

KPA: SERVICE DELIVERY AND INFRASTRUCTURE												
Strategic Objectives: To ensure provision of affordable and sustainable basic services by upgrading existing and providing new infrastructure.												
Performance Objective	Weighting	KPI	Current Baseline Indicator	Annual Target 2017/18	Quarterly Target				Evidence	Input Indicator	Output Indicator	Outcome Indicator
					Q1	Q2	Q3	Q4				
To provide efficient and sustainable electricity supply to the consumers throughout the municipal area		% of HH with access to electricity in the licensed area 35103 houses	99% HH electrified in the licensed area as at 30 June 2017	99% HH electrified in STLTM by June 2018	69%				-Electricity connection records.	As built plans on infrastructure and consumer records RDP houses build Municipal personnel Mine, external and grant funding	New electrified formal dwellings. Satisfied community. High revenue income	Improve standards of living. Satisfied customers and willingness of pay.
		% Area outages successfully restored within 4 hours. (other than equipment failure)	Total number of outage restored within 4 hours: 144 Total number of outage : 213 (144/213) x 100= 67.61%	85% of area outages to be successfully restored within 4 hours by June 2017	85%	85%	85%	85%	- Record of all lodged outage complaints. -Faults analysis report.	Equipment Personnel	Shorter system downtime.	Improve standards of living. Satisfied customers and willingness of pay.
		% of area outages successfully restored (Equipment failure e.g. switchgear, minisub, transformers)	Total number of outage restored within 12 hours: 2 out of 2 was successfully restored within 12 hours = 100%	80% of area outages successfully restored within 12 hours by June 2017 (Equipment failure e.g. switchgear, minisub, transformers)	80%	80%	80%	80%	-Record of all lodged outages complaints. -Faults analysis report	Equipment Personnel	Shorter system downtime.	Improve standards of living. Satisfied customers and willingness of pay.
To provide efficient and sustainable electricity supply to the consumers throughout the municipal area		Number of free basic services consumers registered for	7193 of registered free basic service	300 basic services consumers registered for	50	100	100	50	Report from HOD	Consumer records	Free basic electricity	Improved standard of living


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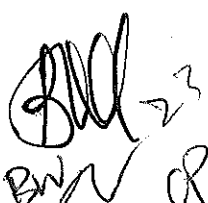
KPA: SERVICE DELIVERY AND INFRASTRUCTURE									
Strategic Objectives: To ensure provision of affordable and sustainable basic services by upgrading existing and providing new infrastructure.									
Performance Objective	Weighting	KPI	Current Baseline Indicator	Annual Target 2017/18	Quarterly Target				Outcome Indicator
					Q1	Q2	Q3	Q4	
supply to the consumers throughout the municipal		free basic electricity	consumers by June 2016	free basic electricity annually					

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Strategic Objectives: To ensure provision of affordable and sustainable basic services by upgrading existing and providing new infrastructure									
Performance Objective	Weighting	KPI	Current Baseline Indicator	Annual Target 2016/17	Quarterly Target				Outcome Indicator
					Q1	Q2	Q3	Q4	
To ensure provision of new roads and storm-water infrastructure while upgrading existing infrastructure		Number of km of new tarred/paved roads and storm water drainage system constructed.	1km of road completed in Phirirtona under MIG funding	1. Upgrading of 1km internal road in Schonkenville 2. Paving of Internal road in Mokwallo 1km 3. Improved Access - Bridge Crossing Edenville		10%	40%		MIG implementation plan to serve on the council as an item by 31 July 2017
							50%		Technically skilled and experienced personnel
								50%	


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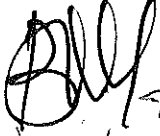
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KPA: INFRASTRUCTURE AND SERVICE DELIVERY												
Strategic Objectives: To ensure Compliance to blue drop requirements in a sustainable way by maintaining a high quality service throughout the MP313 area												
Performance Objective	Weighting	KPI	Current Baseline Indicator	Annual Target 2016/17	Quarterly Target			Evidence	Input Indicator	Output Indicator	Outcome Indicator	
To provide quality and sufficient water supply and an environment not harmful to human health or well being	2	% of HH (35103) with access to clean and safe drinking water.	Currently 96.87% of NLM total HH's have access to water by June 2017	99% HH (35103) provided with access to water services by June 2018				-Departmental Reports -New consumer accounts DWAS project in Heilbron as part of Bucket eradication for 1100 HH in Heilbron	Adequate funding Human Resources WSDP	Sustainable service provision to all consumers at affordable tariffs.	Access to potable water for all NLM citizens	
				Feasibility Study, Environmental Assessment and design - Edenville Bulk Water Supply	10	35	27.5	27.5	Through RBIG funding, funding agreement signed on 31 July 2017	Adequate funding RBIG	Determine the bulk water source for Edenville: ngwathe township	Access to potable water for all NLM citizens
				Vredefort Water Treatment Works - Trident System	10	40	25	25	Through MIG funding Implementation plan to form part of council as an item on 31 July 2017	Adequate funding from MIG	improved water capacity and water quality for Vredefort/Mokwallo residents	Access to potable water for all NLM citizens

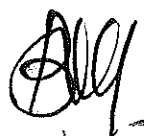


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KPA: INFRASTRUCTURE AND SERVICE DELIVERY									
Strategic Objectives: To ensure Compliance to green drop requirements in a sustainable way by maintaining a high quality service throughout the MP313 area									
Performance Objective	Weighting	KPI	Current Baseline Indicator	Annual Target 2016/17	Quarterly Target	Evidence	Input Indicator	Output Indicator	Outcome Indicator


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To ensure provision of new sanitation infrastructure while upgrading existing infrastructure	2	% of HH with access to basic, decent sanitation	99.18% of HH (35103) have access to sanitation services with by June 2018	Upgrading of Outfall Sewer - Tumahole - Kwakwatsi	25%	25%				-Departmental Reports - Close-out report from service provider. WSIG approved and signed on 31 July 2017	Adequate funding Human resources	Provision of sustainable sanitation facilities for all citizens in wards 16, 17 and ward 10	Diseases free environment for all residents in the ward 16, 17 and ward 10
			99.18% of HH (35103) have access to sanitation services with by June 2018	Upgrading the capacity of the existing waste water treatment works plant in Heilbron	25%	25%				Funds allocated and Department of Water and Sanitation are the funding agents and Babereki as implementing agents	Adequate funding Human resources	Provision of sustainable sanitation facilities for all citizens of Phiritona ward 3 and 5	Access to sanitation for Phiritona residents of Phiritona ward 3 and 5
				Refurbishment of waste water Treatment works in Vredefort						Technical reports forwarded to Cogta and Department of Water and Sanitation	Adequate funding Human resources	Provision of sustainable sanitation facilities for all citizens of Phiritona ward 3 and 5	Access to sanitation for Phiritona residents of Phiritona ward 3 and 5
										Technical reports and business plans forwarded to Cogta and Department of Water and Sanitation		Provision of sustainable sanitation facilities for all citizens of Mokwallo ward 8	Access to sanitation for Phiritona residents of Mokwallo ward 8

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KPA: SERVICE DELIVERY AND INFRASTRUCTURE												
Strategic Objectives: To ensure management on the bulk water loss in all water systems												
Performance Objective	Weighting	KPI	Current Baseline Indicator	Annual Target 2016/17	Quarterly Target				Evidence	Input Indicator	Output Indicator	Outcome Indicator
					Q1	Q2	Q3	Q4				
To provide quality and sufficient water supply and an environment not harmful to human health and well being	2	% of water loss reduced throughout N.L.M.	29.47% of water distribution loss annually recorded as at June 2017	25% water loss by June 2018	29.47	28	27	25	Quarterly water loss records	Skilled personnel	Improving on water loss	Accurate accounting
	3	Hours take to respond to a water pipe burst	4.52 hours to repair water pipe burst June 2016	3 hours to repair water pipe burst by June 2018	3 hrs	3 hrs	3 hrs	3 hrs	Monthly Pipe Burst Analysis Reports	Skilled personnel Adequate funds	Improving on water loss	Good turnaround time
	1	Ensure contribute to climate change	Flood line master plan	Flood line Master Plan by June 2018	-	-	-	1	Approval Flood line Master Plan		Skilled personnel Adequate funds	Protect the flooding
To provide quality and sufficient water supply and an environment not harmful to human health and well being	1	% Compliance with green drop requirements for waste water	1 water system is 100% green drop compliance at June 2016.	1 additional water system above 80% compliance by June 2017.	80%	80%	80%	80%	Green-drop Report	Human Capital	Improved health and environment	Municipal Infrastructure & Services (Water)
	1	% Compliance with Blue Drop Requirements for drinking water	7 Drinking Water Systems above 99% compliance as at June 2016.	Maintain 100% Blue Drop status on water quality/ management for 4 systems till June 2017.	100%	100%	100%	100%	Blue-drop Report	Human Capital	Improved health and environment	Municipal Infrastructure & Services (Water)


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Key Performance Area	Weighting	Strategic Objective	Key Performance Indicator	Baseline Information	Time frames	Evidence	Target	Progress on date of review
			Upgrading the capacity of the existing waste water treatment works plant in Heilbron				66% Completion	
			Refurbishment of waste water Treatment works in Vredefort				66% Completion	
Improving access to basic services		To continuously Improve the level of service and access to quality and portable water for 100% formal Households and Businesses in Ngwathe LM	Feasibility Study, Environmental Assessment and design - Koppies Edenville Bulk Pipeline • Vredefort Water Treatment Works - Trident System		30 September 2017 31 December 2017 31 March 2018 30 June 2018		100% Completion Phase 1 5% Completion	
<u>ELECTRICITY PROVISION</u>		To Ensure that 100% of formal Households and Businesses have access to Electricity by 2022, with limited interruptions	• Upgrading Bulk Supply Phase 2 Tumahole • Upgrading Bulk Network Phase 1		30 September 2017 31 December 2017 31 March 2018 30 June 2018	Quarterly reports on the progress	100% Completion	

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Key Performance Area	Weighting	Strategic Objective	Key Performance Indicator	Baseline Information	Time frames	Evidence	Target	Progress on date of review
		To Improve Lighting	Installation of high mast lights in Parys	New Baseline	30 September 2017 31 December 2017 31 March 2018 30 June 2018	Quarterly reports on the progress of the installation of high mast lights in all towns	100% Completion	
			Installation of high mast lights in Vredefort	New Baseline	30 September 2017 31 December 2017 31 March 2018 30 June 2018	Quarterly reports on the progress of the installation of high mast lights in all towns	100% Completion	
			Installation of high mast lights in Koppies	New Baseline	30 September 2017 31 December 2017 31 March 2018 30 June 2018	Quarterly reports on the progress of the installation of high mast lights in all towns	100% Completion	
			Installation of high mast lights in Heilbron	New Baseline	30 September 2017 31 December 2017 31 March 2018 30 June 2018	Quarterly reports on the progress of the installation of high mast lights in all towns	100% Completion	
			Installation of high mast lights in Edenville	New Baseline	30 September 2016, 31 December 2016, 31 March 2017, 30 June 2017.	Quarterly reports on the progress of the installation of high mast lights in all towns	100% Completion	

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Key Performance Area	Weighting	Strategic Objective	Key Performance Indicator	Baseline Information	Time frames	Evidence	Target	Progress on date of review
<u>ROADS AND STORMWATER PROVISION</u> To Improve roads safety and commuting		Improve Road Quality	Upgrading of 1km internal road in Schonkenville	New Baseline	1 July 2017 – 30 June 2018	Quarterly milestone progress reports and Project stage reports	100% completion	
		Improve road quality and access	Paving of Internal road in Mokwallo	New Baseline	1 July 2017 – 30 June 2018	Quarterly milestone progress reports and Project stage reports	66.6% Completion	
		Edenville: Construction of a low level stream crossing and box culverts	Improved Access - Bridge Crossing	New Baseline	1 July 2017 – 30 June 2018		33% completion	
<u>SOLID WASTE DISPOSAL PROVISION</u>		Construction of a solid waste disposal site in Parys	To Secured, Safe and Better Waste Management	New Baseline	30 September 2017 31 December 2017 31 March 2018 30 June 2018	Quarterly reports on the construction of the solid waste disposal site	33% Completion	
<u>SPORTS AND RECREATION</u>		To Provide Sports and Recreation facility	Koppies Sports Field	New Baseline	1 July 2017 – 30 June 2018		100% Completion	
		Upgrade Existing Sports Complex	Mokwallo: Construction of sports complex (MIS:226058)	Upgrade Baseline	1 July 2017 – 30 June 2018		20% Completion	
		Upgrading of Sports Ground in Edenville		New Baseline	1 July 2017 – 30 June 2018		100% Completion	

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Key Performance Area	Weighting	Strategic Objective	Key Performance Indicator	Baseline Information	Time frames	Evidence	Target	Progress on date of review
<u>PROJECT MANAGEMENT UNIT</u>		Design, implementation, monitoring and supervision of infrastructure projects	Implementation of CAPEX and Internal Planning	New Baseline	1 July 2017 – 30 June 2018		100%	

3. Competency Requirements (CR) schedule

Leading and Core Competencies	Weighting	Description/Definition	Comments/Observations	Rating			
Leading Competencies (All compulsory)				1Q	2Q	3Q	4Q

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Leading and Core Competencies	Weighting	Description/Definition	Comments/Observations	Rating			
				1Q	2Q	3Q	4Q
Strategic Direction and Leadership		Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate.					
People Management		Effectively manage, inspire and encourage people, respect and diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives					
Program and Project Management		Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives					
Financial Management		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					
Change Leadership		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					
Governance Leadership		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 conceptualism of relevant policies and enhance cooperative governance relationships					
Core Competencies (All Compulsory)				1Q	2Q	3Q	4Q
Moral Competence		Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence					


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Leading and Core Competencies	Weighting	Description/Definition	Comments/Observations	Rating
Planning and Organising		Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency to plans to manage risk		
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		
Knowledge and Information Management		Able to promote the generation and sharing of knowledge and information through various process and media, in order to enhance the collective knowledge base of local government		
Communication		Able to share information, Knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively		
Resulting and Quality Focus		Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives.		

Signed and accepted by (Director Technical Services)

[Signature]

Date:

Signed and accepted by (Municipal Manager) on behalf of Council:

[Signature]

Date:

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Employee's Name:	Thobeky NB		Employee Number:		
Job Title:	DTS		Department:	Technical	
Manager:	BW Kannevener		Date:	3/07/2017	
Activity		When	Learning Outcome		Impact

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Signed and accepted by (Director Technical Services): 

Date: _____

Signed and accepted by (Municipal Manager): 

Date: _____

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5. Record of assessment meetings (Control Sheet)

Employee's Name: Thokki NB Employee Number: _____
 Job Title: DTS Department: Technical
 Manager / Immediate Superior: B W Kannev Meyer Date: 31/7/2017

Date of assessment meeting	Employee's views on differences of assessment	Comments of the Employer	Action to be taken if any (feedback to be given to employee)
Q1:			
Q2:			
Q3:			
Q4:			
Additional review:			

Thus done and signed at _____ this _____ day of _____ 2017

EMPLOYEE:

Signature: _____ Name Print: _____

WITNESSES

1. Signature: _____ Name Print: _____

2. Signature: _____ Name Print: _____

FOR AND ON BEHALF OF NGWATHE LOCAL MUNICIPALITY

Signature: [Signature] Name Print: BRUCE W. KANNEVMEYER

WITNESSES

1. Signature: [Signature] Name Print: Z J MASIVULO

2. Signature: _____ Name Print: _____

62
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ANNEXURE C

FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials) Thokela NB of
37 Hibiscus Street, Lynwood Ridge (Postal address) and
78 Staya Street, Edendale, Polokwane (Residential address)
 employed as Director Technical at the Ngwenyane LM
 Municipality hereby certify that the following information is complete and correct to the best of my knowledge:

1. Shares and other financial interests (Not bank accounts with financial institutions)

See information sheet: Note (1)

Number of shares / extent of financial interest	Nature	Nominal value	Name of Company or entity

2. Directorships and Partnerships

See information sheet: Note (2)

Name of Corporate entity, partnership or firm	Type of business	Amount of Remuneration or Income

3. Remunerated work outside the Municipality (As sanctioned by Council)

See information sheet: Note (3)

Name of Employer	Type of work	Amount of Remuneration or Income

Council sanction confirmed:

Signature of Mayor: [Signature] Date: 31/07/2017

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4. Consultancies and retainerships

See information sheet: Note (4)

Name of client	Nature	Type of business activity	Value of benefits received

5. Sponsorships

See information sheet: Note (5)

Source of sponsorship	Description of sponsorship	Value of sponsorship

6. Gifts and hospitality from a source other than a family member

See information sheet: Note (6)

Description	Value	Source

7. Land and property

See information sheet: Note (7)

Description	Extent	Area	Value
98 Seva Street, Edgmont		Po/po/po/po	R215
37 H/bisauls Street Wynnewood			R7m
11 Lippard Str		Brinkhousmuck	R1m
434c Muckelew		Muckelew	R1m
1000ms			R1m.
Savanna country estate			



SIGNATURE OF EMPLOYEE

DATE: _____

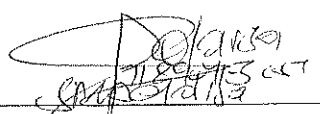
PLACE: _____

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OATH/AFFIRMATION

1. I certify that before administering the oath/affirmation I asked the deponent the following questions and wrote down her/his answers in his/her presence:
 - (i) Do you know and understand the contents of the declaration?
Answer Yes
 - (ii) Do you have any objection to taking the prescribed oath or affirmation?
Answer No
 - (iii) Do you consider the prescribed oath or affirmation to be binding on your conscience?
Answer Yes

2. I certify that the deponent has acknowledged that she/he knows and understands the contents of this declaration. The deponent utters the following words: "I swear that the contents of this declaration are true, so help me God." / "I truly affirm that the contents of the declaration are true". The signature/mark of the deponent is affixed to the declaration in my presence.



Commissioner of Oath / Justice of the Peace

Full first names and surname: Sabota Mpolake Mpolake (Block letters)

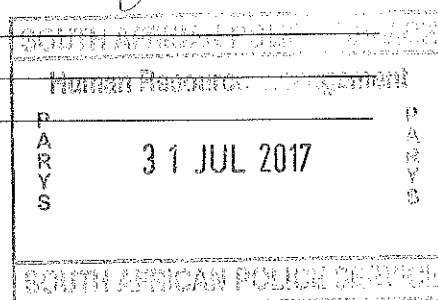
Designation (rank): Constable Ex Officio Republic of South Africa

Street address of institution: 92 Bree Street Parys

9585

Date: 2017-07-31

Place: Parys





CONTENTS NOTED: MAYOR
DATE: 31/07/2017