2026/2027 ANNUAL PERFORMANCE PLAN

EXECUTIVE MANAGER – COMMUNITY SERVICES

(01 JULY 2026 – 30 JUNE 2027)

CAPRICON 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 2026 – 30 JUNE 2027**

Signed and accepted by the Executive Manager – Community Services. ______________________

Signed by the Municipal Manager on behalf of Council: ______________________

1.1. **SCORE CARD**

COMMUNITY SERVICES VOTE - 6

Business Unit	**Community services department- vote 6**
Key Performance Area (KPA) 2:	**Basic Services Delivery**
Outcome 9:	**Responsive, Accountable, Effective and Efficient Local Government System**
Outputs:	**Administrative and financial capability**
Key Strategic Organizational Objectives:	**To provide sustainable basic services and infrastructure development**
Integrated Service Provisioning Goal:	**Enable residents to experience reliable, cost effective, viable, sustainable and seamless provisioning of services in functioning places**

Project No.	Key performance Area	Problem Statement	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2026/27 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2026/27 Annual Budget	Means of verification
	FIRE AND EMERGENCY SERVICES															
CMSD-01	Basic Services Delivery	Inability to respond to emergencies in compliance to SAN standards	To ensure provision of effective and efficient fire and rescue services in the district	Office machinery/ equipment.	Maintenance of Firefighting equipment	CDM	Percentage of requested firefighting equipment maintained	3 x machinery/office equipment maintained	3%	100% of requested firefighting equipment maintained	No target for the quarter	No target for the quarter	100% of requested firefighting equipment maintained	No target for the quarter	200 000	Maintenance Report
CMSD-02	Basic Services Delivery	Inability to respond to emergencies in compliance to SAN standards	To ensure provision of effective and efficient fire and rescue	Firefighting equipment and tools	Provision of firefighting equipment	CDM	Percentage of requested firefighting equipme	1 x Mapping Drone, 3 x Infrared Night Vision	4%	100% of requested firefighting equipment and	No target for the quarter	No target for the quarter	100% of requested firefighting equipment and	No target for the quarter	500 000	Invoice/ Delivery note

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Business Unit	Community services department- vote 6
Key Performance Area (KPA) 2	Basic Services Delivery
Outcome 9:	Responsive, Accountable, Effective and Efficient Local Government System
Outputs:	Administrative and financial capability
Key Strategic Organizational Objectives:	To provide sustainable basic services and infrastructure development
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Project No.	Key performance Area	Problem Statement	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2026/27 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2026/27 Annual Budget	Means of verification
			services in the district				nt and tools provided	Binoculars and 4 x Firefighting Blowers of equipment and tools procured (1 Holematro pedal cutter, 1 x holematro hand pump, 1 x Lukas hand		tools provided			tools provided			

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Business Unit:						Community services department- vote 6									
Key Performance Area (KPA) 2:						Basic Services Delivery									
Outcome 9:						Responsive, Accountable, Effective and Efficient Local Government System									
Outputs:						Administrative and financial capability									
Key Strategic Organizational Objectives:						To provide sustainable basic services and infrastructure development									
Integrated Service Provisioning Goal:						Enable residents to experience reliable, cost effective, viable, sustainable and seamless provisioning of services in functioning places									
Project No.	Key performance Area	Problem Statement	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2026/27 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2026/27 Annual Budget	Means of verification
								pump,1 x Lukas padal cutter, 4x firefighting knapsakcs and 12 grass beaters)								
CMSD-03	Basic Services Delivery	Inability to respond to emergencies in compliance to SAN standards	To ensure provision of effective and efficient fire and rescue services in the district	License renewal	Renewal of Licenses	CDM	Number of SANS and NFPA Licenses renewed	2 licenses renewed	4%	1 SANS and 1 NFPA licenses renewed	No target for the quarter	No target for the quarter	1 SANS and 1 NFPA licenses renewed	No target for the quarter	210 000	Invoice /delivery note

Business Unit	Community services department- vote 6
Key Performance Area (KPA) 2:	Basic Services Delivery
Outcome 9:	Responsive, Accountable, Effective and Efficient Local Government System
Outputs:	Administrative and financial capability
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CMSD-04	Basic Services Delivery	Inability to respond to emergencies in compliance to SAN standards	To ensure provision of effective and efficient fire and rescue services in the district	International Firefighter's Day event	Coordination of International Firefighter's Day event	CDM	Number of International Firefighters Day event coordinated	1 Fire Safety Awareness event coordinated	4%	1 International Firefighter's Day event coordinated	No target for the quarter	No target for the quarter	Develop concept document	1 International Firefighter's Day event coordinated	230 000	Agenda and Attendance Register/ concept document
CMSD-05	Basic Services Delivery	Inability to respond to emergencies in compliance to SAN standards	To ensure provision of effective and efficient fire and rescue services in the district	Firefighting Library materials	Provision of Firefighting library materials	CDM	Percentage of requested Firefighting library materials provided	4 sets of library and training material procured	4%	100% of requested Firefighting library materials provided	Develop ToRs for the procurement of Library and training material	100% of requested Firefighting library materials provided	No target for the quarter	No target for the quarter	34 000	Invoice/ delivered note
	DISASTER RISK MANAGEMENT SERVICES															

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Business Unit	Community services department- vote 6
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CMSD-06	Basic Services Delivery	Inadequate resource for DRM at community-based level	To ensure provision of effective and efficient disaster management services in the district	Disaster management volunteers engagement	Recruitment, engagement, and registration of disaster management volunteers	CDM	Percentage of Disaster management volunteers engaged and monitored	50 Disaster management volunteers engaged and monitored	4%	100% of Disaster management volunteers engaged and monitored	100% of Disaster management volunteers engaged and monitored	100% of Disaster management volunteers engaged and monitored	100% of Disaster management volunteers engaged and monitored	100% of Disaster management volunteers engaged and monitored	135 000	List of volunteers engaged (per quarter)
CMSD-07	Basic Services	Inability to respond to emergencies in compliance to Disaster Risk Management (DRM)	To ensure provision of effective and efficient disaster management services in the district	Disaster relief materials and shelters	Provision of disaster relief material and shelters (tents, sleeping mattress,	CDM	Percentage of requested Disaster relief material and shelters provided	Procurement of 100 sleeping mattress, 800 blankets, 50 lamps,	4%	100% of requested Disaster relief material and shelters provided	No target for the quarter	100% of requested Disaster relief material and shelters provide	No target for the quarter	No target for the quarter	716 000	Delivery note and invoice

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Business Unit						Community services department- vote 6										
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		policy and legislation			blankets, lamps, salvage sheets, foldable shacks)			and 100 salvage sheets, 100 Hygiene packages								
CMSD-08	Basic Services Delivery	Inadequate DRM /DRR capacity building platforms	To ensre provision of effective and efficient disaster management services in the district	International Day of Disaster Risk Reduction Management awareness event held	Coordination of International Day of Disaster Risk Reduction Management awareness event	CDM	Number of International Day for Disaster Risk Reduction (IDDRR) awareness event coordinated	1 IDDRR awareness event held	4%	1 International Day for Disaster Risk Reduction awareness event coordinated	No target for quarter	1 International Day for Disaster Risk Reduction awareness event coordinated	No target for quarter	No target for quarter	100 000	Attendance register /Agenda/Report

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CM SD -09	Basic Services Delivery	Inadequate DRM /DRR capacity building platforms	To ensure provision of effective and efficient disaster management services in the district	Disaster Risk Management Support Schools Competition for Learners	Coordination of Disaster Risk Management Support Schools Competition for Learners	CD M	Number of Disaster Risk management school competitions for learners coordinated	1 Disaster Risk Management school competitions for learners coordinated	4%	1 Disaster Risk Management school competitions for learners coordinated	No target for quarter	No target for quarter	No target for quarter	1 Disaster Risk Management school competitions for learners coordinated	121 000	Disaster Risk Management Support Schools Competition Report
CM SD -10	Basic Services Delivery	Inadequate DRM /DRR capacity building platforms	To ensure provision of effective and efficient disaster management services	Disaster Risk Reduction School support programme	Disaster Risk Reduction School support programme	CD M /LM	Number of Disaster Risk Reduction School programs supported	7 Schools (primary and secondary) supporte	4%	4 Disaster Risk Reduction School programs supported	No target for the quarter	No target for the quarter	No target for the quarter	4 Disaster Risk Reduction School programs supported	78 000	Attendance Register/Report

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			in the district					d on implementation of disaster risk reduction programs								
CMSD-11	Basic Services	Inability of multi-sectoral engagement for provision of DRM/DRR expert guidance and knowledge sharing	To ensure provision of effective and efficient disaster management services in the district	Disaster Management advisory forums	Disaster Management advisory forum coordination	CDM	Number of Disaster management advisory forums coordinated	16 Disaster management advisory forum coordinated	4%	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	79 000	Attendance Register and Minutes

Business Unit					Community services department- vote 6											
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CM SD -12	Basic Services	Inadequate resources for DRM at community-based level	To ensure provision of effective and efficient disaster management services in the district	DRM Capacity Building Workshop for Community based structures	DRM Capacity Building Workshop for Community based structures coordination	CDM	Number of Disaster Risk Management Capacity Building Workshop for Community based structure	3 DRM Capacity Building Workshop for Community based structures held	4%	1 Disaster Risk Management Capacity Building Workshop for Community based structures	No target for the quarter	No target for the quarter	1 Disaster Risk Management Capacity Building Workshop for Community based structures	No target for the quarter	84 000	Attendance Registers/ Report

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							s coordinated			coordinated			coordinated			
	MUNICIPAL HEALTH SERVICES															
CMSD-13	Basic service delivery	Non-compliance with health regulations	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local	Food handling facilities	Monitoring of Food handling facilities	All LMs	Number of reports on food handling facilities monitored	12 reports on monitored food handling facilities	4%	12 reports on food handling facilities monitored	3 reports on food handling facilities monitored	3 reports on food handling facilities monitored	3 reports on food handling facilities monitored	3 reports on food handling facilities monitored	OPEX	Food handling facilities monitoring report

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			communities													
CMSD-14	Basic service delivery	Non-compliance with health regulations	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local communities	Cleanest school competition	Coordination of Cleanest school competition	All LMs	Number of Cleanest school competition coordinated	1 Cleanest school Competition coordinated	4%	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	Agendas, Attendance registers /concept document
CMSD-15	Basic service	Non-compliance	To ensure provision of effective	World Environmental	Conduct awareness in	All LM`s	Number of World Environm	New indicator	4%	1 World · Environm	1 World Environ	No target for the quarter	No target for the quarter	No target for the quarter	75 000	Attendance

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	delivery	with health regulations	Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local communities	Health Day (WEHD)	commemoration of World Environmental Health Day (WEHD)		ent Health Day Awareness event coordinated			ental Health Day Awareness event coordinated	mental Health Day Awareness event coordinated					registers
CMSD-16	Basic service delivery	Non-compliance with health regulations	To ensure provision of effective Municipal Health Services in the District that efficiently	Water quality inspection at sources	Monitoring of water quality inspection at sources	All LM`s	Number of reports on water quality sources inspected	12 reports on water sources inspected	4%	12 reports on water quality sources inspected	3 reports on water quality sources inspected	3 reports on water quality sources inspected	3 reports on water quality sources inspected	3 reports on water quality sources inspected	OPEX	Water source inspected reports

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Key Strategic Organizational Objectives						To provide sustainable basic services and infrastructure development										
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			address all the felt needs and aspirations of local communities													
CMSD-17	Basic service delivery	Non-compliance with health regulations	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local	Food and Water quality monitoring accessories and equipment	Availability of Food and Water quality monitoring accessories and equipment	All LMs	Percentage of requested food and water quality monitoring accessories and equipment available	100% of food and water quality monitoring accessories procured	3%	100% of requested food and water quality monitoring accessories and equipment available	No tartget for the quarter	No tartget for the quarter	100% of requested food and water quality monitoring accessories and equipment available	No tartget for the quarter	23 000	Water quality monitoring report

Business Unit	Community services department- vote 6
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			communities													
CMSD-18	Basic service delivery	Non-compliance with health regulations	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local communities	Health awareness campaign	Conduct Health awareness campaigns	All LMs	Number of health awareness campaigns conducted	13 Health Awareness Campaigns conducted	4%	4 health awareness campaigns conducted	1 health awareness campaign conducted	1 health awareness campaign conducted	1 health awareness campaign conducted	1 health awareness campaign conducted	50 000	Attendance registers
CMSD-19	Basic service	Non-compliance	To ensure provision of effective	Food sampling and	Food sampling and	All LMs	Number of reports on food	12 reports on food	3%	12 reports on food	3 reports on food	3 reports on food sampling	3 reports on food sampling	3 reports on food sampling	87 000	Food sampling

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	delivery	with health regulations	Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local communities	Moore pads planting	Planting of Moore pads for cholera surveillance		sampling and Moore pads planted	sampling Moore pads planted		sampling and Moore pads planted	sampling and Moore pads planted	and Moore pads planted	and Moore pads planted	and Moore pads plant		/Moore pads planted report
CMSD-20	Basic service delivery	Compliance with Reporting of Communicable diseases	To ensure provision of effective Municipal Health Services in the District that efficiently	Communicable diseases monitoring and control	Follow-up of reported communicable diseases	All LMs	Number of reports on reported communicable diseases cases	12 reports on reported communicable diseases followed up	3%	12 reports on communicable diseases followed up	3 reports on communicable diseases followed up	3 reports on communicable diseases followed up	3 reports on communicable diseases followed up	3 reports on communicable diseases followed up	OPEX	Communicable diseases followed up report

Business Unit	Community services department- vote 6
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			address all the felt needs and aspirations of local communities				followed up									
CMSD-21	Basic service delivery	Non-compliance with health regulations	To ensure provision of effective Municipal Health Services in the District that efficiently address all the felt needs and aspirations of local	Non-food handling premises	Monitoring compliance with health legislation of non-food handling premises	All LMs	Number of reports on 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

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			communities.													
CMSD-22	Basic service delivery	Non-compliance with health regulations	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 sampling	Water quality sampling	All Local Municipalities	Number of reports on water sampling generated	12 reports on food and water sampling	3%	12 reports on water sampling generated	3 reports on water sampling generated	3 reports on water sampling generated	3 reports on water sampling generated	3 reports on water sampling generated	20 000	Water sampling report
	SPORTS, RECREATION, ARTS AND CULTURE															

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CMSD-23	Basic service delivery	Social ills (social cohesion, diverse culture, nation building)	To ensure co-ordination and promotion of sport and recreation, arts and culture in Capricorn District Municipality	Community Safety Forums	Coordination of Community Safety Forums	All LMs	Number of Community Safety Forums Coordinated	7 Community safety forums coordinated	4%	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	192 000	Agenda Attendance register / Invitation
CMSD-24	Basic service delivery	Social ills (social cohesion, diverse culture, nation building)	To ensure co-ordination and promotion of sport and recreation,	Heritage event commemoration	Commemoration of Heritage Event	All LMs	Number of Heritage event commemorated	3 heritage events celebrated	4%	1 heritage event commemorated	1 heritage event commemorated	No target for the quarter	No target for the quarter	No target for the quarter	113 000	Agenda Attendanc register

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Business Unit					Community services department- vote 6										
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			arts and culture in Capricorn District Municipality													
CMSD-25	Basic service delivery	Social ills (social cohesion, diverse culture, nation building)	To ensure co-ordination and promotion of sport and recreation, arts and culture in Capricorn District Municipality	Sport and Recreation Development	Coordination of Sport & Recreation outreach programme	All LMs	Number of Sports and Recreation outreach programme coordinated	1 Sport & Recreation outreach programme coordinated	4%	1 Sport and Recreation outreach programme coordinated	No target for the quarter	No target for the quarter	1 Sport and Recreation outreach programme coordinated	No target for the quarter	120 000	Invitations/ Programme/Pictures/ Concept document

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Project No.	Key performance Area	Problem Statement	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2026/27 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2026/27 Annual Budget	Means of verification
FD -05	Financial viability and Management	Non-Compliance with MFMA	To prepare a credible and realistic budget in line with MFMA timelines	Financial Reporting	Budget Treasury	CDM	Number of unqualified audit opinion	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	1 Unqualified audit opinion report
FD -20	Financial viability and Management	Unauthorized expenditure	To monitor department expenditure	Acquisition Management	Compliance to the SCM regulations	CDM	Percentage compliance by Community Services Department to the SCM regulations that result in R nil	Non-compliance by Community services department to the SCM regulations that result in	3%	100 percent of compliance by Community Services Department to the SCM regulations that result in	100 percent of compliance by Community Services Department to the SCM regulati	100 percent of compliance by Community Services Department to the SCM regulations that result in	100 percent of compliance by Community Services Department to the SCM regulations that result in	100 percent of compliance by Community Services Department to the SCM regulations that result in	OPEX	Zero irregular expenditure, Fruitless and wasteful, and unauthorised/ Payment

Business Unit						Community services department- vote 6									
Key Performance Area (KPA) 2:						Basic Services Delivery									
Outcome 9:						Responsive, Accountable, Effective and Efficient Local Government System									
Outputs:						Administrative and financial capability									
Key Strategic Organizational Objectives:						To provide sustainable basic services and infrastructure development									
Integrated Service Provisioning Goal:						Enable residents to experience reliable, cost effective, viable, sustainable and seamless provisioning of services in functioning places									
Project No.	Key performance Area	Problem Statement	Strategic Objectives	Project Name	Project Description (major activities)	Location	Key performance indicator	Baseline	Weighting	2026/27 Annual Targets	Quarter 1 Targets	Quarter 2 Targets	Quarter 3 Targets	Quarter 4 Targets	2026/27 Annual Budget	Means of verification
							irregular expenditure	R 6 999 irregular expenditure		R nil irregular expenditure	ons that result in R nil irregular expenditure	R nil irregular expenditure	R nil irregular expenditure	R nil irregular expenditure		Vouchers,
TOTAL WEIGHT									100%							

Executive Manager: Mr Mpheehe Machaba	Municipal Manager: Mr Ramakuntwane Selepe
Date: 10/07/2026	Date: 10/07/2026
Signature:	Signature:

1.2. CORE MANAGERIAL COMPETENCIES

DEPARTMENT: COMMUNITY SERVICES

PERIOD: JULY 2026 TO JUNE 2027

CORE MANAGERIAL COMPETENCIES	COMPETENCY DESCRIPTION/ DEFINITION	CHOICE	WEIGHTING	CURRENT LEVEL (1-5)	DESIRED LEVEL (1 – 5)
Strategic Capability and Leadership	Creates a vision and leads durable and sustainable change in the municipal and directorate level to achieve municipal priorities, strategic objectives and measurable impact.	✓	**10%**	5	5
Programme and Project Management	Provides direction and guides project and programmes through the effective planning, management, monitoring and evaluation of specific activities in order to ensure effective development and execution of programmes/ projects.	✓	**10%**	5	5
Financial Management	Compiles and manages departmental budgets process, prepares annual and adjustment budgets for the department's business unit. Directs the efficient, economic and effective control and management of departmental budgets, financial planning and accounting as well as departmental expenditures.	✓	**5%**	5	5
Leave Management	Manages leave processes of self and subordinates in accordance the relevant policies and the applicable municipal leave management system.	✓	**5%**	5	5
Change Management	Facilitates transformational initiatives and drives implementation of change interventions that promote improved service delivery commitments. Manages and facilitates the processes of change and transition while helping others deal with the effects.	✓	**3%**	5	5
Knowledge Management	Promotes and adheres to the generation, sharing of knowledge and learning in order to enhance the collective knowledge of the municipality.	✓	**2%**	3	4
Service Delivery Innovation	Serves with passion and willingness both internal and external customers by putting the spirit of customer service (Batho Pele) into practice. Serves the greater good of the Municipality's communities, manages communities' needs and expectations.	✓	**5%**	3	4

Problem Solving and Analysis	Incorporates a big picture view, does through integration of issues and in a logical manner clarifies and links problems to foster long-standing conflict management and resolution.	✓	**10%**	3	5
People Management and Empowerment	Values staff and elected members, generates commitment to the municipality, manages staff effectively to ensure personal contribution and successful achievement of the municipal vision, policies and programmes.	✓	**5%**	5	5
100% implementation of the Internal Audit recommendations.	Acts promptly in response to the Internal Audit requests, findings and recommendations.	✓	**5%**	5	5
Client Orientation and Customer Focus	Serves with passion and willingness both internal and external customers by putting the spirit of customer service (Batho Pele) into practice.	✓	**7%**	3	4
Communication	Communicates persuasively to exchange information, ideas and influence others to gain cooperation, commitment and support so as to achieve desired outcomes.	✓	**5%**	4	5
Honesty and Integrity	Displays at all times ethical behaviour, models integrity in personal and municipal engagements in order to promote institutional confidence, trust and value-based practices.	✓	**5%**	5	5
Interpretation of and implementation within the legislative and national policy frameworks	Knows and understands Local Government regulatory framework and its requirements, impact and functional areas and effectively formulates policies and procedures in alignment with all relevant regulations to ensure good governance.	✓	**5%**	5	5
Knowledge of developmental Local Government	Knows and understands Local Government regulatory framework and its requirements, impact on functional areas and effectively formulates policies and procedures in alignment with all/ relevant regulations to ensure good governance.	✓	**5%**	5	5
Knowledge of performance management and reporting	Defines clear municipal and directorate performance goals, promotes a culture of performance accountability by setting and monitoring performance standards and impact.	✓	**5%**	5	5
Competency in Policy conceptualisation, analysis and implementation	Knows and understands Local Government regulatory framework requirements, its impact on functional areas and effectively formulates policies and procedures in alignment with all/ relevant regulations to ensure good governance.	✓	**5%**	5	5
100% implementation of RMC resolutions	Acts promptly in response to and implementation of the Risk Management Committee resolutions.	✓	**1%**	5	5

100% implementation of mitigations actions due.	Act promptly to ensure that all mitigations duly proposed are implemented.	✓	1%	3	4
100% implementation of the Impact of the mitigation measures	Act promptly to ensure that all mitigations duly proposed are implemented.	✓	1%	3	4
Total Percentage			100%		

Executive Manager: Mr Mpheehe Machaba	**Municipal Manager: Mr Ramakuntwane Selepe**
Date: 10/07/2026	**Date:** 10/07/2026
Signature: Machaba	**Signature:** Selepe