

**PERFORMANCE AGREEMENT
FOR
YEAR 2017/2018**

MADE AND ENTERED INTO BY AND BETWEEN

Cllr. Mluleki Ezekiel Ndobe

The Mayor of the Harry Gwala District Municipality
(Hereinafter referred to as the "Mayor")

And

Mrs Adelaide Nomnandi Dlamini

The Municipal Manager of the Harry Gwala District Municipality
(Hereinafter referred to as "the Municipal Manager")

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INTRODUCTION

(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".

(2) Section 57(1)(b) of the Systems Act, read with the Memorandum of Agreement of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement. The employer must conclude a Performance Agreement within 90 days of assumption of duty and renew it annually within one month of the commencement of the beginning of the financial year.

(3) The parties will 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 IDP.

(4) The parties will 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 Memorandum of Agreement of Employment entered into between the parties;

2.2. Comply with the provisions of section 32(1)(b), (c),(d), sub-section (2)(a)(i) and (ii), sub-section (3) and (4)(a),(b), (c)(i) and (ii) of the Municipal Finance Management Act and adhere to the finance policies, laws, procedures and other legal prescripts.

2.3. To ensure that all Heads of Departments implement the Risk Mitigation Plans timely in line with the Risk Management register.

2.4. To comply with provisions made in regulation 14 subsection (1) (c) (i) and (ii), sub-section (4)(a)(i), (ii), (iii) of the Local Government: Municipal Planning and Performance Management Regulations of 2006, all Head of Department to prioritize

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the implementation of unresolved audit queries in line with the recommendations made by the Internal Audit Unit

2.5. To ensure that all Heads of Departments prepare the quarterly performance reports and submits to the Performance Management Unit timely with the Portfolio of evidence and the signed Quality Assurance Certificate.

2.6. Communicate to the Employee the Employer's performance expectations and accountabilities by specifying objectives and targets as defined in the IDP;

2.7. Specify accountabilities as set out in the Performance Scorecard/Service Delivery Budget Implementation Plan (SDBIP) marked Annexure "A"

2.8. Monitor and measure performance against set targeted outputs; in terms of the said Performance Scorecard/SDBIP.

2.9. Use the Performance Agreement and Performance Scorecard /SDBIP to assess whether the Employee has met the performance expectations applicable to his/her job;

2.10. Appropriately reward the Employee in accordance with the Employer's performance management policy or institute sanctions for consistent under-performance.

2.11. 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 2017 and will remain in force until 30 June 2018 where after a new Performance Agreement and new Performance Scorecard/SDBIP shall be concluded between the parties for the next financial year or any portion thereof.

3.2. The parties will review the provisions of this Agreement during June each year and will conclude a new Performance Agreement (and Performance Scorecard/SDBIP) that replaces this Agreement at least once a year but not later than one month after the commencement of the new financial year.

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 abovementioned period to determine the applicability of the matters agreed upon.

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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.

3.6. Any significant amendments/ deviations referred to in 3.4 and 3.5 above must take cognisance of, where relevant, the requirements of sections 34 and 42 of the Systems Act, and must be done in terms of regulation 4 (5) of the Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, 2006 ("the Regulations").

4. PERFORMANCE OBJECTIVES

4.1. The Performance Scorecard /SDBIP 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.

4.2. The performance objectives and targets reflected in Annexures "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 itself, management and municipal staff of the Employer.

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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 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.

5.5. The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which are contained in the Performance Agreement.

5.6. 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 Requirements respectively.

5.7. KPAs covering the main areas of work will account for 80% and CMCs will account for 20% of the final assessment.

5.8. Each area of assessment will be weighted and will contribute a specific part to the total score.

5.9. The Employee's assessment will be based on his performance in terms of the outputs/ outcomes (performance indicators) identified as per attached SDBIP/Performance Scorecard (Annexure "A" and "B"), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

Responsibilities contained in the employee's Job Description linked to the Key Performance Areas (KPA's) in his/her SDBIP/Performance Plan	Weighting
1. Service Delivery and Infrastructure	30
2. Municipal Transformation and Organisational Development	15
3. Local Economic and Social Development	15
4. Financial viability and Management	30

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5. Good Governance and Public Participation	10
Total	100%

5.10. 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.

Annexure "D" provides the scoring template for the Core Competency requirements identified in the Table hereunder.

Core Competency Assessments will be conducted during quarterly face-to-face Performance Assessments. The Mayor shall conduct Core Competency Assessments for the Municipal Manager. The Municipal Manager shall conduct Core Competency Assessments for Section 57 Managers. Where agreement on the allocation of a score (on the range 1 – 5) cannot be reached, the onus rests with the Employee to provide evidence of their claim to possession of the disputed Core Competency.

Annexure "D" presumes the assessors will refer to the detailed Department of Public Service & Administration Guidelines (SMS Handbook Chapter 5) of what specific components of a Core Competency need to be demonstrated in order to qualify for the score awarded.

CORE MANAGERIAL COMPETENCIES		
LEADERSHIP COMPETENCIES	✓	% Weight
1.Strategic Direction & Leadership		30
2. People Management		10
3. Programme & Project Management		5
4.Financial Management		25
5.Change Leadership		10
6. Governance Leadership		20

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Total	100%	100%
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CORE COMPETENCIES		% Weight
1.Moral Competencies		15
2. Planning & Organizing		20
3. Analysis & Innovation		15
4.Knowledge and Information Management		15
5. Communication		15
6. Results and Quality focus		20
Total	100%	100%

6. EVALUATING PERFORMANCE

6.1 The organisation's PMS Policy and User Manual to be read together with this Agreement sets out:

6.1.1 the standards and procedures for evaluating the Employee's performance; and

6.1.2 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.

6.3 Personal growth and development needs shall be documented up-front in this Performance Agreement and additional needs may be identified during any performance review discussion. Annexure "C" documents in a Personal Development Plan, the Employee's personal growth and development needs at the beginning of the financial year as well as the actions agreed to. Implementation must take place within set time frames, including attendance at, at least 1 week-long training workshop per

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year – to allow the Employee to remain abreast of the latest developments in his/her field of work for the Employer.

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 SDBIP/Performance Scorecard:

(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 (refer to paragraph 6.5.2 below) must then be used to add the scores and calculate a final aggregate 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 (refer to paragraph 6.5.1 above) must then be used to add the scores and calculate a final aggregate score.

7. Management of Performance Outcomes

Detail regarding the recognition and commensurate rewards for performance exceeding stipulated targets in the SDBIP are documented in the municipality's PMS Policy and User Manual – according to the August 2006 PMS Regulations.

Annexure "D" provides the process to be followed in the event the Employer fails to meet his/her performance objectives. Poor performance shall be deemed consistent once two consecutive quarterly performance face-to face appraisals reveal declining achievements against set targets.

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8. Recognition for Performance of additional tasks

Over and above KPA's where performance will be measured against SDBIP entries, recognition may be given for the performance of additional tasks:

- 8.1.** Complying with section 32(1) (c) (d) of the Municipal Finance Management Act, No 56 of 2003 which states that any official of the municipality who deliberately or negligently committed, made or authorized an irregular expenditure, is liable for that expenditure
- 8.2.** Any official of the municipality who deliberately or negligently committed, made or authorized a fruitless and wasteful expenditure is liable for that expenditure
- 8.3.** Prioritizing the implementation of unresolved audit queries in line with the recommendations made by the Internal Audit Unit in the audit assignment.
- 8.4.** Prioritizing the Risk Mitigation Plans timely in line with the Risk Management register
- 8.5.** Adhering to all the financial management legal prescripts (policies, laws, resolutions and procedures).
- 8.6.** Rewards regarding the above mentioned tasks will be at the discretion of the Harry Gwala District Municipality's Executive Committee.

9. Performance Reviews

The evaluation of the Municipal Manager's performance will be done by:

1. The Mayor
2. Chairperson of the Performance Audit Committee or the Audit Committee in the absence of the Performance Audit Committee
3. Mayor of another municipality
4. One Executive Committee Member
5. Member of a Ward Committee as nominated by the Mayor

9.1 An audited performance report will be tabled to the Executive Committee.

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9.2 The performance of the Municipal Manager shall be reviewed on the following dates:

First Quarter: July-September Date: 30 October 2017

Second Quarter: October-December Date: 25 January 2018

Third Quarter: January- March Date: 30 April 2018

Fourth Quarter: April-June Date: 31 July 2018

10. Consequences of Substandard Performance

Where the Mayor is, at any time during Municipal Manager's employment, not satisfied with her performance with respect to any matter dealt with in this Agreement, the Mayor will give three days written notice to the Municipal Manager to attend a meeting with the Mayor to discuss the issues contained in the written notice.

The Municipal Manager will have the opportunity at the meeting to provide the Mayor with reasons for substandard performance and the measures or programs being taken to ensure that the Municipal Manager's performance becomes satisfactory, including any dates for implementing these measures.

Where there is a dispute or difference as to the performance of the Municipal Manager under this Agreement, the parties will confer with a view to resolving the dispute or difference.

If at any stage thereafter the Mayor holds the view that the performance of the Municipal Manager is not satisfactory, the municipality will, subject to compliance with

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a fair procedure and substantive fair reason contemplated in Schedule 8, namely: Code of Good Practice of the Labour Relations Act, Act 66 of 1995, be entitled by notice in writing to the Municipal Manager to hold a formal disciplinary hearing; or alternatively in terms of the provisions set out in Section 188 A of the Act, or whichever is applicable with a third party to chair the disciplinary hearing.

Nothing contained in this agreement in any way limits the right of the Municipality to terminate the employment of the Municipal Manager with or without notice for any other breach of his obligations to the Municipality or for any other valid reasons in law.

11. Ruling Language

The contract is made in English, which shall be the ruling language. All correspondences between the parties to this contract and all reports and documentation pertaining to this contract shall be in English.

12. Terms of Contract

This contract shall be deemed to have been entered into on the 1st of July 2017 and will expire on the 30th of June 2018. The parties will enter into a new performance agreement that replaces this agreement by no later than the 31st of July 2018.

13. Dispute Resolution

Any disputes about the nature or content of the Employee's Performance agreement, must be mediated by-

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The member of the Executive Council responsible for local government in the province, in the case of the Municipal Manager, or other person appointed by the said member of the Executive Council; and

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.

Any disputes about the outcome of the performance evaluation, must be mediated by-

The member of the Executive council for local government in the province or any other person appointed by the MEC, in the case of Municipal Manager; and

A municipal councilor, in the case of managers directly accountable to the Municipal Manager, within thirty days of receipt of formal dispute from the Employee.

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

14. Limitations of this Contract

This performance agreement is between the Mayor and the Municipal Manager on the expected performance during the 2017/2018 financial year. The performance agreement is subject to the South African Legislative Framework and the employment

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contract entered into by and between Mayor and the Municipal Manager. The performance agreement shall therefore be within the South African Legislative Framework. In case of ambiguity, the employment contract shall prevail over this performance agreement.

15. Obligation of the employer

The Employer shall-

- 15.1.** create an enabling environment to facilitate effective performance by the **Employee**;
- 15.2.** provide access to skills development and capacity building opportunities;
- 15.3.** work collaboratively with the **Employee** to solve problems and generate solutions to common problems that may impact on the performance of the **Employee**;
- 15.4.** on the request of the **Employee** delegate such powers reasonably required by the **Employee** to enable her to meet the performance objectives and targets established in terms of this Agreement; and
- 15.5.** make available to the **Employee** such resources as the **Employee** may reasonably require from time to time assisting her to meet the performance objectives and targets established in terms of this Agreement.

16. General

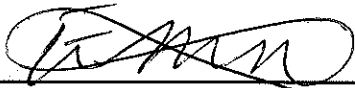
The Municipal Manager acknowledges that in terms of Section 53 (3) of the Municipal Finance Management Act, the Mayor of the Municipality has to make public the contents of this agreement and forward a copy hereof to the KwaZulu-Natal MEC for local government

The Municipality 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.

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Nothing in this Agreement diminishes the obligations, duties or accountabilities of the Municipal Manager in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

SIGNED AT IXORO ON THIS THE 14 DAY OF August 2017



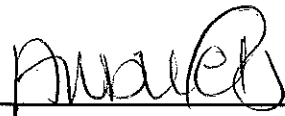
THE MUNICIPALITY
Harry Gwala District Mayor

AS WITNESSES:

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2. M. I. Mabane

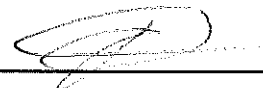
SIGNED AT Harry Gwala DM ON THIS THE 14 DAY OF August 2017



The Municipal Manager

AS WITNESSES:

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ANNEXURE A:

OPMS /PERFORMANCE PLAN (compulsory)

ANNEXURE B:

SERVICE DELIVERY BUDGET AND IMPLEMENTATION PLAN (SDBIP)

ANNEXURE C:

PERSONAL DEVELOPMENT PLAN (PDP)

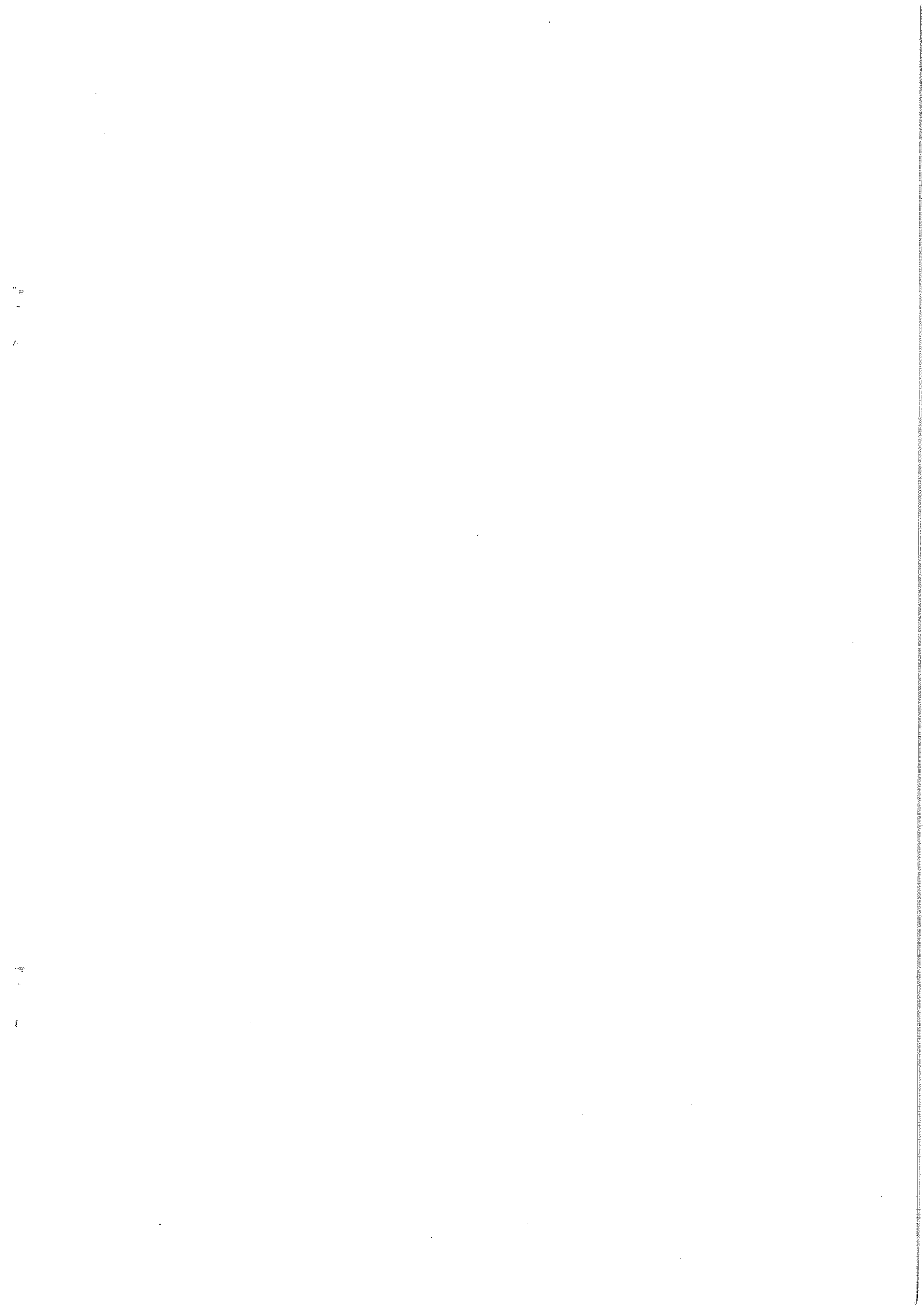
Competency to be Addressed	Proposed Actions	Responsibility	Time-frame	Expected Outcome

ANNEXURE D:

CORE COMPETENCY SCORING TEMPLATE

Score on Core Competency Assessment	Description
1 (Not Yet Competent)	Demonstrates none of the guideline's components of the core competency
2. (Basic Competence)	Applies basic concepts and methods but requires supervision and coaching
3. (Competent)	Independently develops and applies more advanced concepts and methods. Plans and guides the work of others. Performs analysis.
4. (Advanced)	Understands and applies more complex concepts and methods. Leads and directs people or groups of recognised specialists. Able to perform in-depth analysis.
5. (Expert)	Sought out for deep, specialised expertise. Leads the direction of the entire organisation. Defines models/theories of best practice.

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ANNEXURE A: ANNUAL PERFORMANCE ASSESSMENT FOR SECTION 57 MANAGERS

The following annual management review on **Key Result Areas (KRA)**, **Core Management Criteria (CMC)** and **Core Occupational Competencies (COC)** agreed to in each manager performance agreement has to be completed.

The annual performance appraisal involves the assessment of the achievement of results of the KRA's, CMC's and COC's in accordance with the five-point scale of (1-5).

RATING	DEFINITION OF SCORE
5	Outstanding performance
4	Performance significantly above expectation
3	Fully effective
2	Performance not fully satisfactory
1	Unacceptable performance

DETAILS OF THE MANAGER UNDER REVIEW

Period Under Review	2017/2018
Surname	DLAMINI
Name	ADELAIDE NOMNANDI
Municipality	HARRY GWALA DISTRICT
Department	MUNICIPAL MANAGER
Race	AFRICAN
Gender	FEMALE
Employee Number	800
Date Of Appointment	
Salary Package	


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1. MANAGERS OPERATIONAL PLAN FOR THE YEAR UNDER REVIEW

1.1 KPA GOOD GOVERNANCE AND PUBLIC PARTICIPATION 100%

NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING(1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
Municipal Transformation and Institutional Development	To have an updated municipal Video system to showcase municipal service and programmes	Updated video	5.1. Number of recorded Videos	5.1.5. 4 videos recorded					
Good Governance And Public Participation	To show case Harry Gwala Infrastructure, LED and tourism projects	Media tour conducted	5.2. Number of media tours conducted	5.2.5. 2 Media tours conducted					
Good Governance And Public Participation	To improve the image of the municipality and enhance	Banners	5.3.1. Number of banners procured	5.3.5.1. 20 banners procured					

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING (1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
Good Governance And Public Participation	social cohesion	Flags	5.3.2. Number of municipal flags procured	5.3.5.2. 9 flags procured					
Good Governance And Public Participation		Folders	5.3.3. Number folders procured	5.3.5.3. 200 folders procured					
Good Governance And Public Participation		Sound clips	5.4. Number of Mayoral slots in SABC Radio stations booked	5.4.5. 12 mayoral slots booked at SABC radio station					
Good Governance And Public Participation		Nyusi volume event	5.5. Number of Nyusi volume event held by December 2016	5.5.5. 1 Nyusi volume event held on December 2017					
Good Governance		Media briefing conducted	5.6. Number of Press Conference	5.6.5. 3 Media briefings					

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING(1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
And Public Participation			and Media Briefing held	held					
Good Governance And Public Participation	To facilitate and monitor the functionality of OSS structures in the fight against social ills, HIV/Aids related diseases and other sexually transmitted diseases.	HIV/AIDS awareness conducted	<p>5.7.1. Number of HIV/AIDS awareness programmes held</p> <p>5.7.2 Number of District World Aids day event held</p> <p>5.8. Number of Local and District Operation Mbo held</p>	<p>5.7.5.1. 4 HIV/AIDS awareness programmes held</p> <p>5.7.5.2. 1 District World Aids day event held</p> <p>5.8.5. 3 Local and 1 Operation Sukuma Sakhe held</p>					
Good Governance And Public Participation		Operation Sukuma Sakhe Mbo/ implemented							

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING(1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
Good Governance And Public Participation	To ensure effective fraud and corruption risk management within the municipality.	Approved fraud prevention and anti-corruption policy and strategy	5.9. Date in which the fraud prevention policy and strategy was approved by Council	5.9.5. 1 Approved fraud prevention policy by Council by June 2018					
		Functional 24hr fraud prevention and anti-corruption hotline	5.10. Date in fraud prevention and anti-corruption hotline was established	5.10.5. Established fraud prevention and anti-corruption hotline by 31 December 2017					
Good Governance And Public Participation		Reports submitted	5.11. Number of reports submitted to the fraud prevention	5.11.5. 4 reports prepared and presented to Anti-fraud					

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING(1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
			and anti-corruption committee and audit committee	committee & Audit committee					
Good Governance And Public Participation	To provide a comprehensive approach to better integrate risk management into strategic decision making and day to day operations	Reviewed and approved Risk Management Policy & strategy	5.12. Date in which risk management policy is reviewed by Council	5.12.5. Risk Management plan approved by Audit/Risk Committee by June 2017					
Good Governance And Public Participation		Approved risk management plan	5.13. Date in which the Risk Management plan is approved	5.13.5. 1 Approved risk management strategy by Council by June 2018					

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING(1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
Good Governance And Public Participation		Reports submitted	5.14. Number of reports submitted to the RISK MANCO and Audit/Risk Committee	5.14.5. 8- Reports submitted to RISK/MANCO					
Good Governance And Public Participation	To monitor compliance related risks and provide assurance over compliance	Approved municipal statutory compliance framework	5.15. Date on which the municipal statutory compliance framework was approved	5.15.5. 1 Reviewed and approved municipal statutory compliance framework by 2018					
Good Governance And Public Participation	To identify potential events that may affect the institution, evaluate and address risks on a continuous	Approved risk assessment report	5.16. Date on which risk assessments report are approved by Audit committee	5.16.5. Risk assessment report submitted to Audit Committee by June					

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING (1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
	basis before such risks can impact negatively on the institution's service delivery capacity.		June 2017	2018					
Good Governance And Public Participation	To provide reasonable assurance that the municipality adheres to applicable laws and regulations.	Audit Committee meetings convened	5.17. Number of audit committee meetings held	5.17.5. 4 Audit Committee meetings held					
Good Governance And Public Participation		Audit committee reports submitted	5.18. Number of Audit committee reports submitted to Council	5.18.5. 4 Audit committee reports submitted to Council					

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING(1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
Good Governance And Public Participation		Approved risk based Internal Audit plan	5.19. Approval of the Risk based Internal Audit plan by the Audit committee in August 2017	5.19.5. 1 Approved risk based Internal Audit plan by August 2017					
Good Governance And Public Participation		Internal Audit reports	5.20. Number of quarterly Internal Audit reports completed as per the approved audit plan submitted to Audit	5.20.5. 4 quarterly Internal audit reports completed submitted to Audit committee as per approved internal audit					

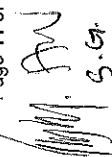
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				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
			Committee	plan					
Good Governance And Public Participation			<p>5.21. Completion and submission of the draft bylaws, vet agreements and policies to the Council by January 2017</p>	<p>5.21.5. Vet agreements and policies completed and submitted to Council by January 2017</p>					
Good Governance And Public Participation			<p>5.22. The approval of municipal policies by Council in May/June 2017</p>	<p>5.22.5. Municipal policies approved by Council in June 2017</p>					

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING(1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
Good Governance And Public Participation		Council	5.23. Number of Council meetings held	5.23.5. 4 Council meetings					
Good Governance And Public Participation		EXCO	5.24. Number of EXCO meetings held	5.24.5. 10 EXCO Meetings					
Good Governance And Public Participation		Portfolio Committees	5.25. Number of functional Portfolio Committees	5.25.5. 40 Portfolio Committee meetings					
Good Governance And Public Participation		MPAC	5.26. Number of MPAC meetings held	5.26.5. 4 MPAC meetings held					

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NATIONAL KEY PERFORMANCE AREA	STRATEGIC OBJECTIVES	MEASURABLE OUTPUT	PERFORMANCE MEASURES /INDICATOR	TARGET		MILESTONES/ COMMENTS	POE REF.	OWN RATING(1-5)	RATING BY PANEL MEMBER (1-5)
				2017/18 Annual Target	ACTUAL ACHIEVEMENTS				
Good Governance And Public Participation		IGR	5.27. Number of functional IGR structures	5.27.5. 24 IGR meetings held					

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The assessment rating calculator will be used to add the scores and calculate a final KRA score (80%) and a final CMC & COC's score (20%)
 The tables below should be completed by the summarized total of each panel member (NOTE: Weight should be taken from the signed performance agreement for the year under review)

KPA	Weight	Rating	Score
1. Basic Service Delivery	30		
2. Municipal Institutional Development and Transformation	05		
3. Local Economic Development	05		
4. Municipal Financial Viability and Management	30		
5. Good Governance and Public Participation	10		
Total			
x 80%	100%		%

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2. EVALUATION ON THE LEADERSHIP COMPETENCIES

Every section 57 managers should be assessed against all those CMC's that are applicable to her/his job. Compulsory CMC's for Managers are highlighted below: *(NOTE: Weight should be taken from the signed performance agreement for the year under review)*

LEADERSHIP COMPETENCIES	WEIGHT %	MILESTONES/COMMENTS	OWN RATING (1-5)	RATING BY PANEL MEMBER (1-5)
1. Strategic Direction & Leadership	20	Stability within the administration. The implementation of the IDP in line with the SDBIP is underway and is reported upon accordingly.		
2. People Management	30	Stability within the municipal administration. Management Committee meetings are being held and departments are also encouraged to convene their own departmental meetings.		
3. Programme & Project Management	05	There is significant improvement in completing certain infrastructural projects that have been under work in progress for some time. The implementation of s116 of the MFMA has assisted a lot in terms of ensuring monitoring of projects.		
4. Financial Management	20	Great improvement in the financial position of the municipality and this is evident in the liquidity ratio of the municipality.		

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LEADERSHIP COMPETENCIES	WEIGHT %	MILESTONES/COMMENTS	OWN RATING (1-5)	RATING BY PANEL MEMBER (1-5)
5. Change Leadership	10	Changes in the overall control environment and internal controls are introduced to the municipality staff with due consideration for all those that may be affected by it.		
6. Governance Leadership	15	On governance the municipality is doing well and all the programs and institutions that are aimed at ensuring governance are performing well.		
TOTAL	10%			

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3. EVALUATION ON THE CORE COMPETENCY

Every section 57 Manager should be assessed against all those CMC's that are applicable to her/his job.
 (NOTE: Weight should be taken from the signed performance agreement for the year under review)

CORE COMPETENCY	WEIGHT %	MILESTONES/ COMMENTS	OWN RATING (1-5)	RATING BY PANEL MEMBER (1-5)
1. Moral Competencies	15	Adherence to good ethical conduct and moral competencies.		
2. Planning & Organizing	20	There is full adherence to the IDP, Budget and SDBIP.	5	
3. Analysis & Innovation	15	Some of the innovating ways of improving service delivery include the implementation of Springs, Rain Water harvesting and boreholes. Installation of SMART Meters etc.		
4. Knowledge and Information Management	15	Establishment of registry unit		

M.E. *[Signature]*
 S.O. *[Signature]* 25

CORE COMPETENCY	WEIGHT %	MILESTONES/ COMMENTS	OWN RATING (1-5)	RATING BY PANEL MEMBER (1-5)
5. Communication	15	Manco meetings are being held and there is constant communication amongst the management team. All council committees are being convened on monthly basis, thus another way of improving communication with the Political Leadership		
6. Results and Quality focus	20	The Internal Audit Unit has been strengthened and Risk Management Unit has been established.		
TOTAL	100%			

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KRA	(A) SUB-TOTAL	(B) % OF ASSESSMENT	(A X B) TOTAL SCORE
KRA (Key Result Area)		80%	
CC (Conduct Criteria)		20%	
(C) FINAL SCORE			
FINAL SCORE IN PERCENTAGE (C / 5 X 100)			%

SIGNATURES OF MEMBERS OF THE EVALUATION PANEL

Chairperson : _____

Member : _____

Member : _____

Member : _____

Member : _____

Signed in : _____ on _____ of _____ 201__

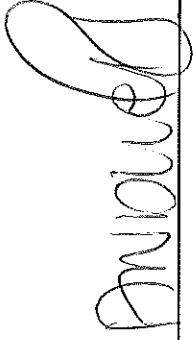
COMMENTS TO THE EVALUATION PANEL

The Municipal Manager must alert the evaluation panel to specific areas of the Section 57 Manager's performance in terms of the performance agreement, which in the Municipal Managers opinion illustrate **performance not fully satisfactory or performance significantly above expectations and outstanding.**

A brief explanation must be provided by the Municipal Manager for his/her assessment of each identified area.

SECTION 57 MANAGER'S SIGNATURE

DATE:



MUNICIPAL MANAGER'S SIGNATURE

DATE:

4. PERSONAL DEVELOPMENT PLAN

Area To Be Developed	Action (How And Provided By Whom)	Target Date	Performance Review For PDP		
			Progress	Barriers	Actions To Overcome Barriers
Business Administration	PDBA Funding support	2016	In progress		

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AGREEMENT TO PERFORMANCE AND

I agree with the objectives as set out in the above Performance and Development Plan and undertake to achieve the objectives as agreed on.

SIGNATURE

..... (name of

I undertake to support _____ (name of jobholder) with the achievement of the above Performance and Development Plan

SIGNATURE:

..... (name of

FEEDBACK ON INFORMAL QUARTERLY

FEEDBACK FROM SUPERVISOR:

.....
.....
.....
.....

Signature of Supervisor

Date:

Signature of Jobholder

Date:

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Ref. No. / FY 2018-19	Objectives	Strategies	Key Performance Indicators (KPIs)	Responsible Officer	Priority	Timeline	Current Status	Next Steps	Review Date	Responsible Officer	Current Status	Next Steps	Review Date
Ref. No. 02 FY 2018-19 5.2	To ensure effective and efficient use of resources in the management of the Council's financial resources.	By providing a framework for financial control and ensuring that the financial resources are managed in a cost-effective manner.	Financial (FY) Budget and expenditure control	HCMH	1	1	1	1	1	Office of the Municipal Manager	1	1	1
Ref. No. 03 FY 2018-19 5.2	To ensure a comprehensive approach to the management of the Council's financial resources.	By providing a framework for financial control and ensuring that the financial resources are managed in a cost-effective manner.	Financial (FY) Budget and expenditure control	HCMH	1	1	1	1	1	Office of the Municipal Manager	1	1	1
Ref. No. 04 FY 2018-19 5.2	To ensure a comprehensive approach to the management of the Council's financial resources.	By providing a framework for financial control and ensuring that the financial resources are managed in a cost-effective manner.	Financial (FY) Budget and expenditure control	HCMH	1	1	1	1	1	Office of the Municipal Manager	1	1	1
Ref. No. 05 FY 2018-19 5.2	To ensure a comprehensive approach to the management of the Council's financial resources.	By providing a framework for financial control and ensuring that the financial resources are managed in a cost-effective manner.	Financial (FY) Budget and expenditure control	HCMH	1	1	1	1	1	Office of the Municipal Manager	1	1	1

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Ref. No. of the Report	Strategic Objective	Strategy	Projects	Key Performance Indicators (KPIs)	Responsible Officer	Start Date	End Date	Current Status	Next Review Date	Notes
Ref. No. 05 of 2015-2016	Enhance the efficiency of the management, service and operations of the Council	By reviewing policy information to enhance the efficiency of the Council's systems and services	Implementation of the risk-based internal audit plan	5.20. Number of quarterly internal audit reports completed per annum 5.21. Number of internal audit reports submitted to the Council 5.22. Number of internal audit reports submitted to the Council	Office of the Municipal Manager	1.1.2015	31.12.2015	On Track	3.20.1.1. Quarterly internal audit reports completed 3.20.1.2. Quarterly internal audit reports submitted to the Council 3.20.1.3. Quarterly internal audit reports submitted to the Council	3.20.1.1. Internal Audit Committee 3.20.1.2. Internal Audit Committee 3.20.1.3. Internal Audit Committee
Ref. No. 06 of 2015-2016	Improve the financial performance of the Council	By reviewing policy information to enhance the efficiency of the Council's systems and services	Implementation of the risk-based internal audit plan	5.23. Number of quarterly internal audit reports completed per annum 5.24. Number of internal audit reports submitted to the Council 5.25. Number of internal audit reports submitted to the Council	Office of the Municipal Manager	1.1.2015	31.12.2015	On Track	3.23.1.1. Quarterly internal audit reports completed 3.23.1.2. Quarterly internal audit reports submitted to the Council 3.23.1.3. Quarterly internal audit reports submitted to the Council	3.23.1.1. Internal Audit Committee 3.23.1.2. Internal Audit Committee 3.23.1.3. Internal Audit Committee
Ref. No. 07 of 2015-2016	Improve the financial performance of the Council	By reviewing policy information to enhance the efficiency of the Council's systems and services	Implementation of the risk-based internal audit plan	5.26. Number of quarterly internal audit reports completed per annum 5.27. Number of internal audit reports submitted to the Council 5.28. Number of internal audit reports submitted to the Council	Office of the Municipal Manager	1.1.2015	31.12.2015	On Track	3.26.1.1. Quarterly internal audit reports completed 3.26.1.2. Quarterly internal audit reports submitted to the Council 3.26.1.3. Quarterly internal audit reports submitted to the Council	3.26.1.1. Internal Audit Committee 3.26.1.2. Internal Audit Committee 3.26.1.3. Internal Audit Committee
Ref. No. 08 of 2015-2016	Improve the financial performance of the Council	By reviewing policy information to enhance the efficiency of the Council's systems and services	Implementation of the risk-based internal audit plan	5.29. Number of quarterly internal audit reports completed per annum 5.30. Number of internal audit reports submitted to the Council 5.31. Number of internal audit reports submitted to the Council	Office of the Municipal Manager	1.1.2015	31.12.2015	On Track	3.29.1.1. Quarterly internal audit reports completed 3.29.1.2. Quarterly internal audit reports submitted to the Council 3.29.1.3. Quarterly internal audit reports submitted to the Council	3.29.1.1. Internal Audit Committee 3.29.1.2. Internal Audit Committee 3.29.1.3. Internal Audit Committee

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