

The home of harmony, prosperity and growth

PERFORMANCE AGREEMENT

Made and entered into by and between:

Dr. F P MOTHAMAHA (The Municipal Manager)

AND

Mr. T MOTSHOIKHA (Director: Corporate Services)

FOR THE FINANCIAL YEAR: 1 JULY 2024 - 30 JUNE 2025

MP

Sk

5.5

Page | 1

SIM

PERFORMANCE AGREEMENT ENTERED INTO BY AND BETWEEN:

Ngwathe Local Municipality herein represented by **Dr. F P MOTHAMAHA** in his capacity as the Municipal Manager (hereinafter referred to as the Employer or Supervisor), and

Mr. T MOTSHOIKHA the Director of Corporate Services of Ngwathe Local Municipality (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Employer has entered into a contract of employment with the Employee in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires 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 Employee 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), 57(4B) and 57(5) of the Systems Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 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;
- 2.2 Specify objectives and targets established for the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance expectations and accountabilities;

2.3 Specify accountabilities as set out in the Performance Plan (Annexure A);

9.

5.K

<- F

Page | 2

SIN

- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the Performance Agreement and Performance Plan as the basis for assessing the suitability of the Employee for permanent employment and/or to assess whether the Employee has met the performance expectations applicable to his/her job;
- 2.6 Appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance; and
- 2.7 Give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 1st July 2024 and will remain in force until 30th June 2025 where after a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next quarter or any portion thereof, if applicable.
- 3.2 The parties will review the provisions of this Agreement at the end of each quarter. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least every quarter (if applicable) by not later than the beginning of each successive quarter.
- 3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the above- mentioned period to determine the applicability of the matters agreed upon.
- 3.5 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.

4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure A) sets out-
 - 4.1.1 the performance objectives and targets that must be met by the Employee; and
 - 4.1.2 the time frames within which those performance objectives and targets must be met.

MP

Page | 3

57m

- 4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan and the Budget of the Employer, and shall include key objectives; key performance indicators; target dates and weightings.
- 4.3 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 timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 4.4 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.

5. PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer.
- 5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.
- 5.4 The Employee agrees to participate in the performance management and development system that the Employer adopts.
- The Employee undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 5.6 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.

(a) The Employee must be assessed against both components with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Managerial Competencies (CMCs) respectively.

5,

c In

- (b) Each area of assessment will be weighted and will contribute a specific part to the total score.
- (c) KPAs covering the main areas of work will account for 80% and CMCs will account for 20% of the final assessment.
- 5.7 The Employee's assessment will be based on his/her performance in terms of the outputs / outcomes (performance indicators) identified as per attached performance plan (Annexure A), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weights agreed to between the Employer and the Employee:

Total	100%
Good Governance and Public Participation	20
Municipal Financial Viability and Management	20
Local Economic Development (LED)	20
Infrastructure Development and Basic Service Delivery	20
Municipal Transformation and Organizational Development	20

5.8 The CMCs will make up the other 20% of the Employee's assessment score. CMCs that 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:

1	Strategic Direction and	Impact and influence	
	Leadership	Institutional Performance Management	
		Strategic Planning and Management	
		Organisational Awareness	
2	People Management	Human Capital Planning and	1.
		Development	
		Diversity Management	
		Employee Relations Management	
		Negotiation and Dispute Management	
3	Program and Project	Program and Project Planning and	
	Management	Implementation	
		Service Delivery Management	
		Program and Project Monitoring and	

M.P

D A

Page | 5

S.IM

	111211		
		Evaluation	
4	Financial Management	 Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring 	
5	Change Leadership	 Change and Vision and Strategy Process Design and Improvement Change Impact Monitoring and Evaluation 	
6	Governance Leadership	 Policy Formulation Risk and Compliance Management Cooperative Governance 	
1	Moral Competence		
2	Planning and Organising		
3	Analysis and Innovation		
4	Knowledge and Information	Management	
5	Communication		
6	Resulting and Quality Focus	3	
OTA		ghted Leading and Core Competencies mus	100

6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out:-
 - (a) the standards and procedures for evaluating the Employee's performance; and
 - (b) the intervals for the evaluation of the Employee's performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.

M.P SF Page | 6

- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 6.5 The annual performance appraisal will Involve:
 - 6.5.1 Assessment of the achievement of results as outlined in the performance plan:
 - (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
 - (b) An indicative rating on the five-point scale should be provided for each KPA.
 - (c) The applicable assessment rating calculator must then be used to add the scores and calculate a final KPA score.

6.5.2 Assessment of the CMCs:

- (a) Each CMC should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CMC.
- (c) The applicable assessment rating calculator must then be used to add the scores and calculate a final CMC score.

6.5.3 Overall rating:

- (a) An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.
- (b) The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:



SIN

			_	
5	Outstanding Performance	Performance far exceeds the standard expected of an employee at this level. The key appraisal indicates that the employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.		
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.		
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.		
2	Performance not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.		
1	Unacceptable performance	Performance does not meet the standard 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.		

M.P S.K Page | 8

- 6.6 For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established:-
 - 6.6.1 The Municipal Manager
 - 6.6.2 Chairperson of the Audit Committee
 - 6.6.3 Member of the Mayoral Committee
 - 6.6.4 Municipal Manager or Senior Manager from another municipality

7. SCHEDULE FOR PERFORMANCE REVIEWS

- The performance of each Employee in relation to his/her performance agreement shall be 7.1 reviewed on the following dates with the understanding that reviews in the second and third quarter may be verbal if performance is satisfactory:
 - (a) First Quarter: July to September 2024 not later than 15 October 2024
 - (b) Second Quarter: October to December 2024 not later than 15 January 2025
 - (c) Third Quarter: January to March 2025 not later than 15 April 2025
 - (d) Fourth Quarter: April to June 2025 not later than 15 July 2025
- 7.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 7.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- The Employer will be entitled to review and make reasonable changes to the provisions of 7.4 Annexure "A" from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- The Employer may amend the provisions of Annexure A whenever the performance 7.5 management system is adopted, implemented and/or amended as the case may be. In that case the Employee will be fully consulted before any, such change is made.

8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is part of the attached Annexure A.

M.P S.K CTh.

Page | 9

9. OBLIGATIONS OF THE EMPLOYER

- 9.1 The Employer shall -
 - 9.1.1 create an enabling environment to facilitate effective performance by the employee;
 - 9.1.2 provide access to skills development and capacity building opportunities;
 - 9.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
 - 9.1.4 on the request of the Employee delegate such powers reasonably required by the Employee to enable him/ her to meet the performance objectives and targets established in terms of this Agreement; and
 - 9.1.5 make available to the Employee such resources as the Employee may reasonably require from time to time to assist him/ her to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

- 10.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others:-
 - 10.1.1 a direct effect on the performance of any of the Employee's functions;
 - 10.1.2 commit the Employee to implement or to give effect to a decision made by the Employer; and
 - 10.1.3 a substantial financial effect on the Employer.
- 10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of the employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 11.2 A performance bonus of between 5% and 14% of all-inclusive annual remuneration package may be paid to the employee in recognition of outstanding performance to be constituted as follows:

M.P SIM S.F

Page I 10

- 11.2.1 The performance bonus payment shall be categorised in two bands with some ranges per band. The first performance bonus (cash rewards) payment band ranges between 5% and 9% of the all-inclusive remuneration package, as follows:
 - (i) A score of 130% -138% to qualify for 5% bonus;
 - (ii) A score of above 138%-148% to qualify for 7% bonus;
 - (iii) A score of above 148%-149% to qualify for 9%.
- 11.2.2The second performance bonus (cash rewards) payment band ranges between 10% and 14% of the all-inclusive remuneration package, as follows:
 - (i) A score of 150% 155% to qualify for 10% bonus:
 - (ii) A score of above 155% 160% to qualify for 13% bonus;
 - (iii) A score of above 160% to qualify for 14% bonus.
- 11.3 The performance achievement ranging between 100% and 129% shall be regarded as performance that 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. This will imply that 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. This category of performance shall not be rewarded.
- 11.4 In the case of unacceptable performance, the Employer shall -
 - 11.4.1 provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and
 - 11.4.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.

12. DISPUTE RESOLUTION

- 12.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by:
- 12.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or

M.P Sk

S.F Page | 11

- 12.1.2 any other person appointed by the MEC.
- 12.2 In the event that the mediation process contemplated above fails, clause 19.3 of the Contract of Employment shall apply.

13. GENERAL

- 13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Employer.
- 13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

circulars, policies, directives or other	er instruments.
Thus done and signed at PARYS	this 26 day of MARCH 2025
EMPLOYEE: Signature:	Name Print: TLALI QUESTINUS MORHOLPHA
WITNESSES	
1. Signature:	Name Print: Monorand Partunia Phala
2. Signature:	Name Print: Sherida Komberlin Kan Ruoyer
FOR AND ON BEHALF OF NGWATHE L	OCAL MUNICIPALITY
Signature:	Name Print: The Africk
WITNESSES	
1. Signature:	Name Print: SANPLE FAICH
2. Signature:	Name Print: Thewara Mois

ANNEXURE A:

PERFORMANCE PLAN OF THE DIRECTOR: CORPORATE SERVICES

OF

NGWATHE LOCAL MUNICIPALITY

1. Purpose

The performance plan defines the Council's expectations of the Employee'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 Employee'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 (KPAs) 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 Infrastructure Development and Service Delivery.
- 3.3 Local Economic Development (LED).
- 3.4 Municipal Financial Viability and Management.



M.P TMT SIM

Page | 13

3.5 Good Governance and Public Participation.

This plan consists of the following 4 parts:

- 1) Key Performance Areas (KPAs) schedule, detailing key objectives and their related performance indicators, weightings and target dates
- 2) A Competency Requirements (CR) schedule, setting out selected leading and core competencies
- 3) Personal Development Plan (PDP), for addressing developmental gaps
- 4) Record of assessment meetings (Control Sheet)

M.P Sif H Sit SIM Tim

Page | 14

Page | 15

	=	ŀ			H	Time frames	Quality	Quantity	
Municipal	4	lo ensure good	<u>~</u>	87% of Council	85% of Council	1 July 2024 -	Computer typed and	87%	
Transformation and		governance and	5 2	Resolutions implemented	Resolutions	30 June 2025	signed-off and updated		
Organisational		participation of		within prescribed	implemented within		register of council		
Development		communities.		timeframe stipulated on	prescribed		resolutions confirming date		
				resolutions register by 30	timeframe stipulated		of implementation of		
				June 2025	on resolutions		resolutions.		
					register by 30 June				
					2024				
	4	To ensure good	ᅙ	4 (Four) quarterly reports	4 (Four) quarterly	1 July 2024 -	Computer typed and	4	
		governance and	22	submitted to Council on	reports submitted to	30 June 2025	signed-off quarterly reports		
		participation of		the tracking of council	Council on the		submitted to council.		
		communities.		resolutions by June 2025	tracking of council				
					resolutions by June				
					2024				
-	∞	To ensure effective	ᅙ	20% of new employees	69% of employment	1 July 2024 -	Legally compliant and	20%	
		organisational and	26	coming from employment	equity targets met	30 June 2025	approved Employment		
		management of human		equity target groups	as at 30 June 2024		Equity Plan with 20% target		
		resources		employed in the three			of new employees coming		
				highest levels of			from employment equity		
				management in			target groups.		
				compliance with the					
				municipality's approved					
				Employment Equity Plan					

75 55 F

Quantity	m					-	-				er.	•					10					400			
Quality	Legally compliant and	signed-off WSP, annual	training report (ATR) &	PIVOTAL reports submitted	to LGSETA	Approved Apprenticeships	implemented				Accredited and approved	skills development	programmes implemented.	-			National Treasury	accredited MFMP	programme for each of the	10 (ten) senior & finance	officials.	Accredited medical	practitioner conducting	medical tests on 400	emplovees.
Time frames	1 July 2024	30 June 2025				1 July 2024 -	30 June 2025				1 July 2024 -	30 June 2025					1 July 2024 -	30 June 2025				1 July 2024 –	30 June 2025		
	30 April 2024	Submission date in	2023/24 financial	year		1 (One)	Apprenticeships	implemented as per	WSP as at 30 June	2024	3 (Three) of skills	development	programmes	implemented as per	WSP as at 30 June	2024	New KPI					400 employees	undergone medical	tests as required by	OHSA as at 30
	WSP, annual training	report (ATR) & PIVOTAL	report compiled and	submitted to LGSETA by	30 April 2025	1 (One) Apprenticeships	implemented as per WSP	by 31 March 2025			3 (Three) of skills	development programmes	implemented as per WSP	by 30 June 2025			10 (ten) senior & finance	officials enrolled on	MFMP competency levels	by 31 March 2025		400 employees	undergone medical tests	as required by OHSA by	30 June 2025
į.	<u> </u>	27				至	28				<u>A</u>	59					<u>A</u>	99				<u>~</u>	61		
To some of the state of the sta	I o ensure enective	organisational and	management of human	resources		To ensure effective	organisational and	management of human	resources		To ensure effective	organisational and	management of human	resources			To ensure effective	organisational and	management of human	resources	1	To ensure effective	organisational and	management of human	resources
-	∞					∞					~						œ					∞			
																								N	

O

2

(O°

7

5. 5.5. A.

Quantity	_							-					10				%06						-			
Quality	Computer typed and	signed-off consolidated EE	report					Legally compliant and	approved 2025/26 EE Plan	and numerical goals	•		Computer typed and signed	off agenda and minutes of	10 LLF meetings		Computer typed and	signed-off and updated	register of LLF resolutions	confirming date of	implementation of	resolutions.	Computer typed and	council approved Standing	Rules and Orders of	:
Time frames	1 July 2024 -	30 June 2025						1 July 2024 -	30 June 2025				1 July 2024 -	30 June 2025			1 July 2024 -	30 June 2025					1 July 2024	30 June 2025		
	1 (One)	consolidated EE	Report submitted to	Department of	Labour as at 15	January 2024	[EEA2 and EEA4	2023/24 EE Plan	and numerical	goals and targets	as at 30 June 2024		10 (ten) of LLF	meetings held per	annum as at 30	June 2024	85%	implementation of	LLF resolutions	taken and	implemented as at	30 June 2024	New KPI			
	1 (One) consolidated EE	Report submitted to	Department of Labour by	15 January 2025	[EEA2 and EEA4]			Review and update	2025/26 EE Plan and	numerical goals and	targets by 30 September	2024	10 (ten) of LLF	meetings held per	annum by 30 June 2025		90% implementation of	LLF resolutions taken and	implemented by 30 June	2025			Update Standing Rules	and Orders of Council and	submit for approval by	Council by 30 lune 2025
	<u>~</u>	62						ᅙ	63				₹	88			KPI	69					조	70		
3	lo ensure effective	organisational and	management of human	resources				To ensure effective	organisational and	management of human	resources		To ensure effective	organisational and	management of human	resources	To ensure effective	organisational and	management of human	resources			To ensure good	governance and	participation of	communities
	00							∞					∞				œ						14			
																	D									

S. E. S. E.

Quantity	1%								%86	2								100%								
Quality	MFMA compliant spending	of 1 % of a municipality's	personnel budget spent on	implementing its WSP	•				Computer types and	signed-off agenda agendas	for scheduled Council	meetings	•					Computer typed and	approved Council	resolutions distributed	internally.					
Time frames	1 July 2024 -	30 June 2025							1 July 2024 -	30 June 2025								1 July 2024 -	30 June 2025							
	1 % of a	municipality's	personnel budget	spent on	implementing its	Workplace Skills	Plan (WSP) as at	30 June 2024	98% of agendas for	scheduled Council	meetings	distributed to	Councillors and	officials at least 48	hours before the	meeting as at 30	June 2024	98% of Council	resolutions	distributed	internally to	responsible	departments within	7 working days	after each Council	
	1 % of a municipality's	personnel budget spent	on implementing its	Workplace Skills Plan	(WSP) by 30 June 2025				100% of agendas for	scheduled Council	meetings distributed to	Councillors and officials	at least 48 hours before	the meeting by 30 June	2025			100% of Council	resolutions distributed	internally to responsible	departments within 7	working days after each	Council meeting by 30	June 2025		
Š	자 교	71							ΑPI	72								<u>P</u>	73							
To common officers.	I o ensure enective	organisational and	management of human	resources					To ensure good	governance and	participation of	communities.				i.	Appendige.	To ensure good	governance and	participation of	communities.					
	ω								4									4								
																ř										



Quantity								
Quality		Computer typed and	approved schedule of	Council meetings for	2025/26 financial year	•		
Time frames		1 July 2024 -	30 June 2025					
	2025	Annual schedule of	Council meetings	for 2024/25	financial year	approved by	Council by 30 June	2024
		Annual schedule of	Council meetings for	2025/26 financial year	compiled and approved	by Council by 30 June	2025	
		ΑP	74					
		To ensure good	governance and	participation of	communities,			
		14						

Cin

5.4

1 ml

2. Competency Requirements (CR) schedule

 \bigcirc

Washing Oraling					
reading competencies (All compulsory)		ā.	20	30	4
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)		01	20	g	\$
Moral Competence	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence				
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			Í2	

Page | 20

è

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: Corporate Services): Signed and accepted by (Municipal Manager) on behalf	Signed and accepted by (Director: Corporate Services): Signed and accepted by (Municipal Manager) on behalf of Council: Date: 36/05 3025	

-
_
_
100
<u>a</u>
_
-
-
(I)
_
_
_
-
-
_
u
4
4
9
<u>6</u>
Vel
evel
evel
Jevel
Devel
Devel
Deve
I Devel
al Devel
ial Devel
onal Devel

TLALL HUBUST MUS MOTSHOILLAG Employee Number: Employee's Name:

2/09/10

PRECTER CORPORATE SERVIENDEPARTMENT:

Job Title:

CORPORATIE SERVICES

Manager:

DR AT MOTHAMAGA

Date:

26/mapach 2025

Complete Marieus Desires Enterlanent June Marieus Glanouste Enterlanent					
	COMPLETE MASTERS DESILES	ENBOLLMENT	June.	MARKERS GLADUATE	SHAME BINGTHY
					STUTS
	1.0				

Signed and accepted by (Director: Corporate Services):

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

Date: 26/08/2005

Date:

4. Record of assessment meetings (Control Sheet)

Employee's Name: 7044	MOTS 4 0 ICHA	Employee N	lumber: 646012.
Job Title:	rpolate setulae	Department:	ONATE SETUIOES
Manager / Immediate Supe	erior: OL FI Mo	7เมลกา คะเอ Date:_	26/03/2025
Q1:			
Q2:			
Q3:			
Q4:			
Additional review:			
EMPLOYEE: Signature: WITNESSES 1. Signature:	· ·	Print: 744 Moz	na Parturi q
2. Signature:	1		lolajane
FOR AND ON BEHALF OF	NEWATHE LOCAL M	UNICIPALITY	·
Signature:	Name P	rint: July	· Jafrice
WITNESSES		~	
1. Signature:	Name P	rint: AND	4 AKU
2. Signature:	Name F	Print: Inquana	Meili