

**CONFIDENTIAL**

**ANNEXURE C**

**FINANCIAL DISCLOSURE FORM**

I, the undersigned (surname and initials) KAMOLANE of  
24 MELI BRINK STREET  
SE 2 (Postal address) and  
VANDERBIJLPARK (Residential address)  
 employed as MUNICIPAL MANAGER at the NYWATHE LOCAL  
 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
N/A			

**2. Directorships and Partnerships**

See information sheet: Note (2)

Name of Corporate entity, partnership or firm	Type of business	Amount of Remuneration or Income
THABONKUMERO PTY LTD	PM LTD	N/A

**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
N/A		

Council sanction confirmed:

Signature of Mayor:

[Signature]

Date:

31/07/15

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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**

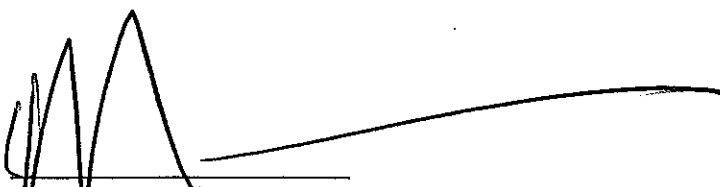
*See information sheet: Note (6)*

Description	Value	Source

**7. Land and property**

*See information sheet: Note (7)*

Description	Extent	Area	Value

  
SIGNATURE OF EMPLOYEE  
DATE: 29/7/15  
PLACE: PARYS

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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

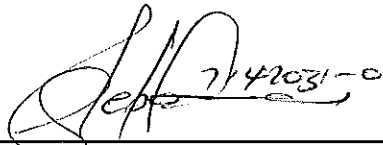
(ii) Do you have any objection to taking the prescribed oath or affirmation?

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.

 7142031-0 CST.

**Commissioner of Oath / Justice of the Peace**


Full first names and surname: ELIAS. M. LEBAKENG. (Block letters)

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

Street address of institution: 92 BREE STREET PARYS 9585

Date: 2015-07-31

Place: PARYS S.A.P.S.

  
CONTENTS NOTED: MAYOR  
DATE: 31/07/15

SOUTH AFRICAN POLICE SERVICE	
Community Service Centre	
P A R Y S	2015 -07- 31
P A R Y S	
SOUTH AFRICAN POLICE SERVICE	

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**INFORMATION SHEET FOR THE GENERIC FINANCIAL DISCLOSURE FORM**

The following notes is a guide to assist with completing the Financial Disclosure form (Annexure A):

**NOTE 1: Shares and other financial interests**

Designated employees are required to disclose the following details with regard to shares and other financial interests held in any private or public company or any other corporate entity recognised by law:

- The number, nature and nominal value of shares of any type;
- The nature and value of any other financial interests held in any private or public company or any other corporate entity; and
- The name of that entity.

**NOTE 2: Directorships and partnerships**

Designated employees are required to disclose the following details with regard to directorships and partnerships:

- The name and type of business activity of the corporate entity or partnership/s; and
- The amount of any remuneration received for such directorship or partnership/s.

Directorship includes any occupied position of director or alternative director, or by whatever name the position is designated.

Partnership is a legal relationship arising out of a contract between two or more persons with the object of making and sharing profits.

**NOTE 3: Remunerated work outside the Municipality (As sanctioned by Council)**

Designated employees are required to disclose the following details with regard to remunerated work outside the public service:

- The type of work;
- The name and type of business activity of the employer; and
- The amount of the remuneration received for such work.

Remuneration means the receipt of benefits in cash or kind, and work means rendering a service for which the person receives remuneration.

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### **NOTE 4: Consultancies and retainerships**

Designated employees are required to disclose the following details with regard to consultancies and retainerships:

- The nature of the consultancy or retainerhip of any kind;
- The name and type of business activity, of the client concerned; and
- The value of any benefits received for such consultancy or retainerships.

### **NOTE 5: Sponsorships**

Designated employees are required to disclose the following details with regard to sponsorships:

- The source of the sponsorship;
- The description of the sponsorship; and
- The value of the sponsorship.

### **NOTE 6: Gifts and hospitality from a source other than a family member**

Designated employees are required to disclose the following details with regard to gifts and hospitality:

- A description and the value and source of a gift with a value in excess of R350.00;
- A description and the value of gifts from a single source which cumulatively exceed the value of R350.00 in the relevant 12 month period; and
- Hospitality intended as a gift in kind.

Designated employees must disclose any material advantages that they received from any source e.g. any discount prices or rates that are not available to the general public. All personal gifts within the family and hospitality of a traditional or cultural nature need not be disclosed.

### **NOTE 7: Land and Property**

Designated employees are required to disclose the following details with regard to their ownership and other interests in land and property (residential or otherwise both inside and outside the Republic):

- A description of the land or property;
- The extent of the land or property;
- The area in which it is situated; and
- The value of the interest.



## **PERFORMANCE AGREEMENT**

MADE AND ENTERED INTO BY AND BETWEEN:

**THE NGWATHE LOCAL MUNICIPALITY**  
herein represented by

**CLLR MOTLALEPULE JOHANNA MOCHELA**  
( in her duly authorised capacity as the Mayor of Ngwathe Local Municipality )

**AND**

**LESAOANA DAVID KAMOLANE**  
( herein referred to as the employee )

**FOR THE**

**FINANCIAL YEAR: 1<sup>st</sup> JULY 2015 – 30<sup>th</sup> JUNE 2016**

M.J. MG  
P.S. km  
S.T. [Signature]

## WHEREAS

A. The Employer has entered into a Agreement of Employment with the Employee in terms of section 57(1)(a) of the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000);

B. Section 57(1)(b) of the Local Government: Municipal Systems Act, 2000, read with the Memorandum of Agreement of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement within ninety days of assumption of duty, and renew it annually within one month of the commencement of the beginning of the financial year;

C. The parties must ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals as defined in the municipal Integrated Development Plan; and

D. The parties must ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Local Government: Municipal Systems Act, 2000,

## NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

### INTERPRETATION AND DEFINITIONS

1. In this Agreement, unless the context indicates otherwise—

(a) an expression, which denotes any gender, includes the other genders, a natural person includes an judicial person and vice versa, and the singular includes the plural and vice versa;

(b) clause headings are for convenience only and will not be used in its interpretation, and the following expressions bear the meanings assigned to them and cognate expressions bear corresponding meanings—

**“agreement”** means this Performance Agreement and all the Appendices hereto;

**“Employee”** means LESAOANA DAVID KAMOLANE;

**“MEC”** means the Member of the Free State Executive Council responsible for local government;

**“MFMA”** means the Local Government: Municipal Finance Management Act, 2003 (Act No. 56 of 2003);

**“Municipality”** means the Ngwathe Local Municipality, established in terms of Structures Act;

**“parties”** means the Municipality and the Employee;

**“Regulations”** means the Local Government: Performance Regulations for Municipal

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Managers and Managers Directly Accountable to Municipal Managers, 2006,

promulgated in the Government Gazette as Regulation Notice 805 on 1 August 2006;

**"Structures Act"** means the Local Government: Municipal Structures Act, 2000 (Act No. 117 of 1998); and

**"Systems Act"** means the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000), and the Regulations promulgated in terms of the Act;

(c) words and expressions defined in any sub-clause, for the purpose of the clause of which that sub-clause forms part, bear the meaning assigned to such words and expressions in that sub clause; and

(d) this agreement is governed by and construed in accordance with the laws of the Republic of South Africa.

## **PURPOSE OF THIS AGREEMENT**

2. The purpose of this Agreement is to –

- (a) comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Systems Act as well as the Memorandum of Agreement of Employment entered into between the parties;
- (b) communicate the Employer's performance expectations and accountabilities to the Employee, by specifying objectives and targets as defined in the IDP;
- (c) specify accountabilities as set out in the Performance Plan, which must be in a format substantially compliant with Appendix "A";
- (d) monitor and measure performance against set targeted outputs;
- (e) use this Agreement and the Performance Plan as the basis for assessing the performance of the Employee and to establish whether the Employee has met the performance expectations applicable to the position; and
- (f) appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance.

## **COMMENCEMENT AND DURATION**

3.(1) This Agreement will commence from 1<sup>st</sup> July 2015 and will remain in force until 30 June 2016 where after a new Agreement, Performance Plan and Personal Development Plan must be concluded between the parties for each of the following financial years or any portion thereof for the duration of the Agreement of Employment.

(2) This Agreement will terminate on the termination of the Employee's employment for any reason whatsoever.

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(3) The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.

(4) 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 must immediately be revised.

(5) Any significant amendments or deviations must take cognisance of the requirements of sections 34 and 42 of the Systems Act, and regulation 4(5) of the Regulations.

## **PERFORMANCE OBJECTIVES**

4.(1) The Performance Plan must set out the–

- (a) the performance objectives and targets that must be met by the Employee; and
- (b) the time frames within which those performance objectives and targets must be met.

(2) The performance objectives and targets reflected in the Performance Plan must–

- (a) be set by the Employer in consultation with the Employee;
- (b) be based on the Integrated Development Plan and Budget of the Employer; and
- (c) include key objectives, performance indicators, target dates and weightings.

(3) It is agreed that–

- (a) the key objectives must describe the main tasks that must be performed by the Employee;
- (b) the key performance indicators provide the details of the evidence that must be provided to indicate that a key objective has been achieved;
- (c) the target dates describe the timeframe in which the work must be achieved; and
- (d) the weightings indicate the relative importance of the key objectives to each other.

(4) The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

## **PERFORMANCE MANAGEMENT SYSTEM**

5.(1) The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Municipality, and accepts that the purpose of the performance management system is to provide a comprehensive system, with specific performance standards, to assist Municipality to perform to the standards required.

(2) The Employer must consult the Employee about the specific performance standards that are included in the performance management system that are applicable to the Employee.

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

(4) The Employee must be assessed on his performance in terms of the performance indicators

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identified in the attached Performance Plan and include–

(a) the Key Performance Areas; and

(b) Core Managerial Competencies,

with a weighting of 80:20 allocated to sub-clause (a) and (b) respectively.

(5) The Key Performance Areas will make up 80% of the Employee's assessment score, and will contain the following Areas:

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	20%
Municipal Institutional Development and Transformation	20%
Local Economic Development (LED)	20%
Municipal Financial Viability and Management	20%
Good Governance and Public Participation	15%
Spatial Planning	5%
<b>Total</b>	<b>100%</b>

(6) The Core Management Criteria will make up the other 20% of the Employee's assessment score,

and are deemed to be most critical for the Employee's specific job should be selected from the list

below as agreed to between the Employer and Employee:

CORE COMPETENCY REQUIREMENTS (CCR) FOR EMPLOYEES 20% of Total Weighting		
CORE MANAGERIAL COMPETENCIES (CMC)	✓	WEIGHT
Strategic Capability and Leadership		10%
Programme and Project Management		5%
Financial Management	compulsory	18%
Change Management		1%
Knowledge Management		1%
Service Delivery Innovation		5%
Problem Solving and Analysis		5%
People Management and Empowerment	compulsory	10%

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<b>CORE COMPETENCY REQUIREMENTS (CCR) FOR EMPLOYEES 20% of Total Weighting</b>		
<b>CORE MANAGERIAL COMPETENCIES (CMC)</b>	√	<b>WEIGHT</b>
Client Orientation and Customer Focus	compulsory	10%
Communication		1%
Honesty and Integrity	Compulsory	2%
<b>CORE OCCUPATIONAL COMPETENCIES (COC)</b>		
Competency in Self-Management		2%
Interpretation of and implementation within the legislative and national policy framework		2%
Knowledge of Performance Management and Reporting		5%
Knowledge of global and South African specific political, social and economic context		1%
Competency in policy conceptualisation, analysis and implementation		5%
Knowledge of more than one functional municipal field/ discipline		5%
Skills in Mediation		1%
Skills in Governance		4%
Competence as required by other national line sector departments		2%
Exceptional and dynamic creativity to improve the functioning of the municipality		5%
Total percentage		<b>100%</b>

## EVALUATING PERFORMANCE

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6.(1) The Performance Plan, attached hereto as Appendix "A", must set out the—  
(a) the standards and procedures for evaluating the Employee's performance; and  
(b) the intervals for the evaluation of the Employee's performance.

(2) Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage during the validity of the Agreement of Employment.

(3) Personal growth and development needs identified during any performance review discussion, as well as the actions and time frames agreed to, must be documented in a Personal Development Plan, which must be in a format substantially compliant with Appendix "B".

(4) The Employee's performance will be measured in terms of contributions to the goals and strategies contemplated in the Employer's Integrated Development Plan.

(5) The annual performance appraisal must involve—  
(a) an assessment of the achievement of results as outlined in the performance plan;  
(b) an assessment of each Key Performance Area 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;  
(c) a rating on the five-point scale for each Key Performance Area; and  
(d) the use of the applicable assessment rating calculator to add the scores and calculate a final Key Performance Area score.

(6) The Core Management Criteria must be assessed—  
(a) according to the extent to which the specified standards have been met;  
(b) with an indicative rating on the five-point scale for each Criteria; and  
(c) by using the applicable assessment rating calculator to add the scores and calculating a final score.

(7) An overall rating is calculated by using the applicable assessment-rating calculator, which represents the outcome of the performance appraisal, provided that the performance assessment of the Employee will be based on the following rating scale for both Key Performance Indicators and Core Management Criteria:

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.					

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Level	Terminology	Description	Rating				
			1	2	3	4	5
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

(8) The performance of the Employee must be evaluated by an evaluation panel constituted in terms of regulation 27(4)(d), (e) and (f) of the Regulations.

#### SCHEDULE FOR PERFORMANCE REVIEWS

7.(1) The performance of each Employee in relation to his performance agreement must be reviewed during—

- (a) July to September for the First quarter;
- (b) October to December for the Second Quarter;

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*M.D.*  
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(c) January to March for the Third quarter

(d) April to June for the Fourth quarter,

Provided that reviews in the first and third quarter may be verbal if performance is satisfactory.

(2) The Employer must keep a record of the mid-year review and annual assessment meetings, and feedback must be based on the Employer's assessment of the Employee's performance.

(3) The Employer may amend the provisions of the Performance Plan whenever the performance management system is adopted, implemented or amended, provided that the Employee must be consulted before any such change is made.

#### **OBLIGATIONS OF THE EMPLOYER**

8. The Employer must-

(a) create an enabling environment to facilitate effective performance by the Employee;

(b) provide access to skills development and capacity building opportunities;

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

(d) on the request of the Employee delegate such powers reasonably required by the Employee to enable him to meet the performance objectives and targets established in this Agreement; and

(e) make available to the Employee such resources as the Employee may reasonably require from time to time to assist him to meet the performance objectives and targets established in this Agreement.

#### **CONSULTATION**

9.(1) The Employer agrees to consult the Employee timeously where the exercising of the powers will-

(a) have a direct effect on the performance of any of the Employee's functions;

(b) commit the Employee to implement or to give effect to a decision made by the Employer; and

(c) have a substantial financial effect on the Employee.

(2) The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in sub-clause (1) above, as soon as is practicable to enable the Employee to take any necessary action without delay.

#### **MANAGEMENT OF EVALUATION OUTCOMES**

10.(1) The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

(2) A performance bonus of between 5% and 14% of the inclusive annual remuneration package may

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be paid to the Employee in recognition of outstanding performance, as per regulation 32(2) of the Regulations.

(3) In the case of unacceptable performance, the Employer–

(a) must provide systematic remedial or developmental support to assist the Employee to improve his performance; and

(b) may, after appropriate performance counselling and having provided the necessary guidance and support as well as reasonable time for improvement in performance, consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his duties.

## **DISPUTE RESOLUTION**

**11.(1)** Any disputes about the nature or content of the Employee's Performance Agreement, must be mediated by –

(a) the Member of the Executive Council responsible for local government in the province, in the case of the Municipal Manager, or any other person appointed by the said Member of the Executive Council; and

(b) the Mayor, in the case of Managers directly accountable to the Municipal Manager, within thirty days of receipt of a formal dispute from the Employee.

(2) Any disputes about the outcome of the Employee's performance evaluation, must be mediated by–

(a) the Member of the Executive Council for local government in the province, or any other person appointed by the MEC, in the case of the Municipal Manager; and

(b) a Municipal Councillor, in the case of Managers directly accountable to the Municipal Manager, provided that such a Councillor was not part of the evaluation panel contemplated in regulation 27(4)(e) of the Regulations, within thirty days of receipt of a formal dispute from the Employee.

(3) The decision of the Mediator contemplated in sub-clauses (1) and (2) will be final and binding on both parties.

## **GENERAL**

**12.(1)** The Employer must make the contents of this Agreement and the outcome of any review conducted in terms of the Performance Plan available to the public as contemplated in section 46 of the Systems Act.

(2) Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his Agreement of Employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

(3) The performance assessment results of the Municipal Manager must be submitted to the Member of the Executive Council responsible for local government in Free State as well as the National Minister responsible for local government, within fourteen days after the conclusion of the assessment.

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M.S.  
P.S. S.T.M.

SIGNED AT Papys ON THIS, THE 29 DAY OF July 2015

AS WITNESSES:

1. Pebillo

2. Maoto

[Signature]  
THE MUNICIPALITY

SIGNED AT Papys ON THIS, THE 29 DAY OF July 2015

AS WITNESSES:

1. [Signature]

2. [Signature]

[Signature]  
THE EMPLOYEE

KRM.S. ME  
P.S. SIT [Signature]

**NGWATHE LOCAL MUNICIPALITY**



The home of harmony, prosperity and growth

## **PERFORMANCE PLAN FOR MUNICIPAL MANAGER**

**2015-2016**

## **1. Purpose**

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

## **2. Key responsibilities**

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

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

## **3. Key Performance Areas**

The following Key Performance Areas (KPA's) as outlined in the Local Government: Municipal Planning and Performance Management Regulations (2001) inform the strategic objectives listed in the table below:

- 3.1 Municipal Transformation and Organisational Development.
- 3.2 Basic Service Delivery
- 3.3 Local Economic Development (LED).
- 3.4 Municipal Financial Viability and Management.
- 3.5 Good Governance and Public Participation.

Key Performance Area	Weighting	Performance Indicator	Target	Resource requirements	Progress on date of review
1. Municipal Transformation and Organisational Development	20%	<ul style="list-style-type: none"> <li>Organisational Structure developed, approved and reviewed.</li> <li>Filling of vacant post as per the approved staff establishment.</li> <li>Number of critical posts filled.</li> </ul>	<p>Approved and funded Organisational structure aligned to the IDP and Budget. Finalize work study analysis by August 2015.</p> <p>Fill critical vacancies by June 2016</p>		
2. Infrastructure Development and Service Delivery	20%	<ul style="list-style-type: none"> <li>Number of households with Access to basic services.</li> <li>Capacity of bulk infrastructure developed to secure access to basic services.</li> </ul>	<p>Basic services provided per households.</p> <p>Infrastructure projects implemented.</p>		
3. Local Economic Development (LED)	20%	<ul style="list-style-type: none"> <li>5 year LED strategy approved and adopted by Council.</li> <li>LED Strategy developed and resourced.</li> </ul>	<p>LED Strategy implemented.</p> <p>Identified LED drivers effected</p>		

Key Performance Area	Weighting	Performance Indicator	Target	Resource requirements	Progress on date of review
4. Municipal Financial Viability and Management	20%	<ul style="list-style-type: none"> <li>▪ Effective revenue management.</li> <li>▪ % of operating budget variance in terms of SDBIP projections</li> </ul>	<p>Collection rate to reach 85%.</p> <p>100% Adherence to expenditure budget</p>		
5. Good Governance and Public Participation	15%	<ul style="list-style-type: none"> <li>▪ IDP adopted by Council</li> <li>▪ IDP Ward Profiles developed and adopted.</li> <li>▪ Functional Internal Audit unit established.</li> <li>▪ Functional Audit Committee established.</li> <li>▪ Municipality with approved PMS Framework.</li> </ul>	<p>Credible IDP developed.</p> <p>Implementations of the IDP ward Profiles.</p> <p>Permanent filling of one outstanding post (Intern).</p> <p>To establish our own audit committee.</p> <p>100% implementation of</p>		

Key Performance Area	Weighting	Performance Indicator	Target	Resource requirements	Progress on date of review
		<ul style="list-style-type: none"> <li>▪ Functional PMS unit established.</li> <li>▪ Number of quarterly performance reviews conducted.</li> <li>▪ Report on annual municipal performance in compliance with section 46.</li> <li>▪ Municipal Council Oversight Report submitted to MEC for Local Government.</li> </ul>	<p>the PMS Framework.</p> <p>Establishment of PMS unit.</p> <p>Performance reviewed per quarter.</p> <p>Section 46 Report compiled by Council and submitted to MEC for Local Government.</p> <p>Oversight Report developed, submitted to Council and MEC for Local Government.</p>		

Key Performance Area	Weighting	Performance Indicator	Target	Resource requirements	Progress on date of review
		<ul style="list-style-type: none"> <li>▪ Number of signed performance agreements.</li> <li>▪ Approved SDBIP, aligned to the IDP &amp; Budget.</li> <li>▪ Effective and efficient risk management.</li> <li>▪ Appoint risk management committee as per the charter.</li> <li>▪ Conduct comprehensive risk assessment on quarterly basis.</li> <li>▪ Review and update risk registers quarterly.</li> </ul>	<p>All performance agreements signed.</p> <p>Implementation of aligned SDBIP and Budget to IDP.</p> <p>Capacitate risk management unit</p> <p>Effective risk management committee.</p> <p>Mitigate risks identified during the assessment as well as emerging risks.</p> <p>Approved risk registers and</p>		

Key Performance Area	Weighting	Performance Indicator	Target	Resource requirements	Progress on date of review
		<ul style="list-style-type: none"> <li>▪ Conduct fraud risk assessment.</li> <li>▪ Conduct anti –corruption and fraud awareness at all levels of the municipality.</li> <li>▪ Conduct workshops /training councillors, Management and employees.</li> <li>▪ Conduct assessments on policies, systems, frameworks, strategies and plans following the latest amendments.</li> <li>▪ Number of Council meetings held.</li> <li>▪ Number of Council resolutions implemented</li> </ul>	<p>updates on quarterly basis. Mitigate the fraud risks in the municipality. Create environment that is free of fraud and corruption.</p> <p>To build a fraud and corruption conscious culture within the organisation. Comply with all legislative requirements in the sector.</p> <p>4 Council sittings per schedule.</p>		

Key Performance Area	Weighting	Performance Indicator	Target	Resource requirements	Progress on date of review
			Implementation of all Council resolutions.		
6. Spatial Planning	5%	<ul style="list-style-type: none"> <li>SDF aligned with the IDP</li> </ul>	<p>SDF and Land Use Management System developed and approved in line with the SPLUMA. Spatial Planning and Land Use Management Act implemented.</p> <p>Municipal tribunal established</p>		

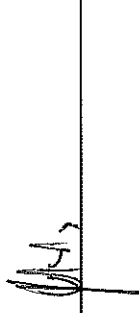
PERFORMANCE PLAN FOR MUNICIPAL MANAGER for the Period: 1<sup>st</sup> July 2015 to 30<sup>th</sup> June 2016.

Signed and accepted by (Municipal Manager)



Date: 31/07/15

Signed by her Worship (Mayor) on behalf of the Council



Date: 31/07/2015