



PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

**THE MANGAUNG METROPOLITAN MUNICIPALITY
AS REPRESENTED BY THE ACTING CITY MANAGER**

Teboho Abel Maine

.....
FULL NAMES

AND

Mmakwena Jupiter Nomonde Phaladi

.....
THE EMPLOYEE OF THE MUNICIPALITY

**FOR THE FINANCIAL YEAR
01 JULY 2021 – 30 JUNE 2022**

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Mangaung Metropolitan Municipality herein represented by **Teboho Abel Maine** (full name) in his capacity as Acting City Manager. (Hereinafter referred to as the **Employer** or Supervisor)

and

Mmakwena Jupiter Nomonde Phaladi (full name) Employee of the Municipality (hereinafter referred to as the **Employee**).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The **Employer** has entered into a contract of employment with the **Employee** in terms of section 54A of the Local Government: Municipal Systems Act 32 of 2000 and as amended ("the Systems Act"). The **Employer** and the **Employee** are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the **Employee** to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

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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 Act as well as the employment contract entered into between the parties;
- 2.2 communicate the employer's performance expectations and accountabilities to the employee, by specifying objectives and targets as defined in the Integrated Development Plan and the Service Delivery and Budget Implementation Plan (SDBIP);
- 2.3 specify accountabilities as set out in a performance plan, which must be in a format substantially compliant to Appendix "A";
- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to the position; and
- 2.6 appropriately reward the Employee in accordance with the Employer's performance management policy in the event of performance,

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **01 July 2021** and will remain in force until **30 June 2022** where after a new Performance Agreement, Performance Plan and Personal Development Plan must be concluded between the parties for each of the following financial years or any portion thereof for the duration of the Agreement of Employment
- 3.2 This Agreement will terminate on the termination of the **Employee's** employment for any reason whatsoever.
- 3.3 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.
- 3.4 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent

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that the contents of this Agreement are no longer appropriate, the contents must immediately be revised.

- 3.5 Any significant amendments or deviations must take cognizance of the requirements of section 34 and 42 of the Systems Act, and regulation 4(5) of the Regulations

4 PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure A) must 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 Performance Plan must:

- a) Be set by the **Employer** in consultation with the **Employee**;
- b) Be based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Employer**, and
- c) Include key objectives; key performance indicators; target dates and weightings.

- 4.3 It is agreed that-

- i. The key objectives describe the main tasks that need to be done.
- ii. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- iii. The target dates describe the timeframe in which the work must be achieved.
- iv. 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.

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5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The **Employee** agrees to participate in the performance management system that the **Employer** adopts or introduces to the Municipality and accepts that the purpose of the performance management system is to provide a comprehensive system with specific performance standards to assist the **Employer**, management and municipal staff to perform to the standards required.
- 5.2 The **Employer** must consult the **Employee** about the specific performance standards that are included in the performance management system as applicable to the **Employee**.
- 5.3 The Employee must be assessed on his or her performance in terms of the performance indicators identified in the attached Performance Plan and include =
- a) The Key Performance Areas; and
 - b) Core Managerial Competencies
- 5.4 The Key Performance Areas will make up 80% of the Employee's assessment score, and will contain the following:

Key Performance Areas (80% of Total)	Weighting
Basic Service Delivery	20%
Municipal Institutional Development and transformation	20%
Local Economic Development (LED)	20%
Municipal Financial Viability and Management	20%
Good Governance and Public Participation	20%
Total	100%

- 5.5 The Core Management Criteria (CMC) will make up the other 20% of the Employee's assessment score, and are deemed to be most critical for the Employee's specific job should be selected from the list below as agreed between the Employer and Employee

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CORE COMPETENCY REQUIREMENTS (CCR) FOR EMPLOYEES (20% of Total)		
CORE MANAGERIAL COMPETENCIES (CMC)		WEIGHT
Strategic Direction and Leadership		10%
Programme and Project Management		10%
Financial Management	compulsory	20%
Change Management		
Knowledge Management		
Service Delivery Innovation		
Problem Solving and Analysis		
People Management and Empowerment	compulsory	15%
Client Orientation and Customer Focus	compulsory	15%
Communication		
Accountability and Ethical Conduct		10%
Policy Conceptualisation and implementation		10%
Mediation Skills		
Advanced Negotiation Skills		
Advanced influencing skills		
Partnership and Stakeholder Relations		10%
Supply Chain Management		
Total percentage	-	100%

6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement must sets out -
- a) the standards and procedures for evaluating the **Employee's** performance; and
 - b) the intervals for the evaluation of the **Employee's** performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the **Employer** may in addition review the **Employee's** performance at any stage during the validity of the agreement of Employment
- 6.3 Personal growth and development needs identified during any performance review discussion, as well as the actions and timeframes agreed to, must be documented in a

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Personal Development Plan which must be in a format substantially compliant to Annexure "B"

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:

- i. An assessment of the achievement of results as outlined in the performance plan;
- ii. An assessment of 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
- iii. A rating on the five-point scale for each Key Performance Area; and
- iv. The use of the applicable assessment rating calculator to add the scores and calculate a final core.

6.6. The Core Management Criteria must be assessed –

- (a) according to the extent to which the specified standards have been met.
- (b) with an indicative rating on the five-point scale for each Criteria; and
- (d) using the applicable assessment rating calculator to add the scores and calculate a final score.

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

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

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Level	Terminology	Description	Rating				
			1	2	3	4	5
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

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

7. SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of each **Employee** in relation to his / her performance agreement shall be reviewed on any of the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

Evaluation	Period	Review Date
First quarter	July – September	October – December
Second quarter	October – December	January – March
Third quarter	January – March	April – June
Fourth quarter	April – June	
Annual Performance Review	July – June	July – September

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

- 7.2 The **Employer** shall keep a record of the mid-year review and annual assessment meetings and feedback must be based on the **Employer's** assessment of the **Employee's** performance.

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7.3 The **Employer** may amend the provisions of Performance Plan whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the **Employee** will be fully consulted before any such change is made.

8. OBLIGATIONS OF THE EMPLOYER

8.1 The Employer must –

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

9. CONSULTATION

- 9.1 The **Employer** agrees to consult the **Employee** timeously where the exercising of the powers will–
 - a. have a direct effect on the performance of any of the **Employee**'s functions;
 - b. commit the **Employee** to implement or to give effect to a decision made by the **Employer**; and
 - c. have a substantial financial effect on the **Employer**.

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

10. MANAGEMENT OF EVALUATION OUTCOMES

- 10.1 The evaluation of the **Employee's** performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 10.2 A performance bonus of between 5% to 14% of the all-inclusive annual remuneration package may be paid to the **Employee** in recognition of outstanding performance, as per regulation 32(2) of the Regulations
- 10.3 In the case of unacceptable performance, the **Employer** shall –
- 10.3.1 must provide systematic remedial or developmental support to assist the **Employee** to improve his or her performance; and
- 10.3.2 may after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the **Employer** may consider steps to terminate the contract of employment of the **Employee** on grounds of unfitness or incapacity to carry out his or her duties.

11. DISPUTE RESOLUTION

- 11.1 Any disputes about the nature of the **Employee's** performance agreement, must be mediated by –
- a. the Member of the Executive Council responsible for local government in the province, in case of the Municipal Manager, or any other person appointed by the said Member of the Executive Council; and
- b. the Mayor, in the case of Managers directly accountable to the Municipal Manager within thirty days or receipt of a formal dispute from the employee
- 11.2 Any disputes about the outcome of the Employee's performance evaluation, must be mediated by -

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- a. the Member of the Executive Council responsible for local government in the Province, or any other person appointed by the MEC, in the case of the Municipal Manager, and
- b. a Municipal Councilor, in the case of Managers directly accountable to the Municipal Manager, provided such a Councilor was not part of the evaluation panel contemplated in regulation 27(4)(e) of the Regulations, *within thirty days of receipt of a formal dispute from the employee*

12. GENERAL

- 12.1 The employer must make the contents of this agreement and the outcome of any review conducted in terms of the Performance Plan available to the public as contemplated in section 46 of the Systems Act.
- 12.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Employee** in terms of his/ her Agreement of Employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.
- 12.3 The performance assessment results of the municipal manager must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

Thus done and signed at Bloemfontein on the 19 of July 2021

AS WITNESSES:

1. McGofaz, S

2. S B

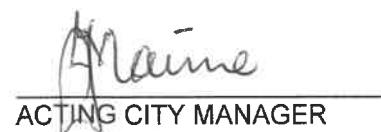
AS WITNESSES:

1. J M

2. M G

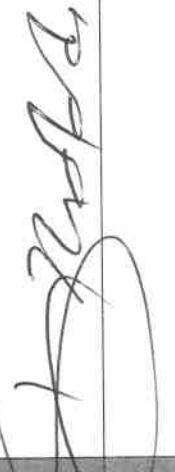
AS WITNESSES


EMPLOYEE


ACTING CITY MANAGER

ANNEXURE A

PERFORMANCE PLAN

PERFORMANCE SCORECARD – SECTION 56 EMPLOYEE			
Employee Name:	Mmakwena Jupiter Nomonde Phaladi	Employee Number	12-452-0
Job Title:	HOD of Human Settlement	Department:	Human Settlement
Manager:	The City Manager	Date (Financial Year):	2021 – 2022 Financial Year
Position purpose:	To carry out the functions as head of Human Settlement in the municipality		
The period of this Performance Plan is from 01 July 2021 to 30 June 2022			
Signed and accepted by the HOD: Adv Mmakwena Jupiter Nomonde Phaladi		Date:	19.7.2021
Signed by the City Manager: Tebogo Abel Maine		Date:	

By signing this performance scorecard the manager and employee hereby indicate their full understanding of, and agreement with the contents of the scorecard. The manager and the employee both acknowledge that this is in full compliance with the Municipality's Performance Management Policy.

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1. Purpose

The performance plan defines the council expectation of the HOD: Human Settlement's performance agreement to which this document is attached and Section 57 (5) of the Municipal System Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan and as reviewed annually.

2. Key responsibilities

The following objects of local government will inform the HOD: Human Settlement's performance against set performance indicators:

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

3. Key Performance Area

The following Key Performance Area (KPAs) as outline in the Local Government: Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers (2006), inform the strategic objective listed in the table below:

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

4. Key Performance Objectives and Indicators, for the Municipal Manager

The provision and statutory time frames contained in the following legislation are required to be reported on and measured:

- 4.1 Section 157 of the Constitution of the Republic of South Africa, 1996
- 4.2 Local Government Municipal performance Regulations for Municipal Managers and Managers Directly (Regulation No. R805, dated 1 August 2006)

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- 4.3 Regulations No.796 (Local Government: Municipal Planning and Performance Management Regulation, 2001) dated 24 August 2001
- 4.4 Municipal Finance Management Act, 2003, in particular, but not limited to Chapter 8. (must include, inter alia, tariff policy, rates policy, credit control and debt collection policy, supply chain management policy and an unqualified Auditor General's report)
- 4.5 Property Rates Act, 2004
- 4.6 Municipal Structures Act, 1998, in particular, but not limited to, Chapter 5 (Powers and functions as determined by legislation or agreement)
- 4.7 Municipal System Act 2000, in particular, but not limited to sections 55 to 57
- 4.8 Any other applicable legislation specific to the Municipal Manager

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NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		08 – SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF):		01 – SPATIAL INTEGRATION									
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)		IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS		HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT									
MANGAUNG STRATEGIC RISKS		▪ FINANCIAL INSTABILITY									
PROGRAMME/ PROJECT		▪ UNPLANNED INFRASTRUCTURE DEMAND									
STRATEGIES		IDP TARGET 2021/2022									
2020/2021 PAST YEAR PERFORMANCE		SDBIP TARGET 2021/2022									
IDP KEY PERFORMANCE INDICATOR		SDBIP OUTPUT KEY PERFORMANCE INDICATOR									
PTO's issued		Number of PTO's issued									
Title Dees registration		Number of title deeds registered									
Title Dees registration		Number of title deeds registered									
Vista Park Ext. (251) 2 - Internal Water & Sewer	Development of Sustainable and Integrated Human Settlements	2 032 m length of pipeline installed for internal water and sewer on CCP subsidized units	Length of pipeline installed for internal water and sewer on CCP subsidized units	1000 m length of pipeline installed for internal water and sewer on CCP subsidized units	Length of pipeline completed for internal water and sewer on CCP subsidized units	1000 m length of pipeline completed for internal water and sewer on CCP subsidized units	Site Establishment and commencement of engagement with Developers.	100m internal water and sewer completed	300m internal water and sewer completed	600 internal water and sewer completed	
Vista Park Ext. (251) 2 Bulk Sewer	Development of Sustainable and Integrated Human Settlements	1 048 m length of bulk sewer pipeline installed	Length of bulk sewer pipeline installed	850 m length of bulk sewer pipeline installed	Length of bulk sewer pipeline completed	850 m length of bulk sewer pipeline completed	Site Establishment and commencement of engagement with Developers.	180m bulk sewer pipeline completed	450m bulk sewer pipeline completed	220m bulk sewer pipeline completed	

NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		08 - SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF):		01 – SPATIAL INTEGRATION									
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)		IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS		HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT									
MANGAUNG STRATEGIC RISKS		▪ FINANCIAL INSTABILITY									
PROGRAMME/ PROJECT	STRATEGIES	2020/2021 PAST YEAR PERFORMANCE	IDP OUTCOME KEY PERFORMANCE INDICATOR	IDP TARGET 2021/2022	SDBIP OUTPUT KEY PERFORMANCE INDICATOR	SDBIP TARGET 2021/2022	Quarter One Target (July – Sept 2021)	Quarter Two Target (Oct – Dec 2021)	Quarter Three Target (Jan – Mar 2022)	Quarter Four Target (Apr – Jun 2022)	Motivation for under performance and exceptional performance
Vista Park Ext. (251) 2 - Roads & Storm Water	Development of Sustainable and Integrated Human Settlements	None	Length of roads and stormwater constructed	1500 m	Length of roads and stormwater completed	1500 m	Site establishment and commencement of engagement with Developers	300m road and stormwater construction.	600m road and stormwater construction.	600m road and stormwater construction.	
Vista Park Ext. (251) 2 - Bulk Storm Water	Development of Sustainable and Integrated Human Settlements	None	The length of bulk Stormwater constructed	2 200 m	The length of bulk Stormwater completed	2 200 m	Site establishment and commencement of engagement with Developers	540m of Bulk Stormwater	780m Bulk Stormwater	880m Bulk stormwater.	
Vista Park Ext. (251) 2 Electricity	Development of Sustainable and Integrated Human Settlements	None	The length of electrical infrastructure constructed	1000 m	Length of electrical infrastructure completed	1000 m	-	-	-	1000m of MV Reticulation.	

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NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		08 – SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)		01 – SPATIAL INTEGRATION									
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)		IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS		HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT									
MANGAUNG STRATEGIC RISKS		• FINANCIAL INSTABILITY									
PROGRAMME/ PROJECT	STRATEGIES	2020/2021 PAST YEAR PERFORMANCE	IDP TARGET 2021/2022	SDBIP OUTPUT KEY PERFORMANCE INDICATOR	SDBIP TARGET 2021/2022	Quarter One Target (July – Sept 2021)	Quarter Two Target (Oct – Dec 2021)	Quarter Three Target (Jan – Mar 2022)	Quarter Four Target (Apr – Jun 2022)	Weighting	Motivation for under performance and exceptional performance
Vista Park Ext. (256, 257, 261) 3 Civil Infrastructures	Development of Sustainable and Integrated Human Settlements	None	Length of stormwater channel completed, and km of roads constructed	3 500 m of roads and stormwater constructed	Length of roads and stormwater completed	3 500 m of roads and stormwater constructed	500m of roads and stormwater completed.	500m of roads and stormwater completed.	1000m of roads and stormwater completed		
Vista Park Ext. (256, 257, 261) 3 Electrical Infrastructure	Development of Sustainable and Integrated Human Settlements	None	The length of electrical infrastructure constructed	Commission building and MV switchboard construction	Length of electrical infrastructure completed	70% completion of switch room building	Commerce building construction	30% room building construction	40% room building construction	-	
Botshabelo Sec D Installation of sewer	Provision of basic services	New	Number of households provided with water and sewer	100 households connected with sewer	Number of households living in informal settlements provided with sewer	100 households connected with sewer	0	0	0	100	

NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		08 – SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF):		01 – SPATIAL INTEGRATION									
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FGDS)		IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS		HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT									
MANGAUNG STRATEGIC RISKS		▪ FINANCIAL INSTABILITY ▪ UNPLANNED INFRASTRUCTURE DEMAND									
PROGRAMME/ PROJECT	STRATEGIES	2020/2021 PAST YEAR PERFORMANCE	IDP OUTCOME KEY PERFORMANCE INDICATOR	SDBIP TARGET 2021/2022	SDBIP KEY PERFORMANCE INDICATOR	Quarter One Target (July – Sept 2021)	Quarter Two Target (Oct – Dec 2021)	Quarter Three Target (Jan – Mar 2022)	Quarter Four Target (Apr – Jun 2022)	Assessment Score	Total Weighting
										1 2 3 4 5	Motivation for under performance and exceptional performance
Botshabelo Sec M Installation of sewer	Provision of basic services	New	Number of households provided with sewer	100	Number of households connected with sewer	0	0	0	0	100	
Bloemside 9 Installation of water and sewer	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	200	Number of households connected with water and sewer	0	0	0	0	200	
Bloemside 10 Installation of water and sewer	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	100	Number of households connected with water and sewer	0	0	0	0	100	

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NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		08 – SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF):		01 – SPATIAL INTEGRATION									
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS):		IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS:		HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANAGING STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT									
MANAGING STRATEGIC RISKS		▪ FINANCIAL INSTABILITY ▪ UNPLANNED INFRASTRUCTURE DEMAND									
PROGRAMME/ PROJECT	STRATEGIES	2020/2021 PAST YEAR PERFORMANCE	IDP OUTCOME KEY PERFORMANCE INDICATOR	IDP TARGET 2021/2022	SDBIP OUTPUT KEY PERFORMANCE INDICATOR	Quarter One Target (July – Sept 2021)	Quarter Two Target (Oct – Dec 2021)	Quarter Three Target (Jan – Mar 2022)	Quarter Four Target (Apr – Jun 2022)	Weighting	Total Weighting
Bloemsdorp 7 Installation of water and sewer	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	500 households connected with water and sewer	Number of households living in informal settlements provided with water and sewer	500 households connected with water and sewer	0	0	0	500	0
Grassland Phase 4 Installation of water reticulation	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water	1000 households connected with water	Number of households living in informal settlements provided with water	1000 households connected with water	350	650	0	0	0
Sondenwater Phase 2 Installation of water and sewer reticulation	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	80 households connected with water and sewer	Number of households living in informal settlements provided with water and sewer	80 households connected with water and sewer	0	0	0	80	0

Mr. By V.L.T.A G.D

WASH PY V.L. TA

NATIONAL KEY PERFORMANCE AREA (NKPA)		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF)		08 - SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)		01 – SPATIAL INTEGRATION									
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FGDS)		IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS		HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANAGING STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT									
MANAGING STRATEGIC RISKS		▪ FINANCIAL INSTABILITY									
▪ UNPLANNED INFRASTRUCTURE DEMAND		▪ IDP TARGET 2021/2022									
PROGRAMME/ PROJECT		IDP OUTPUT KEY PERFORMANCE INDICATOR									
STRATEGIES		YEAR PERFORMANCE									
Mkhondo SQ Eff 32109 - installation of water and sewer reticulation	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	111	Number of households connected with water and sewer	111	Number of households connected with water and sewer	0	0	0	111
Saiava SQ Erf 35180 & 8323 - installation of water and sewer reticulation	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	124	Number of households connected with water and sewer	0	Number of households connected with water and sewer	0	0	0	124
Botshabelo Section C and E - installation of water and sewer reticulation	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	138	Number of households connected with water alternative sanitation toilets	0	Number of households connected with water and sewer	138	0	0	0

W.M.J. D.J. J.A. G.D.

NATIONAL KEY PERFORMANCE AREA (NKPA):										BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):										08 – SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)										01 – SPATIAL INTEGRATION									
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)										IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS										HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)										SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES										SERVICE DELIVERY IMPROVEMENT									
MANGAUNG STRATEGIC RISKS										FINANCIAL INSTABILITY									
PROGRAMME/ PROJECT										UNPLANNED INFRASTRUCTURE DEMAND									
STRATEGIES										IDP TARGET 2021/2022	OUTCOME KEY PERFORMANCE INDICATOR	IDP TARGET 2021/2022	SDBIP KEY PERFORMANCE INDICATOR	SDBIP TARGET 2021/2022	Quarter One Target (July – Sept 2021)	Quarter Two Target (Oct – Dec 2021)	Quarter Three Target (Jan – Mar 2022)	Quarter Four Target (Apr – Jun 2022)	Motivation for under performance and exceptional performance
2020/2021 PAST YEAR PERFORMANCE																			
NUMBER OF HOUSEHOLDS LIVING IN INFORMAL SETTLEMENTS PROVIDED WITH WATER										Number of households connected with water and sewer	Number of households living in informal settlements provided with water	Number of households connected with water and sewer	Number of households connected with water and sewer	Number of households connected with water and sewer	400	600	0	0	
Botshabelo West installation of water reticulation	Upgrading of Informal Settlements to Phase 3	New																	
Botshabelo Sec R installation of water reticulation (1 000 U)	Upgrading of Informal Settlements to Phase 3	New																	
Thabo Mbeki SQ	Upgrading of Informal Settlements to Phase 3	New																	

Mgn By
U.L. TA SGD

NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		08 - SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF), FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)		01 - SPATIAL INTEGRATION									
CIRCULAR 88 REPORTING REFORMS		IMPROVED QUALITY OF LIFE									
SUSTAINABLE DEVELOPMENT GOAL (SDG) MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES		HOUSING AND COMMUNITY FACILITIES SERVICE DELIVERY IMPROVEMENT									
MANGAUNG STRATEGIC RISKS		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
PROGRAMME/ PROJECT		STRATEGIES	2020/2021 PAST YEAR PERFORMANCE	UNPLANNED IDP OUTCOME KEY PERFORMANCE INDICATOR	IDP TARGET 2021/2022	SDBIP OUTPUT KEY PERFORMANCE INDICATOR	SDBIP TARGET 2021/2022	Quarter One Target (July – Sept 2021)	Quarter Two Target (Oct – Dec 2021)	Quarter Three Target (Jan – Mar 2022)	Quarter Four Target (Apr – Jun 2022)
Kgatelopele SQ Installation of water and sewer reticulation	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	80	Number of households connected with water and sewer	80	Number of households connected with water and sewer	80	0	0	0
Stoutpan Installation of water and sewer reticulation	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	22	Number of households connected with water and sewer	22	Number of households connected with water and sewer	0	0	0	22
Ratau Ext. 40 Installation of water reticulation	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water	100	Number of households connected with water and sewer	100	Number of households connected with water and sewer	0	0	100	0

NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY																																																																																		
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		08 – SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE																																																																																		
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)		01 – SPATIAL INTEGRATION																																																																																		
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FGDS)		IMPROVED QUALITY OF LIFE																																																																																		
CIRCULAR 88 REPORTING REFORMS		HOUSING AND COMMUNITY FACILITIES																																																																																		
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE																																																																																		
MANAGING STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT																																																																																		
MANAGING STRATEGIC RISKS		<table border="1"> <thead> <tr> <th colspan="2">▪ FINANCIAL INSTABILITY</th><th colspan="10"></th></tr> <tr> <th colspan="2">▪ UNPLANNED INFRASTRUCTURE DEMAND</th><th colspan="10"></th></tr> <tr> <th colspan="2">▪ IDP OUTCOME KEY PERFORMANCE INDICATOR</th><th colspan="10"></th></tr> <tr> <th colspan="2">PROGRAMME/ PROJECT</th><th colspan="10"></th></tr> <tr> <th colspan="2">STRATEGIES</th><th colspan="10"></th></tr> <tr> <th colspan="2">2020/2021 PAST YEAR PERFORMANCE</th><th colspan="10"></th></tr> </thead></table>											▪ FINANCIAL INSTABILITY												▪ UNPLANNED INFRASTRUCTURE DEMAND												▪ IDP OUTCOME KEY PERFORMANCE INDICATOR												PROGRAMME/ PROJECT												STRATEGIES												2020/2021 PAST YEAR PERFORMANCE											
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STRATEGIES																																																																																				
2020/2021 PAST YEAR PERFORMANCE																																																																																				
Tambo SQ	Upgrading of Informal Settlements to Phase 3	New	Number of households living in informal settlements provided with water and sewer	119	Number of households connected with water and sewer	119	Number of households connected with water and sewer	0	0	0	119																																																																									
Dewetsdorp	Installation of water and sewer reticulation	New	Number of even installed with water and sewer	100	Number of households connected with water and sewer	100	Number of households connected with water and sewer	0	0	0	100																																																																									
Fleurhof Infill	Reduce the housing backlog	New	Number of even installed with water and sewer	22	Number of households connected with water and sewer	22	Number of households connected with water and sewer	0	0	0	22																																																																									
Bloemside Erf 45/10	Installation of water and sewer	New	Number of even installed with water and sewer	90	Number of households connected with water and sewer	90	Number of households connected with water and sewer	0	0	0	90																																																																									

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NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		08 – SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF):		01 – SPATIAL INTEGRATION									
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)		IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS		HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT									
MANGAUNG STRATEGIC RISKS		* FINANCIAL INSTABILITY									
PROGRAMME/ PROJECT	STRATEGIES	2020/2021 PAST YEAR PERFORMANCE	IDP OUTCOME KEY PERFORMANCE INDICATOR	IDP TARGET 2021/2022	SDBIP OUTPUT KEY PERFORMANCE INDICATOR	SDBIP TARGET 2021/2022	Quarter One Target (July – Sept 2021)	Quarter Two Target (Oct – Dec 2021)	Quarter Three Target (Jan – Mar 2022)	Quarter Four Target (Apr – Jun 2022)	Assessment Score
											Weighting
Botshabelo Sect H2873 and G1011 Installation of water and sewer	Reduce the housing backlog	New	Number of even installed with water and sewer	34 households	Number of even installed with water and sewer	0	0	0	0	0	132
Madlihabela Instal of water and sewer	Reduce the housing backlog	New	Number of even installed with water and sewer	938 households	Number of even installed with water and sewer	0	0	0	0	0	50
Malharantiheng Installation of water and sewer	Reduce the housing backlog	New	Number of even installed with water and sewer	3 108 households	Number of even installed with water and sewer	0	0	0	0	0	110
Ratau Ext. 40 Instal Water	Reduce the housing backlog	New	Number of even installed with water and sewer	320 households	Number of even installed with water and sewer	0	0	0	0	0	320

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NATIONAL KEY PERFORMANCE AREA (NKPA):		BASIC SERVICE DELIVERY									
MEDIUM TERM STRATEGIC FRAMEWORK (MTSF):		06 – SUSTAINABLE HUMAN SETTLEMENT AND IMPROVED QUALITY OF HOUSEHOLD LIFE									
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF), FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)		01 – SPATIAL INTEGRATION IMPROVED QUALITY OF LIFE									
CIRCULAR 88 REPORTING REFORMS		HOUSING AND COMMUNITY FACILITIES									
SUSTAINABLE DEVELOPMENT GOAL (SDG)		SDG 11 – MAKE CITIES AND HUMAN SETTLEMENT INCLUSIVE, SAFE, RESILIENT AND SUSTAINABLE									
MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES		SERVICE DELIVERY IMPROVEMENT									
MANGAUNG STRATEGIC RISKS		• FINANCIAL INSTABILITY									
PROGRAMME/ PROJECT	STRATEGIES	2020/2021 PAST YEAR PERFORMANCE	IDP OUTCOME KEY PERFORMANCE INDICATOR	IDP TARGET 2021/2022	SDBIP OUTPUT KEY PERFORMANCE INDICATOR	SDBIP TARGET 2021/2022	Quarter One Target (July – Sept 2021)	Quarter Two Target (Oct – Dec 2021)	Quarter Three Target (Jan – Mar 2022)	Quarter Four Target (Apr – Jun 2022)	Motivation for under performance and exceptional performance
Acquisition of Land for Informal Settlement Relocations	Upgrading of Informal Settlements to Phase 1	New	Hectares of land acquired for the relocation of informal settlements	Hectares of land acquired for the relocation of informal settlements	Identification of suitable land	Identification of suitable land	Negotiations on the land costs	Negotiations on the land costs	Registration of title deed		

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GOOD GOVERNANCE

GOVERNANCE		Basic Service Delivery and Good Governance and Public Participation		IDP KPA	Good Governance	Motivation for under performance and exceptional performance	KPA No (No in the IDP e.g.3
Legislative KPAs	KPI	Target	1 st Biannual Report	Annual Report Final			Assessment Score
IDP Objective	% spent on the departmental capital budget	95% Capex spend	50% Capex spend	95% Capex spend			1 2 3 4 5
	% spent on Covid-19 funds	95% spent on Covid-19 funds	50% spent on Covid-19 funds	95% spent on Covid-19 funds			
	% Implementation of the Financial Recovery Plan	100% Implementation of the Financial Recovery Plan	50% Implementation of the Financial Recovery Plan	100% Implementation of the Financial Recovery Plan			
	Annual procurement plan concluded and implemented as it relates to the department	100% implementation of annual procurement plan of the department	50% implementation of annual procurement plan of the department	100% implementation of annual procurement plan of the department			
	Ensure good governance and effective management of the department	100% implementation of audit plan to address audit issues related to the department	50% implementation of audit plan to address audit issues related to the department	100% implementation of audit plan to address audit issues related to the department			
	% of staff whose performance is managed in line with the city's policy, procedure and/ or generally accepted good practices of managing performance in local government	100% of staff whose performance is managed in line with the city's policy, procedure and/ or generally accepted good practices of managing performance in local government	100% of staff whose performance is managed in line with the city's policy, procedure and/ or generally accepted good practices of managing performance in local government	100% of staff whose performance is managed in line with the city's policy, procedure and/ or generally accepted good practices of managing performance in local government			
	Provision of inputs into the city's planning processes IDP	Provision of inputs into the city's planning	Provision of inputs into the city's planning	Provision of inputs into the city's planning			

M.J.R. J.L.I. S.O.

GOVERNANCE Legislative KPIs	Basic Service Delivery and Good Governance and Public Participation	IDP KPI KPI	Target	1 st Biannual Report	Annual Report Final	Good Governance	KPA No (No in the IDP e.g.3				
							Assessment Score	1	2	3	4
							processes and risk management				
Ensure good governance and effective management of the department	% Compliance with the city's system of delegation policy	and risk management within stipulated time frames and in line with quality requirements	100% compliance with the city's system of delegation policy	100% compliance with the city's system of delegation policy	100% compliance with the city's system of delegation policy	100% implementation of the city's SDBIP					
	Percentage increase in implementation of the city's SDBIP	% implementation of employment equity targets set for department in the city's employment equity plan	100% implementation of employment equity targets set for department in the city's employment equity plan	50% implementation of employment equity targets set for department in the city's employment equity plan	50% implementation of employment equity targets set for department in the city's employment equity plan	50% adherence to targets set by the city on the subnational programme doing business for the department	50% adherence to targets set by the city on the subnational programme doing business for the department	50% adherence to targets set by the city on the subnational programme doing business for the department	50% adherence to targets set by the city on the subnational programme doing business for the department	50% adherence to targets set by the city on the subnational programme doing business for the department	50% adherence to targets set by the city on the subnational programme doing business for the department
	% adherence to targets set by the city on the subnational programme of doing business for the department										

M.S.W / P.Y V.L.TA G.D

CIRCULAR 88 INDICATORS

Housing and Community Facilities

Outcome	Output Indicators	Past year performance		Annual Target 2021/2022	2021/2022 Quarter 1 Targets	2021/2022 Quarter 2 Targets	2021/2022 Quarter 3 Targets	2021/2022 Quarter 4 Targets
		2020/2021	None					
HS1. Improved access to adequate housing	HS1.11 Number of subsidised housing units constructed using various Human Settlements Programmes	None	None	None	None	None	None	None
	HS1.12 Number of serviced sites	0	244	0	0	0	0	244
	HS1.13 Hectares of land acquired for human settlements in Priority Housing Development Areas	None	None	None	None	None	None	None
	HS1.22 Number of title deeds registered to beneficiaries	1800	1000	100	250	250	400	
	HS1.31 Number of informal settlements assessed (enumerated and classified	None	None	None	None	None	None	

Mgn *By V.L.J.A* *G.D*

Outcome	Output Indicators	Past year performance 2020/2021	Annual Target 2021/2022		2021/2022 Quarter 1 Targets		2021/2022 Quarter 2 Targets		2021/2022 Quarter 3 Targets		2021/2022 Quarter 4 Targets	
			Targets	Actual	Targets	Actual	Targets	Actual	Targets	Actual	Targets	
	HS1.32 Number of informal settlements upgraded to Phase 2	0	244	0	0	0	0	0	0	0	244	
	HS2.21 Number of rateable residential properties in the subsidy housing market entering the municipal valuation roll	None	None	None	None	None	None	None	None	None	None	
	HS2.22 Average number of days taken to process residential building applications of 500 square meters or less	89 days	30 days for less than 500 squares									

Signed
Job title:
Date:


and accepted by:
Alanie
2021.07.21


Tshabalala
Settlements

Signed by the Acting City Manager on behalf of the Mangaung Metro Municipality Council
Date: 2021.07.20

6. Consolidated Score Sheet

Key Performance Area	Weighting	Executive Mayor's Rating	City Managers' Rating	Final / Consolidated Score	Reason for Final Score
1					
2					
3					
4					
5					
6					
7					
Total:	100	Final Score			

MSN BY V.R. NAR
G.O.

7. CONTROL SHEET

TO BE UPDATED BY ACTING CITY MANAGER

PLANNING PHASE			
Date of 1 st planning meeting		Date of 2 nd planning meeting	
Date copy of performance plan handed to HOD		ACTING CITY MANAGER	

COACHING PHASE

(Keep a record of meetings held to give feedback to the HOD: HUMAN SETTLEMENT on performance related issues)

Date of Feedback Meeting	Performance issue discussed and corrective action to be taken		
Date of formal half year review			
REVIEWING PHASE			
Date HOD notified of formal review meeting			
Date of 1 st review meeting			
Date of 2 nd Review meeting			
Date of 3 rd Review meeting			
Date of 4 th Review meeting			
ACTING CITY MANAGER		Signature	

Mgr by V.L.P
G.D

Annexure B

PERSONAL DEVELOPMENT PLAN (To be completed by the HOD)

MUNICIPALITY: Mangaung Metro Municipality
INCUBENT: Adv MJN Phaladi
SALARY: R1 876 176.00
JOB TITTLE: Head: Human Settlements Directorate
REPORT TO: Mr T Maine

1. What are the competencies required for this job (refer to competency profile of job description)?

Strategic direction and leadership;
People management;
Program and project management;
Strategic financial management;
Change leadership; and
Governance leadership

2. What are competencies from the above list, does the job holder already possess?

Strategic direction and leadership;
People management;
Change leadership;
Governance leadership; and
Strategic financial management

3. What then are the competency gaps? (if the job holder possesses all the necessary competencies, complete No's 5 and 6).

Program and project management

4. Actions/Training interventions to address the gaps/needs
The incumbent will enrol for a project management course

5. Indicate the competencies required for future career progression/development

None

6. Action/Training interventions to address future progression

Mgrd by V.W. A.G.D

To attend project Khaedu

7. Comments/Remarks of the Incumbent

None

8. Comments/Remarks of the supervisor

Agreed upon

Signature:

H Maine

Acting City Manager:

TEBOTT MAINE

Date:

H Maine 20.07.2021

Signature:

D. A. J.

Incumbent:

M. S. R. Rajesh

Date:

19-7-2021