	PERFORMANCE PLAN 2024 / 2025	LAN 2024 / 2021	
Municipality / Region	Moretele Local Municipality	Employee Name	Tsholofelo Mohalanyane
Post Title	Director Local Economic Development	Job Level	2
Post Identification Number DLED	DLED	Cellphone Number	082 052 6849
Performance Period	01 Jun 2024 to 01 Jun 2025	Office Number	
Department	Local Economic Development and Planning	Division	n/a
Line Manager	Municipal Manager	Section	n/a

The pre-amble and context to the Performance Plan is outlined in this section:

- Employer and the Employee are hereinafter referred to as the Parties a. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal System Act 32 of 2000 (the Systems Act). The
- b. Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, required the parties to conclude an annual performance agreement.
- c. 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.
- d. The Parties wish to ensure that there is compliance with Section 57 4(a), 57 4(b) and 57 (5) of the Systems Act.

Part 1: SDBIP											
National Outcome		National Outcome Responsive, Accountable, Effective	ve, Accounta	ble, Effective And Efficient L	And Efficient Local Government System	nt System					
NDP Chapters		Chapter 4: Economic Infrastructure Chapter 8: Human Settlements state Chapter 14: Promoting accountability and fighting corruption	ucture Chap	ter 8: Human Settlements Cl	Settlements Chapter 12: Building Safer Communities Chapter 13: Building a capable ng corruption	ing Safer	Communiti	es Chapte	er 13: Buil	ding a ca	pable
Municipal Strategic Objectives	Objectives	To promote and enhance economic development, growth and economic access	onomic dev	elopment, growth and econo	omic access						
		SG LED: To maximise the economic potential and growth of the local economy through innovation and improved economic performance, To Maximise the economic potential and growth of Agriculture as a critical economic anchor in the local economy. To minimize the	onomic pote	ntial and growth of the local d growth of Agriculture as a	economy throu	ugh innov	ation and i	mproved	economia . To mini	perform	ance,
Strategic Goals		environmental damage through maximizing compliance to address the environmental issues that have a direct and indirect impacts on the natural environment. To maximise (should be minimise) environmental damage through temporary iob creation. To maximise the economic	ugh maximi: ximise (shou	zing compliance to address t ld be minimise) environment	he environment tal damage thro	tal issues	that have a	direct an	d indirect	impacts	on the
		potential development of Tourism in the area, Compliance with Town Planning Legislations/policies/regulations	ourism in the	area, Compliance with Town	ո Planning Legis	slations/p	olicies/regu	lations			
Key Performance Area	rea	Local Economic Development	nt								
Planning Level	Measurable Objective	Key Performance Indicator	Weighting	Evidence	МОЛ	Base line	Annual Target	Q1	Q2	Q	Q4
					TargetNumber	1.00	1.00	0	0	0	
Output	8.1: LED Strategy reviewed	Number (1) of LED Strategies	5	Reviewed LED Strategy	CapitalN/A			0	0	0	0
		Teviewed by Maid Cit 2023			OperatingOpex		60000.00	0	0	60000	0
		Percentage (100) completion of			TargetPercentage	0.00	100.00	0	0	0	100
Output	8.2: Business by-law developed	the development of the business	10	Approved business by-law by	CapitalN/A			0	0	0	0
		by-law by June 2025		COGIACII	OperatingOpex		300000.00	0	0	300000	0
Output			10		TargetNumber	12.00	5.00	2	_1	_	_

		Geotech), topographical survey map, land claims report, ownership report, daft layout plans, Proof of submission of EIA and Proof of public participation		
PART 2: JDKPA (Job Description Key Performance Area)	erformance Area)			
JDKPA Title	JDPKA Description	Evidence	Frequency	Weighting
Municipal Basic Services	Support Municipal Basic services initiatives		Daily	40%
Local Economic Development	Develop Local economic Development initiative		Daily	10%
Municipal Institutional Development and Tranformation	Support Municipal Institutional Development and Transformation initiatives		Daily	10%
Municipal financial management viability	Support Municipal financial management initiatives		Daily	20%
Good Governance and public participation	Support good governance and public participation initiatives		Daily	20%
PART 3: CORE COMPETENCIES				5
Competency	Description	Evidence		Weighting
Financial Management	Must be able to know, understand and comply with the Municipal Finance Management Act No 56 of 2003	ply with the Municipal		20%
Communication	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome	deas in a clear, focused lience in order to takeholders to achieve the		10%
Client Orientation and Customer Focus	Must be willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practic	effectively and efficiently s (Batho Pele) into practice		15%
People Management and Empowerment	Must be able to effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	and encourage people, and nurture relationships		15%
Strategic Capability and Leadership	Must be able to provide a vision, set the direction for the municipality and inspire others in order to deliver on the municipality's mandate	ection for the municipality municipality's		10%
Programme and Project Management	Must be able to plan, manage, monitor and evaluate specific activities in order to ensure that policies are implemented and that Local Government objectives are achieved	evaluate specific activities nted and that Local		10%
Service Delivery Innovation (SDI)	Must be able to explore and implement new ways of delivering services that contribute to the improvement of municipal processes in order to achieve municipal goals	v ways of delivering t of municipal processes in		10%
Knowledge of Performance Management and Reporting	Promote a culture of performance and accountability by setting and maintaining performance standards and managing accountability	untability by setting and naging accountability		5%
Knowledge of Performance Management and Reporting	The ability to support the implementation of the performance reporting process of the municipality	f the performance		5%

4.3 CORE COMPET	COMPETENCIES Weightings)s				Absolute Weighting	Weighted Average
Core Competency	Financial Management		Description	Must be able to know, understand and c Finance Management Act No 56 of 2003	Must be able to know, understand and comply with the Municipal Finance Management Act No 56 of 2003	20%	4%
Core Competency	Communication		Description	Able to share information and concise manner apperentively convey, persudesired outcome	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome	10%	2%
Core Competency	Client Orientation and Customer Focus	Customer Focus	Description	Must be willing and able in order to put the spirit	Must be willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice	15%	3%
Core Competency	People Management and Empowerment	nd Empowerment	Description	Must be able to effectively manage, inspire respect diversity, optimise talent and build in order to achieve institutional objectives	Must be able to effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	15%	3%
Core Competency	Strategic Capability and Leadership	d Leadership	Description	Must be able to provide and inspire others in ord mandate	Must be able to provide a vision, set the direction for the municipality and inspire others in order to deliver on the municipality $a \in \mathbb{R}^n$ s mandate	10%	2%
Core Competency	Programme and Project Management	ct Management	Description	Must be able to plan, manage, monit in order to ensure that policies are in Government objectives are achieved	Must be able to plan, manage, monitor and evaluate specific activities in order to ensure that policies are implemented and that Local Government objectives are achieved	10%	2%
Core Competency	Service Delivery Innovation (SDI)	ation (SDI)	Description	Must be able to explore and imp services that contribute to the im order to achieve municipal goals	Must be able to explore and implement new ways of delivering services that contribute to the improvement of municipal processes in order to achieve municipal goals	10%	2%
Core Competency	Knowledge of Perform	Knowledge of Performance Management and Reporting	Description	Promote a culture of permaintaining performance	Promote a culture of performance and accountability by setting and maintaining performance standards and managing accountability	5%	1%
Core Competency	Knowledge of Perform	Knowledge of Performance Management and Reporting	Description	The ability to support the implements reporting process of the municipality	The ability to support the implementation of the performance reporting process of the municipality	5%	1%
Sub-total of Sub P	Part 4.3					100%	20%
Total (Sub Part 4.1, 4.2 & 4.3)	, 4.2 & 4.3)					100%	100%
PART 5: PERSONAL DEVELOPMENT	VAL DEVELOPM	ENT PLANS					
PDP Initiative		Competency Development Area	Area	Description	Evidence	O I	
Post Graduate Diploma		Public Management		Two years	Diploma Certificate	ertificate	
Post Graduate Diploma		Project Management		2 years	Degree Cerificate	rificate	
PART 6: LINE M.	MANAGER REQUEST	EST					
Not Applicable							
PART 7: PERFOR	RMANCE EVALU	PART 7: PERFORMANCE EVALUATION CRITERIA DEFINITIONS					
7.1 Evaluation Criteria for Municipal Accountabilities	eria for Municipal	Accountabilities					140
		2		3	4		5
Unacceptable Performance	Performance	Performance not fully effective	Fu	Fully Effective	Performance significantly above expectations	Outstanding	Outstanding Performance
Performance does not meet the standard performance expected for the job. The	erformance does not meet the standard performance expected for the job. The	Performance is below the standard required for the job in key areas. Performance meets some of		Performance fully meets the standards expected in all areas of the job. The appraisal indicates that	Performance is significantly higher than the standards expected in the job. The appraisal	Performance far exceeds an employee at this leve	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates

	PERFORMANCE PLAN 202	PLAN 2024 / 2025	OI .
Municipality / Region	Moretele Local Municipality	Employee Name	Portia Mahlo
	Director Human Resource and Corporate Services		2
Post Identification Number DHRCS	DHRCS	Cellphone Number	071 302 5138
Performance Period	01 Jun 2024 to 01 Jun 2025	Office Number	
Department	Human Resources and Corporate Services	Division	n/a
Line Manager	Municipal Manager	Section	n/a

PRE-AMBLE OF THE PERFORMANCE PLAN

The pre-amble and context to the Performance Plan is outlined in this section:

- a. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal System Act 32 of 2000 (the Systems Act). The Employer and the Employee are hereinafter referred to as the Parties
- b. Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, required the parties to conclude an annual performance agreement.
- 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.
- d. The Parties wish to ensure that there is compliance with Section 57 4(a), 57 4(b) and 57 (5) of the Systems Act.

Part 1: SDBIP

FAIL I. SUDIF											
National Outcome	В	National Outcome Responsive, Accountable, Effective	ve, Account	able, Effective And Efficient Lo	And Efficient Local Government System	t System					
NDP Chapters		Chapter 4: Economic Infrastructure Chapter 8: Human Settlements state Chapter 14: Promoting accountability and fighting corruption	ructure Chap Jaccountabi	oter 8: Human Settlements Ch lity and fighting corruption	Settlements Chapter 12: Building Safer Communities Chapter 13: Building a capable 1g corruption	ng Safer	Communiti	es Chapt	er 13: Bu	ilding a c	apable
Municipal Strategic Objectives	ic Objectives	To promote and enhance pr technology	ofessional ir	To promote and enhance professional institutional development and transformation through improved human resources systems and technology	transformation	through	improved h	numan re	sources	systems a	ind
Strategic Goals		SG HR & CS: To promote an	ıd enhance p	SG HR & CS: To promote and enhance professional institutional development and transformation through improved human resources	lopment and tra	ansforma	ition throug	h impro	ved huma	n resour	ces
,		systems and technology									
Key Performance Area	Area	Institutional Development and Transformation	nd Transforr	nation							
Planning Level	Measurable Objective	Key Performance Indicator	Weighting	Evidence	MOU	Base line	Annual Target	Q	Q2	Q	24
	14.1 [#622*;] []	Percentage (100) - cumulative,			TargetPercentage	1.00	100.00	25	50	75	100
Output	Management by June 2025	implementation of Municipal	10	Q4: Approved HK Strategy,	CapitalN/A			0	0	0	0
	300000000000000000000000000000000000000	Staff Regulations by June 2025			OperatingN/A			0	0	0	0
		Percentage (100) - cumulative, of	.,		TargetPercentage	100.00	100.00	50	0	100	0
Output	14.2 Staff Appointed by June 2025	Appointments made by June	10	Q1- Q4: Signed Recruitment Files	CapitalN/A			0	0	0	0
		2025		S. December 1	OperatingN/A			0	0	0	0
	14.3 Enhanced measures and systems that	Number (2) implementation of			TargetNumber	2.00	2.00	0	_	0	_
Output	create safe working conditions as prescribed	planned OHSA/COIDA-related	10	Reports	CapitalN/A			0	0	0	0
	for in OHSA/COIDA by June 2025	initiatives by June 2025			OperatingN/A			٥ -	0	0	0

Good Governance and Public Participation	d Public Participation	Support Good Governance and Public Participation initiative	blic Participation			Daily	10%
PART 3: CORE	PART 3: CORE COMPETENCIES						
Competency		Description			Evidence		Weighting
Knowledge and Information Management	nation Management	Able to promote the ge information through ve the collective knowledd	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to e the collective knowledge base of local government	d enhance			10%
Service Delivery Innovation (SDI)	vation (SDI)	Must be able to explore and imp services that contribute to the imported to achieve municipal goals	Must be able to explore and implement new ways of delivering services that contribute to the improvement of municipal processes in order to achieve municipal goals	ys of delivering nunicipal processes in			10%
Program and Project Managment	Managment	Program and Project N	Program and Project Monitoring and Evaluation				5%
Client Orientation and Customer Focus	d Customer Focus	Must be willing and ab	Must be willing and able to deliver services effectively and effined in order to put the spirit of customer service (Batho Pele) into	ctively and efficiently tho Pele) into practice			15%
Communication		Must be able to exchar manner appropriate fo	Must be able to exchange information and ideas in a clear and concise manner appropriate for the audience in order to explain, persuade,	s in a clear and concise explain, persuade,			10%
		convince and influence	convince and influence others to achieve the desired outcomes	sired outcomes			
Strategic Capability and Leadership	nd Leadership	Must be able to provid and inspire others in or	Must be able to provide a vision, set the direction for the municipality and inspire others in order to deliver on the municipalityà€™s mandate	on for the municipality nicipality候s			10%
People Management and Empowerment	and Empowerment	Must be able to effectively manage, inspir respect diversity, optimise talent and build in order to achieve institutional objectives	Must be able to effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	encourage people, nurture relationships			8%
Financial Management	nt	Must be able to know, understand and c Finance Management Act No 56 of 2003	Must be able to know, understand and comply with the Municipal Finance Management Act No 56 of 2003	with the Municipal			20%
People Management and Empowerment	and Empowerment	Values staff and elected members, go municipality internally and externally	Values staff and elected members, generates commitment to municipality internally and externally	mmitment to the			8%
PART 4: WEIGHTINGS	HTINGS						
4.1 SDBIP Weightings	tings					Absolute Weighting	Weighted Average
Output	14.1 Effective HR Administrati	14.1 Effective HR Administration and Management by June 2025	Key Performance Findicator	Percentage (100) - cumula Regulations by June 2025	Percentage (100) - cumulative, implementation of Municipal Staff Regulations by June 2025	10%	6%
Output	14.2 Staff Appointed by June 2025	2025	Key Performance Indicator	Percentage (100) - cumu	00) - cumulative, of Appointments made by June 2025	10%	6%
Output	14.3 Enhanced measures and systems that create safe wor conditions as prescribed for in OHSA/COIDA by June 2025	14.3 Enhanced measures and systems that create safe working conditions as prescribed for in OHSA/COIDA by June 2025	Key Performance I	Number (2) implementat initiatives by June 2025	Number (2) implementation of planned OHSA/COIDA-related initiatives by June 2025	10%	6%
Output	14.4 Maintenance of Municipal Buildings by June 2025	al Buildings by June 2025	rmance	Percentage (100), quarterly implement maintenance initiatives by June 2025	Percentage (100), quarterly implementation of Municipal Buildings maintenance initiatives by June 2025	5%	3%
Output	14.5 Improved fleet efficiency,	14.5 Improved fleet efficiency, reliability and prudency by June 2025	Key Performance Indicator	Percentage (100) (Q1 & Q3) completion of plann new fleet, maintenance and repairs by June 2025	Percentage (100) (Q1 & Q3) completion of planned Procurement of	5%	3%
	14.8 Service and governance systems improved through the				nd repairs by June 2025		

Core Competency People N	People Management and Empowerment		Must be able to effectively manage, inspire pescription respect diversity, optimise talent and build in order to achieve institutional objectives	Must be able to effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	8%	2%
Core Competency Financial	Financial Management		Description Must be able to know, understand and c	Must be able to know, understand and comply with the Municipal Finance Management Act No 56 of 2003	20%	4%
Core Competency People N	People Management and Empowerment		Values staff and elected members, go	Values staff and elected members, generates commitment to the municipality internally and externally	8%	2%
Sub-total of Sub Part 4.3					100%	20%
Total (Sub Part 4.1, 4.2 & 4.3)	4.3)				100%	97%
PART 5: PERSONAL DEVELOPMENT PLANS	EVELOPMEN	T PLANS				
Not Applicable						
PART 6: LINE MANAGER REQUEST	ER REQUEST					
Not Applicable						
PART 7: PERFORMAN	CE EVALUAT	PART 7: PERFORMANCE EVALUATION CRITERIA DEFINITIONS				
7.1 Evaluation Criteria for Municipal Accountabilities	r Municipal Ac	countabilities				
		2	3	4	5	
Unacceptable Performance	ance	Performance not fully effective	Fully Effective	Performance significantly above expectations	Outstanding Performance	formance
Performance does not meet the standard performance 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. 0%-49%	re standard le job. The the employee results against criteria and reformance halemonstrate the management the management ent. 0%-49%	I for ne of yee sinst and ance	andards expected isal indicates that defective results ance criteria and and Performance %.	to he	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. Equal to or above 120%.	standard expected of the appraisal indicates thieved above fully performance criterial ied in the PA and tained this in all areas the year. Equal to or 19%.
7.2 Evaluation Criteria for	r Job Descripti	7.2 Evaluation Criteria for Job Description key Performance Indicators				
_1		2	w	4	5	
Unacceptable Performance	ance	Performance not fully effective	Fully Effective	Performance significantly above expectations	Outstanding Performance	formance
Performance does not meet the standard performance 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. 0% to 69% 7.3 Evaluation Criteria for Core Commitment or ability to bring performance where the level expected in the job despite management efforts to encourage improvement. 0% to 69%	nne standard b. The review / Pamployee has the sults against the criteria and a Performance ach lemonstrate the formance up to ind te management nt. 0% to 69%	ce is below the standard required for cey areas. Performance meets some of rick expected for the job. The review / ent indicates that the employee has slow fully effective results against more lif the key performance criteria and s specified in the PA and Performance Plan. 70% to 99%.	andards expected sisal indicates that d effective results ance criteria and and Performance 9%.	ि है के	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. Equal to or above 150%.	standard expected of ne appraisal indicates thieved above fully performance criteria ied in the PA and tained this in all areas the year. Equal to or 3%.
7.3 Evaluation Criteria for Core Competencies	r Core Compet	encies				

	PERFORMANCE PLAN 2024	PLAN 2024 / 2025	On the second se
Municipality / Region	Moretele Local Municipality	Employee Name	Granny Zikhali Temba
Post Title	Community Development Services Director	Job Level	ω
Post Identification Number SPM	SPM	Celiphone Number	071 383 9200
Performance Period	01 Jun 2024 to 01 Jun 2025	Office Number	
Department	Community Development Services	Division	n/a
Line Manager	Municipal Manager	Section	n/a

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- Employer and the Employee are hereinafter referred to as the Parties a. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal System Act 32 of 2000 (the Systems Act). The
- b. Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, required the parties to conclude an annual performance agreement.
- d. The Parties wish to ensure that there is compliance with Section 57 4(a), 57 4(b) and 57 (5) of the Systems Act. c. 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.

Part 1: SDBIP

National Outcome		National Outcome Responsive, Accountable, Effective And Efficient Local Government System	e, Accounta	ble, Effective And Efficient Lo	ocal Governmen	t System					
NDP Chapters		Chapter 4: Economic Infrastructure Chapter 8: Human Settlements Chapter 12: Building Safer Communities Chapter 13: Building a capable state Chapter 14: Promoting accountability and fighting corruption	ucture Chap accountabil	ter 8: Human Settlements Chity and fighting corruption	apter 12: Buildir	ng Safer	Communi	ties Chap	ter 13: Bu	ilding a c	apable
Municipal Strategic Objectives		To ensure access to public amenities and to promote community safety, development and sustainable livelihoods	nenities and	to promote community safe	ety, developmen	t and su	stainable l	ivelihood	S		
Stratagic Cools		SG CDS: To ensure access to safe and habitable public facilities, To promote and maximize participation in sports, To promote and	safe and ha	bitable public facilities, To pr	omote and max	imize pa	rticipation	in sports	; To prom	note and	
orracegic goals		maximize participation in sports and recreation	orts and reci	reation					•		
Key Performance Area		Basic Services and Infrastructure Development	ure Develor	oment							
Planning Level	Measurable Objective	Key Performance Indicator Weighting	Weighting	Evidence	MON	Base line	Annual Target	õ	Q2	ස	24
	6 1. Compared to the control of the				TargetNumber	2.00	2.00	Q.	0	1	_
Output	s. i : Ceimeternes developed and maintained by Number (2) of cemeterly fenced in	Ward 5 and 12 by June 2025	10	Q3 and Q4: Order and Delivery	CapitalCapex		800000.00	0	0	0	800000
	COLOR BOTTO	יימוש ז מווט וד של זמווט דטרט		14000	OperatingN/A			0	0	0	0
		Number (12) of Social Sector			TargetNumber	0.00	12.00	ω	w	ω	ω
Output	5.2: Social Sector Meetings and Programs	Meeting and Programs	10	Q1-Q4: Attendance Register	CapitalN/A			0	0	0	0
	Conduction by Suite Forty	Conducted by June 2025			OperatingOpex		60000.00	0	0	0	60000
					TargetNumber	0.00	3.00	0	ω	0	0
Output	5.3: Community halls rehabilitated and	maintained by March 2025	15	Q3: Completion Report	CapitalN/A			0	0	0	0
	הומווימוויכם כל ואמוכון בסבל	maintanted by water 2025			OperatingN/A			0	0	0	0
Output			15		TargetPercentage	0.00	100.00	100	100	100	100

16%	100%					Sub-total of Sub-Dart A 3	C-1-1-2
16%	100%	Improve provision of basic services by initiating ,monitoring and evaluating projects and programs. Ensuring that employees are performing as expected	Improve provision of base evaluating projects and projects and projects and professions are supported.	Description	55	Basic Services	JDKPA
Weighted Average	Absolute Weighting					4.2 JDKPA Weightings	4.2 JDH
64%	100%					Sub-total of 4.1	Sub-to
6%	10%	Percentage (100), quarterly completion of Community Libraries Revitalisation and Maintenance initiatives by June 2025	Percentage (100), quarte Revitalisation and Maint	Key Performance Indicator	6.2: Community Libraries Revitalised and Maintained by June 2025	6.2: Commu	Output
6%	10%	Percentage (100), quarterly of Sports & Recreational activities undertaken by June 2025	Percentage (100), quarter undertaken by June 2025	Key Performance Indicator	6.1: Sports and Recreational activities undertaken by June 2025	6.1: Sports a	Output
6%	10%	health awareness campaigns conducted by June 2025	Number (12) of health av	Key Performance Indicator	5.7: Health awareness campaigns conducted by June 2025	5.7: Health a	Output
6%	10%	Percentage (100) - cumulative, implementation of planned safety and resilience initiatives by June 2025	Percentage (100) - cumulative, im resilience initiatives by June 2025	Key Performance Indicator	5.6: Community safety programs designed and implemented in collaboration with other Security Cluster agencies in the fight against crime by June 2025	5.6: Community safi collaboration with c crime by June 2025	Output
6%	10%	Percentage (100), quarterly Community support initiatives provided for victims of disasters by June 2025	Percentage (100), quarterly Commur for victims of disasters by June 2025	Key Performance Indicator	5.5: Community support for victims of disasters provided through various relief initiatives by June 2025	5.5: Commu various relie	Output
10%	15%	Percentage (100), quarterly implementation of planned disaster management activities conducted by June 2025	Percentage (100), quarterly implementation of p management activities conducted by June 2025	Key Performance Indicator	5.4: Community Resilience promoted through effective disaster management activities	5.4: Community Resilie management activities	Output
10%	15%	Number (3) of community halls maintained by March 2025	Number (3) of communit	Key Performance Indicator	5.3: Community halls rehabilitated and maintained by March 2025	5.3: Commu	Output
6%	10%	Social Sector Meeting and Programs Conducted by	Number (12) of Social Se June 2025	Key Performance Indicator	5.2: Social Sector Meetings and Programs Conducted by June 2025	5.2: Social S	Output
6%	10%	Number (2) of cemetery fenced in Ward 5 and 12 by June 2025	Number (2) of cemetery	Key Performance Indicator	5.1: Cemeteries developed and maintained by June 2025	5.1: Cemete	Output
Weighted Average	Absolute Weighting					4.1 SDBIP Weightings	4.1 SD
						PART 4: WEIGHTINGS	PART
10%			Must be willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice	le to deliver services e it of customer service		Client Orientation and Customer Focus	Client Or
10%			Must be able to initiate and support municipal transformation and change in order to successfully implement new initiatives and deliver on service delivery commitments	and support municip cessfully implement no amitments	Must be able to initiate and supp change in order to successfully in on service delivery commitments	Change Management	Change I
10%			management of risk a of responsibility.	nd risk and guide the cipality within the area	The ability to understand risk and guide the management of risk pertaining to the municipality within the area of responsibility.	Risk Management	Risk Mar
10%			Must be able to exchange information and ideas in a clear and concise manner appropriate for the audience in order to explain, persuade, convince and influence others to achieve the desired outcomes	nge information and ic r the audience in orde others to achieve the	Must be able to exchange information and ideas in a clear and manner appropriate for the audience in order to explain, persua convince and influence others to achieve the desired outcomes	ication	Communication
10%			Must be able to systematically identify, analyse and resolve existing and anticipated problems in order to reach optimum solutions in a timely manner	natically identify, analy ms in order to reach o	Must be able to systematically identify, analyse and resolve exicand anticipated problems in order to reach optimum solutions timely manner	Froblem Solving and Analysis	Froblem
			cilleve key su diegic	occases III older to de	objectives		

-1	2	3	4	5
Unacceptable Performance	Performance not fully effective	Fully Effective	Performance significantly above expectations	Outstanding Performance
Performance does not meet the standard performance expected for the job. The review/assessment indicates that the employee	Performance is below the standard required for the job in key areas. Performance meets some of	Performance fully meets the standards expected		Performance far exceeds the standard expected of an employee at this level. The appraisal indicates
# O O O T	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. 50% to 74%.	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. 75% to 100%.	to the	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. Equal to or above 120%.
7.2 Evaluation Criteria for Job Description key Performance Indicators	ption key Performance Indicators			
1	2	3	4	5
Unacceptable Performance	Performance not fully effective	Fully Effective	Performance significantly above expectations	Outstanding Performance
Performance does not meet the standard performance expected for the job. The review / assessment indicates that the employee has achieved below fully effective results against	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review /	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that	Performance is significantly higher than the standards expected in the job. The appraisal indicator that the Employee has exhibited above.	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully
Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to indicators as specified in the PA and Performance up to indicators as specified in the PA and Performance the level expected in the job despite management efforts to encourage improvement. 0% to 69%	Indicators as specified in the PA and Performance achieved below fully effective results against more Plan. The employee has failed to demonstrate the than half the key performance criteria and commitment or ability to bring performance up to indicators as specified in the PA and Performance the level expected in the job despite management Plan. 70% to 99%. efforts to encourage improvement. 0% to 69%	against all significant performance criteria and indicators as specified in the PA and Performance Plan. 100% to 129%.	performance criteria and indicators and fully achieved all others throughout the year. 130% to 149%.	and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year. Equal to or above 150%.
7.3 Evaluation Criteria for Core Competencies	petencies			
1	2	3	4	
Under Performance	Basic Performance	Meeting Performance	Superior Performance	Outstanding Performance
Not understanding the basic concepts, methods and local government operation and requires supervision and development	Applies basic concepts, methods, and understanding of local government operation, but requires supervision and development.	Develops and methods and the work of	Develops and applies complex concepts, methods and understanding. Effectively directs and leads a group and executes in-depth analysis.	Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods.
Director : Granny Zikhali :				*
Municipal Manager : Sipho Ngwenya				

	PERFORMAN	PERFORMANCE PLAN 2024 / 2025	125
Municipality / Region	Moretele Local Municipality	Employee Name	Pholosho Molautsi
Post Title	Infrastructure Development Services Director	Job Level	2
Post Identification Number IDSD2	IDSD2	Cellphone Number	076 291 5878
Performance Period	01 Jun 2024 to 01 Jun 2025	Office Number	
Department	Infrastructure Development Services	Division	n/a
Line Manager	Municipal Manager	Section	n/a

The pre-amble and context to the Performance Plan is outlined in this section:

- a. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal System Act 32 of 2000 (the Systems Act). The Employer and the Employee are hereinafter referred to as the Parties
- b. Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, required the parties to conclude an annual performance agreement.
- d. The Parties wish to ensure that there is compliance with Section 57 4(a), 57 4(b) and 57 (5) of the Systems Act. c. 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.

Part 1: SDBIP

National Outcome	e	National Outcome Responsive, Accountable, Effective	ve, Accounta	ble, Effective And Efficient L	And Efficient Local Government System	nt Systen	5				
NDP Chapters		Chapter 4: Economic Infrastructure Chapter 8: Human Settlements Chapter 12: Building Safer Communities Chapter 13: Building a capable state Chapter 14: Promoting accountability and fighting corruption	ucture Chap accountabil	ter 8: Human Settlements C	hapter 12: Builc	ling Safer	Communiti	ies Chap	oter 13: Bu	iilding a	capable
Municipal Strategic Objectives		To ensure access to sustainable services and infrastructure to all households	ble services	and infrastructure to all hou	seholds						
Strategic Goals		SG IDS: To optimise access to water services, To enhance human dignity through adequate sanitation, To promote and to ensure integrated and safe road networks, To ensure access to safe and habitable public facilities	o water serv ensure acces	ices, To enhance human dignity throughs to safe and habitable public facilities	nity through ac	lequate s	anitation, To	promo	te and to	ensure	integrated
Key Performance Area		Basic Services and Infrastructure Development	ture Develop								
Planning Level	Measurable Objective	Key Performance Indicator	Weighting	Evidence	MON	Base line	Annual Target	õ	Q2	ස	Q
		Percentage (100) provision of			TargetPercentage	0.00	100.00	66	8	_	25
)	1.1: Concrete reservoir with 7 elevated steel tanks and booster pump in (Moeka, Ga-	basic water services with 7 elevated steel tanks and booster			CapitalCapex		5000000.00	0	5000000	0	0
Output	Motle, Ratjiepane, Kromkuil, Mmakaunyane & Norokie) Schedule B by June 2025	pump by June 2025 in (Moeka, Ga-Motle, Ratjiepane, Kromkuil, Mmakaunyane & Norokie) Schedule B	5	Q4: Completion certificate,	OperatingN/A			0	0	0	0
		Number (1000) of provision of			TargetNumber	39050.00	1000.00	0	0	300	700
Output	1.2: Additional households connected to the	basic water services with	٦.		CapitalCapex		21391070.63	0	0	0	21391070.63
Carpar	water networks by June 2025	Schedule C Water supply to Moeka, (Ga-Motle, Ratsiepane,	U	Q4: Progress Reports	OperatingN/A			0	0	0	0

Capitalicapex Capitalicape	10%	1:						aluate specific activities d and that Local	monitor and evalue are implemente lieved	Must be able to plan, manage, monitor and evaluate specific activities in order to ensure that policies are implemented and that Local Government objectives are achieved	nt	roject Manageme	Programme and Project Management
Act Production Act Caphiaclapea Caphiacla	0%	2(with the Municipal	and and comply 6 of 2003	Must be able to know, underst. Finance Management Act No 5		nent	Financial Management
Again Propriety A Completion certificate CapitalCapex Standard 17 A Completion certificate CapitalCapex Standard 14 Stan	ğ	Weightin					Ce	Eviden		Description			Competency
Apart Apar											NCIES	E COMPETE	PART 3: CORE COMPETENCIES
Apart Wilter Apart Apart	0%	21		Daily					nt viability	ort Municipal financial managemer		l management via	Municipal financial management viability
Aga Procedity Again Ag	0%	21		Daily						Basic Services initiatives	Develop		Basic Services
Age Propress Reports Age Progress Reports Provision of basic parabilities	0%	10		Daily			6		articipation	ort Good Governance and public p		and public partic	Good Governance and public participation
Apart Apar	0%	15		Daily					transformation	ort Institutional Development and		opment and trans	Institutional Development and transformation
Again Aparet Winting and Power Winding American America	0%	4(Daily					nitiatives	ort Local Economic Development I.	To Supp	evelopment	Local Economic Development
CapitalCapex Capi	Jg Di	Weightir			equency	T		Evidence		Description	JDPKA		JDKPA Title
Stormwater defining age constructed by June 2024 in Ward 17 Makapanstad Seapadralkwe A Completion certificate Completion certifica										ınce Area)	PART 2: JDKPA (Job Description Key Performance Area)	PA (Job Des	PART 2: JDK
Additional parecular of the parecular	0	0	0	0	8000000.00		OperatingN/A	Certificate		by June 2025	parine sairely in Makapansida by suite 2025	papire sales	
Stormwater drainage constructed by June 2024 in Ward 17 Accompletion certificate CapitalCapex CapitalCa	0	0	0	0			\vdash	Progress Reports (24: Progress Reports , Completion		erected in Makapanstad and	4.4 Community lighting erected for improved	4.4 Communi	Output
Stornwater definings constructed by June 2024 in Ward 17 Makapanstad Seaparankwe A Completion certificate Compl	œ	0	٥	0	8.00	304.00	\rightarrow			Number (8) of high mast-lights			
December (1) of high mast-lights erected by June 2025 in (Ward 17 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q3: Progress Reports, erected by June 2025 in (Ward 14 Q4: Progress Reports, erected by June 2025 in (Ward 14 Q4: Progress Reports, erected by June 2025 in (Ward 15 by June 2025 in	0	0	0	0			OperatingN/A	and Completion certificate		by June 2025	constructed in Mathibestad by June 2025	constructed	
Activation parecuristic Activation parec	0 -	0	0	0	5600000.00	4	CapitalN/A	Q4: Progress Reports, Minutes		Recreational Park in Mathibestad	4.5 Community Recreational Park	4.5 Cor	Output
Completion certificate Completion certific		0	٥	0	1.00	4.00	TargetNumber			Number (1) completion of			
Aumber (11) of high mast-lights erected by June 2025 in Markapanstad	0	0	0	0			OperatingN/A	Certificate		installed at Ward 15 by June 2025	2025		
Aumber (1) of high mast-lights erected by June 2025 in Mathibestad Makapanstad M	0	0	0	0			CapitalN/A	14: Progress, Report Completion		water services with steel tanks	1.4 Steel tanks installed at Ward 15 by June	1.4 Steel tan	Output
Stormwater drainage constructed by June 2024 in Ward 17 On God Paverd Will	2	0	0	0	2.00	0.00	TargetNumber			Number (2) of provision of basic			
Stormwater drainage constructed by June 2024 in Ward 17 A Completion certificate Q4: Progress Reports & CapitalCapex C	0	0		0	00000000		OperatingN/A		(Makapanstad	improved public safety in Makapanstad	improved	: :
Accompletion certificate Accompletion certif	0	2000000		0	11.00	-	+	Q3: Progress Reports,	л	Number (11) of high mast-lights	4.3: Community lighting erected for	4.3: Com	Outnut
A Completion certificate CapitalCapex CapitalCa	0	0	0	0			+			Mathibestad			
Stormwater drainage constructed by June 2024 in Ward 17 A Completion certificate Q3: Progress Reports & CapitalCapex OperatingN/A CapitalCapex OperatingN/A O	7000000	0	0	0	70000000.00		CapitalCapex	Completion certificate	ψ	erected by June 2025 in	improved public safety in Mathibestad	improved	Output
Stormwater drainage constructed by June 2024 in Ward 17 Completion certificate Q4: Progress Reports & CapitalCapex CapitalCapex B000000.00 0 0 0 0 0 0 0	0	9	0	0	9.00	304.00	Ė			Number (9) of high mast-lights	munity lighting protect for	4 5. Com	
Stormwater drainage constructed by June 2024 in Ward 14 Department of the progress Reports & CapitalCapex Department of the progress Reports & Department of the progress Reports & CapitalCapex Department of the progress Reports & CapitalCapex Department of the progres	0	0	0	0			OperatingN/A			& 22)			
stormwater drainage constructed by June 2024 in Ward 17 Makapanstad Seaparankwe Number (10) of high mast-lights Q4: Progress Reports & Capital Capex 8000000.00 0 0 0 0 0 0 0 0 0 0 0 0 0 0	7400000	0	0	0	7400000.00		CapitalCapex		5	erected by June 2025 in (Ward 14	4.1: Community lighting erected for improved public safety in ward 22 & 14	improved	Output
stormwater drainage constructed by June 2024 in Ward 17 Makapanstad Seaparankwe Oq.: Progress Reports & CapitalCapex 8000000,00 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0	10	0	0	10.00	304.00	-			Number (10) of high mast-lights		4 1. Cam	
stormwater drainage constructed 4 Q4: Progress Reports & CapitalCapex 8000000.00 0 0 0	0	0	0	0			OperatingN/A	completion certificate		Makapanstad Seaparankwe	collsudcted in Wald 17		
Niii (1) of road paved with	8000000	0	0	0	3000000.00		CapitalCapex		4	stormwater drainage constructed	3.7: Paved roads & stormwater drainage	3.7: Paved	Output
Targatkii 98 00 100 0 0 0	_	0	0	0	1.00	98.00	TargetKM			Km (1) of road paved with			

Output	3.4: Paved roads & stormwater drainage constructed in ward 19	Key Performance Indicator	Km (1) of road paved and stormwater drainage by June 2025 in ward 19	5%	3%
Output	3.5: Paved roads & stormwater drainage constructed in ward 26 (Ratjiepane)	Key Performance Indicator	Km (1) of road paved with stormwater drainage constructed by June 2024 in ward 26 (Ratjiepane)	3%	2%
Output	oads & stormwater drainage constructed in ward 13 by	Key Performance Indicator		5%	3%
Output	3.7: Paved roads & stormwater drainage constructed in ward 17	Key Performance Indicator	Km (1) of road paved with stormwater drainage constructed by June 2024 in Ward 17 Makapanstad Seaparankwe	4%	3%
Output	4.1: Community lighting erected for improved public safety in ward 22 & 14	Key Performance Indicator	Number (10) of high mast-lights erected by June 2025 in (Ward 14 & 22)	5%	3%
Output	4.2: Community lighting erected for improved public safety in Mathibestad	Key Performance Indicator	Number (9) of high mast-lights erected by June 2025 in Mathibestad	5%	3%
Output	4.3: Community lighting erected for improved public safety in Makapanstad	Key Performance Indicator	Number (11) of high mast-lights erected by June 2025 in Makapanstad	5%	3%
Output	1.4 Steel tanks installed at Ward 15 by June 2025	Key Performance Indicator	Number (2) of provision of basic water services with steel tanks installed at Ward 15 by June 2025	5%	3%
Output	4.5 Community Recreational Park constructed in Mathibestad by June 2025	Key Performance Indicator	Number (1) completion of Recreational Park in Mathibestad by June 2025	5%	3%
Output	4.4 Community lighting erected for improved public safety in Makapanstad by June 2025	Key Performance Indicator	Number (8) of high mast-lights erected in Makapanstad and Mathibestad at ward 19 and 24 by June 2025	3%	2%
Sub-total of 4.1				100%	64%
4.2 JDKPA Weightings	tings			Absolute Weighting	Weighted Average
JDKPA	Economic Development	Description	To Support Local Economic Development Initiatives	40%	6%
JDKPA	Institutional Development and transformation	Description	To support Institutional Development and transformation initiatives	10%	2%
JDKPA	Good Governance and public participation	Description	To support Good Governance and public participation initiatives	10%	2%
JDKPA	Basic Services	Description	Develop Basic Services initiatives	20%	3%
JDKPA	Municipal financial management viability	Description	To support Municipal financial management viability initiatives	20%	3%
Sub-total of Sub I	Part 4.2			100%	16%
Total (Sub Part 4.1 & 4.2)	1 & 4.2)			100%	80%
4.3 CORE COMPE	CORE COMPETENCIES Weightings			Absolute Weighting	Weighted Average
Core Competency	Financial Management	Description	Must be able to know, understand and comply with the Municipal Finance Management Act No 56 of 2003	20%	4%
Core Competency	Programme and Project Management	Description	Must be able to plan, manage, monitor and evaluate specific activities in order to ensure that policies are implemented and that Local Government objectives are achieved	10%	2%
Core Competency	Client Orientation and Customer Focus	Description	Must be willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice	15%	3%
Core Competency	Communication	Description	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome	10%	2%

Director : Pholosho Molautsi :	Not understanding the basic concepts, methods and local government operation and requires supervision and development re	Under Performance	_	7.3 Evaluation Criteria for Core Competencies	Indicators as specified in the PA and Performance than half the key performance criteria and 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. 0% to 69%
	Applies basic concepts, methods, and understanding of local government operation, but requires supervision and development.	Basic Performance	2	ies	
	Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and executes progressive analysis.	Meeting Performance	3		indicators as specified in the PA and Performance Plan. 100% to 129%.
	Develops and applies more progressive concepts, methods methods and understanding. Plans and guides the work of others and executes progressive analysis. Develops and applies complex concepts, methods and understanding. Effectively directs and leads a group and executes in-depth analysis.	Superior Performance	4		rnance achieved all others throughout the year. 130% to Performance plan and maintained this in all areas of responsibility throughout the year. Equal to or above 150%.
	Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods.	Outstanding Performance	5		Performance plan and maintained this in all areas of responsibility throughout the year. Equal to or above 150%.

	PERFORMANCE PLAN 2024 / 2025	PLAN 2024 / 202	25
Municipality / Region	Moretele Local Municipality	Employee Name	Boitumelo Sathekge
Post Title	Chief Financial Officer	Job Level	2
Post Identification Number CFO	rCFO	Cellphone Number	BoitumeloS
Performance Period	01 Jun 2024 to 01 Jun 2025	Office Number	
Department	Budget and Treasury Office	Division	n/a
Line Manager	Municipal Manager	Section	n/a

The pre-amble and context to the Performance Plan is outlined in this section:

- a. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal System Act 32 of 2000 (the Systems Act). The Employer and the Employee are hereinafter referred to as the Parties
- . Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, required the parties to conclude an annual performance agreement.
- d. The Parties wish to ensure that there is compliance with Section 57 4(a), 57 4(b) and 57 (5) of the Systems Act. 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.

Part 1: SDBIP											
National Outcome		National Outcome Responsive, Accountable, Effective And Efficient Local Government System	ve, Accounta	ble, Effective And Efficient L	ocal Governmer	ıt System					
NDP Chapters		Chapter 4: Economic Infrastructure Chapter 8: Human Sostate Chapter 14: Promoting accountability and fighting	ucture Chapi accountabili	ter 8: Human Settlements Ch	ettlements Chapter 12: Building Safer Communities Chapter 13: Building a capable corruption	ng Safer	Communitie	s Chapt	er 13: Bui	lding a c	apable
Municipal Strategic Objectives		To promote and enhance effective governance systems through credible communication systems, To promote and transformation and good governance	ective gover ation system: d governanc	nance systems for improved s, To promote and enhance e	s for improved service delivery, To enhance and promote effective governance and enhance integrated municipal planning, To promote Institutional development	, To enha cipal plar	ince and pro ining, To pr	omote et	fective g	overnano al develo	;e pment
Strategic Goals		SG BTO: Ensuring Prudent Financial Management through improved sustainable revenue generation measures	nancial Mana	agement through improved	sustainable reve	nue gene	eration mea	sures			
Key Performance Area		Financial Management and Viability	/iability								
Planning Level	Measurable Objective	Key Performance Indicator	Weighting	Evidence	МОЛ	Base line	Annual Target	Q	Q2	Q3	Q4
		Number (1) of Supplementary			TargetNumber	1.00	1.00	_	0	0	0
Output	7.1: Increased revenue base through the	valuation roll developed and	40	Q1: Copy of supplementary	CapitalN/A			0	0	0	0
	inipiementation of the MPRA by June 2025	2025		valuation roll	OperatingOpex		10600000.00	0	0	0	10600000
		Percentage (100), quarterly		Q1-Q4: Proof of submission and TargetPercentage	TargetPercentage	100.00	100.00	100	100	100	100
Output	7.2: Effective budget planning and reporting Implementation of effective	Implementation of effective	30	acknowledgement of receipt of	CapitalN/A			0	0	0	0
		budget and financial reporting by June 2025		reports	OperatingN/A			0	0	0	0

T IA

Output

7.3: Secure, sound and sustainable management of the financial affairs of

Percentage (100), quarterly implementation of initiatives to

30

Q1-Q4: Proof of submission and TargetPercentage

section 11 and 66 reports

CapitalN/A

100.00

100.00

8 0

100 0

100 0

100 0

SDBIP Weightings	ntings		A	Absolute Weighting	Weighted Average
Output	7.1: Increased revenue base through the implementation of the MPRA Key Performance by June 2025 Indicator	Key Performance Indicator	Number (1) of Supplementary valuation roll developed and loaded into the FMS by 30 June 2025		26%
Output	7.2: Effective budget planning and reporting	Key Performance Indicator	Percentage (100), quarterly Implementation of effective budget and financial reporting by June 2025	30%	19%
Output	7.3: Secure, sound and sustainable management of the financial affairs of municipalities and other institutions in the local sphere of government		Percentage (100), quarterly implementation of initiatives to ensure the secure, sound and sustainable management of the financial affairs of the municipality by June 2025	30%	19%
Sub-total of 4.1				100%	64%
A 2 IDKBA Wojakting	T-				
IDKBA	Musicipal Eisappial Viability			9	arciginate strength
IDKPA	Good Covernance and Dublic Daticipation	Descripcion	implement and support Mullicipal Filancial Machiny Influences	20%	700
	Total Total Control of	Description	Support Good Governance and Fubility Faithflighton initiatives	10/0	2/0
DKPA	Local Economic Development	Description	Support Local Economic Development initiatives	20%	3%
JDKPA	Municipal Basic Service Delivery	Description	Support Municipal Basic Service Delivery Initiatives	40%	6%
JDKPA	Municipal Institutional Development and Transformation	Description	Support Municipal Institutional Development and Transformations initiatives	10%	2%
Sub-total of Sub Part 4.2	Part 4.2			100%	16%
Total (Sub Part 4.1 & 4.2)	4.1 & 4.2)			100%	80%
4.3 CORE COMP	COMPETENCIES Weightings		A	Absolute Weighting	Weighted Average
Core Competency	Communication	Description	Must be able to exchange information and ideas in a clear and concise manner appropriate for the audience in order to explain, persuade, convince and influence others to achieve the desired outcomes		2%
Core Competency	Knowledge of Performance Management and Reporting	Description	Promote a culture of performance and accountability by setting and maintaining performance standards and managing accountability	5%	1%
Core Competency	Program and Project Managment	Description	Program and Project Planning and Implementation	10%	2%
Core Competency	Strategic Capability and Leadership	Description	Must be able to provide a vision, set the direction for the municipality and inspire others in order to deliver on the municipality's mandate	10%	2%
Core Competency	Financial Management	Description	Must be able to know, understand and comply with the Municipal Finance Management Act No 56 of 2003	10%	2%
Core Competency	Financial Management	Description	Must be able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices	10%	2%
Core Competency	Client Orientation and Customer Focus	Description	Must be willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice	15%	3%
Core Competency	Knowledge of Performance Management and Reporting	Description	The ability to support the implementation of the performance reporting process of the municipality	5%	1%
Core Competency	Service Delivery Innovation (SDI)	Description	Must be able to explore and implement new ways of delivering services that contribute to the improvement of municipal processes in order to achieve municipal goals	10%	2%

Municipal Manager : Sipho Ngwenya

CFO: Boitumelo Sathekge: Signature

Applies basic concepts, methods, and understanding of local government operation, but requires supervision and development.

Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and executes progressive group and executes in-depth analysis.

Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods.

Performance
PLAN (
2024 /
/ 2025)
Boitumelo
Sathekge
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