTS AND CULTURE																
CMS D-32	Good Governance and Public Participation	To ensure coordination and promotion of sports and recreation, arts and culture in Capricorn District Municipality	Coordination of Community Safety Forums	Coordination of four community safety forums	CDM	Number of community safety forums coordinated	2 Community safety forums coordinated	3%	2 Community safety forums coordinated	No target for the quarter	1 Community safety forum coordinated	No target for the quarter	1 Community safety forum coordinated	100 000	Agenda Attendance register/ Correspondence	

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Outputs 1 & 7: 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
CMS D-33	Good governance and Public Participation	To ensure coordination and promotion of sports and recreation, arts and culture in Capricorn District Municipality	Heritage event celebration	Celebration of one heritage event	LMs	Number of heritage events celebrated	1 heritage event celebrated	3%	1 heritage event celebrated	1 heritage event celebrated	No target for the quarter	No target for the quarter	No target for the quarter	113 000	Agenda Attendance register
CMS D-34	Municipal Transformation and Institutional Development	To ensure coordination and promotion of sports and recreation, arts and culture in Capricorn District Municipality	Sports and Recreation Development	Sports and Recreation Development	Local municipalities	Number of Sports and Recreation programmes coordinated.	New indicator	3%	1 Sports & Recreation programme coordinated	No target for the quarter	No target for the quarter	1 Sports & Recreation outreach programme coordinated	No target for the quarter	300 000	Agenda and Attendance Register

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
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To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
DPE-MS-23	Local Economic Development	To address unemployment through EPWP	EPWP Coordination	EPWP work opportunities created	CDM	Number of EPWP work opportunities created (Disaster Management Volunteers)	50 EPWP work opportunities created (Disaster Management Volunteers)	3%	50 EPWP work opportunities created (Disaster Management Volunteers)	12 EPWP work opportunities created (Disaster Management Volunteers)	13 EPWP work opportunities created (Disaster Management Volunteers)	12 EPWP work opportunities created (Disaster Management Volunteers)	13 EPWP work opportunities created (Disaster Management Volunteers)	OPEX	Certified ID and Proof of payment and Attendance Registers and Signed contracts
FD-02.1	Financial Viability and Management	Financial reporting	Budget Treasury	CDM	Number of Unqualified audit opinion	1 Unqualified audit opinion (without material matters)	1 Unqualified audit opinion	3%	1 Unqualified audit opinion	No target for the quarter	1 Unqualified audit opinion	No target for the quarter	No target for the quarter	OPEX	Unqualified audit opinion report

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
FD-06	Local Economic Development	To ensure that the resources required to fulfil the needs identified in the strategic plan of the institution are efficient and effective (at the correct time, price and place and that the quantity and quality will satisfy those needs)	Demand management	Develop and Implement the procurement plan	CDM	Number of municipal procurement plan developed and implemented	1 municipal procurement plan developed and implemented	3%	1 municipal procurement plan developed and implemented	1 municipal procurement plan developed and implemented	No target for the quarter	No target for the quarter	No target for the quarter	OPEX	Municipal procurement plan

Community services department- vote 6															
Responsive, Accountable, Effective and Efficient Local Government System															
<ul style="list-style-type: none"> Improving access to basic service Actions supportive of human settlement outcome 															
To provide sustainable basic services and infrastructure development															
Project No.	Key performance Area	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2022/23 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2022/23 Annual Budget	Means of verification
FD-07	Financial Viability and Management	To monitor departmental expenditure	Acquisition management	Compliance to the SCM regulations	CDM	100 percent of compliance to the SCM regulations that result in R nil irregular, fruitless and unauthorised	100 percent of compliance to the SCM regulations that result in R nil irregular, fruitless and unauthorised	2%	100 percent of compliance to the SCM regulations that result in R nil irregular, fruitless and unauthorised	100 percent of compliance to the SCM regulations that result in R nil irregular, fruitless and unauthorised	100 percent of compliance to the SCM regulations that result in R nil irregular, fruitless and unauthorised	100 percent of compliance to the SCM regulations that result in R nil irregular, fruitless and unauthorised	100 percent of compliance to the SCM regulations that result in R nil irregular, fruitless and unauthorised	OPEX	Zero irregular, fruitless and wasteful, and unauthorised expenditure
Key Strategic Organisational Objectives: To provide sustainable basic services and infrastructure development															
Executive Manager: Mr Mphehe Junias Machaba															
Municipal Manager: Mr Ramakuntwane Selepe															
Date: 14-07-2022															
Date: 18/07/2022															
Signature: 															
Signature: 															

1.2. CORE MANAGERIAL COMPETENCIES

DEPARTMENT: COMMUNITY SERVICES

PERIOD: 01 JULY 2022 TO 30 JUNE 2023

CORE MANAGERIAL COMPETENCIES	CHOICE	WEIGHTING	CURRENT LEVEL (1-5)	DESIRED LEVEL
Strategic Capability and Leadership	✓	10%	3	5
Programme and Project Management	✓	10%	3	5
Financial Management	✓	10%	3	5
Change Management	✓	3%	3	5
Knowledge Management	✓	2%	3	5
Service Delivery Innovation	✓	5%	3	5
Problem Solving and Analysis	✓	10%	3	5
People Management and Empowerment	✓	10%	3	5
Client Orientation and Customer Focus	✓	7%	3	5
Communication	✓	5%	3	5
Honesty and Integrity	✓	5%	3	5

1/6 75

Interpretation of and implementation within the legislative and national policy frameworks	✓	5%	3	5
Knowledge of developmental Local Government	✓	5%	3	5
Knowledge of performance management and reporting	✓	5%	3	5
Competency in Policy conceptualisation, analysis and implementation	✓	5%	3	5
100% implementation of RMC resolutions	✓	1%	3	5
100% implementation of mitigations actions due.	✓	1%	3	5
100% implementation of the Impact of the mitigations measures	✓	1%	3	5
Total Percentage		100%	3	5
Executive Manager: Mr Mphehe Junias Machaba		Municipal Manager: Mr Ramakuntwane Selepe		
Date:	14-07-2022	Date:	18/07/2022	
Signature:	Machaba	Signature:	R Selepe	