

PERFORMANCE AGREEMENT

Roads and Stormwater

Sello J More (City
Manager) on behalf of
the Municipality and
Itumeleng R Masobeng
(HOD) Employee of the
Municipality

01 July 2025 - 30 June 2026

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Mangaung Metropolitan Municipality herein represented by **Sello J More** (full name) in his capacity as City Manager. (Hereinafter referred to as the **Employer** or Supervisor)

and

Itumeleng R Masobeng (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.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 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).

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- specify accountabilities as set out in a performance plan, which must be in a format substantially compliant to 2.3 Appendix "A";
- monitor and measure performance against set targeted outputs; 2.4
- use the performance agreement as the basis for assessing whether the employee has met the performance 2.5 expectations applicable to the position; and
- appropriately reward the Employee in accordance with the Employer's performance management policy in 2.6 the event of performance,

COMMENCEMENT AND DURATION

- This Agreement will commence on the 01 July 2025 and will remain in force until 30 June 2026 where 3.1 after a new Performance Agreement, Performance Plan and Personal Development Plan must I be concluded between the parties for each of the following financial years or any portion thereof for the duration of the Agreement of Employment.
- This Agreement will terminate on the termination of the Employee's employment for any reason 3.2 whatsoever.
- The content of this Agreement may be revised at any time during the above-mentioned period to 3.3 determine the applicability of the matters agreed upon.
- If at any time during the validity of this Agreement the work environment alters (whether as a result of 3.4 government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents must immediately be revised.
- Any significant amendments or deviations must take cognizance of the requirements of section 34 and 3.5 42 of the Systems Act, and regulation 4(5) of the Regulations.

PERFORMANCE OBJECTIVES

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

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- 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.
- 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 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:

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Key Performance Areas (80% of Total)	Weighting
Basic Service Delivery	60%
Municipal Institutional Development and transformation	10 %
Local Economic Development (LED)	10 %
Municipal Financial Viability and Management	10 %
Good Governance and Public Participation	10%
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 form the list below as agreed between the Employer and Employee

CORE MANAGERIAL COMPETENCIES (CMC)	1	WEIGHT
Strategic Direction and Leadership	V	10%
Programme and Project Management		10%
Financial Management	compulsory	10%
Change Management	V	5 1
Knowledge Management		5/%
Service Delivery Innovation	V	5/
Problem Solving and Analysis	V	10/
People Management and Empowerment	compulsory	10/
Client Orientation and Customer Focus	compulsory	10%
Communication		5 %
Accountability and Ethical Conduct		5%
Policy Conceptualisation and implementation	V	10%
Mediation Skills		7 /-
Advanced Negotiation Skills		
Advanced influencing skills		
Partnership and Stakeholder Relations		
Supply Chain Management		5%
Total percentage	-	100%

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EVALUATING PERFORMANCE

- The Performance Plan (Annexure A) to this Agreement must sets out -6.1
 - the standards and procedures for evaluating the Employee's performance; and a)
 - the intervals for the evaluation of the Employee's performance. b)
- Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the 6.2 Employee's performance at any stage during the validity of the agreement of Employment
- Personal growth and development needs identified during any performance review discussion, as well as 6.3 the actions and timeframes agreed to, must be documented in a Personal Development Plan which must be in a format substantially compliant to Annexure "B"
- The Employee's performance will be measured in terms of contributions to the goals and strategies set 6.4 out in the Employer's IDP.
- The annual performance appraisal will involve: 6.5
 - 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
 - A rating on the five-point scale for each Key Performance Area; and
 - The use of the applicable assessment rating calculator to add the scores and calculate a final core.
- The Core Management Criteria must be assessed -6.6.
- according to the extent to which the specified standards have been met. (a)
- with an indicative rating on the five-point scale for each Criteria; and (b)
- using the applicable assessment rating calculator to add the scores and calculate a final score. (d)

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An overall rating is calculated by using the applicable assessment-rating calculator, which represents the 6.7 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

Level	Terminology	Description	Ra	ıtin	g		
			1	2	3	4	5
5	Outstanding	Performance far exceeds the standard expected of an employee at		-			
	performance	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	Performance is significantly higher than the standard expected in					
	significantly	the job. The appraisal indicates that the Employee has achieved					
	above	above fully effective results against more than half of the					
	expectations	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	Performance is below the standard required for the job in key					
	effective	areas. Performance meets some of the standards expected for the					
		job. The review/assessment indicates that the employee has					
		achieved below fully effective results against more than half the					
		key performance criteria and indicators as specified in the PA and					
		Performance Plan.					
1	Unacceptable	Performance does not meet the standard expected for the job. The					
	performance	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.					

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

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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	July – September
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 I be based on the Employer's assessment of the Employee's performance.
- 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.

OBLIGATIONS OF THE EMPLOYER

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

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9. CONSULTATION

- 9.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will—
 - 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.
- 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.
- 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

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- 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 -
 - 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 or 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 W of July 2025

AS WITNESSES:

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EMPLOYEE

CITY MANAGER

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ANNEXURE A

PERFORMANCE PLAN

PERFORMANCE SCOR	PERFORMANCE SCORECARD - SECTION 56 EMPLOYEE	THE REAL PROPERTY.		
Employee Name:	Itumeleng R Masobeng		Employee Number	135470
Job Title:	Head of Department		Department:	Roads and Stormwater
Manager:	City Manager		Date (Financial Year)	01 July 2025 – 30 June 2026
Position Purpose;	To carry out the functions as accounting officer and head of administration in the Municipality	head of administration	in the Municipality	
The period of this Perf	The period of this Performance Plan is from 01 July 2025 - 30 June 2026			
Signed and accepted by the Head of Department: Itumeleng R Masobeng	d by the Head of	\	Date: 16 10 m	12025
Signed by the City Manager: Sello J More	nager: Sello J More	A	Date: 16/07/2	2025-
By signing this perform employee both acknowle	By signing this performance scorecard the manager and employee hereby indicate their full understanding of, employee both acknowledge that this is in full compliance with the Municipality's Performance Management Policy.	/ indicate their full unc y's Performance Mana	lerstanding of, and agreement with th gement Policy.	hereby indicate their full understanding of, and agreement with the contents of the scorecard. The manager and the yopality's Performance Management Policy.

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1. **Purpose**

The performance plan defines the council expectation of the Head of Department'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 Head of Department's performance against set performance indicators:

- Provide democratic and accountable government for local communities. 2.1
- Ensure the provision of services to communities in a sustainable manner 2.2
- Promote social and economic development 2.3
- 2.4 Promote a safe and healthy environment
- Encourage the involvement of communities and community organisation in the matters of local 2.5 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.
- Municipal Institutional Development and transformation 3.2
- Local Economic Development (LED) 3.3
- Municipal Financial Viability and Management 3.4
- Good Governance and Public Participation 3.5

Key Performance Objectives and Indicators, for the Municipal Manager and Managers Directly 4. accountable to Municipal Manager

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

- Section 157 of the Constitution of the Republic of South Africa, 1996 4.1
- Local Government Municipal performance Regulations for Municipal Managers and Managers Directly 4.2 M-S (R S) M

(Regulation No. R805, dated 1 August 2006)

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

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MMM PERFORMANCE OBJECTIVES PER DEPARTMENT AS PER THE SDBIP

Roads and Stormwater

NATIONAL	NATIONAL KEY PERFORMANCE AREA (NKPA)	AREA (NKPA)		BASIC SERVICE DELIVERY	DELIVERY				-		
MEDIUM TE	MEDIUM TERM DEVELOPMENT PLAN (MTDP)	PLAN (MTDP)		STRATEGIC PRIC	STRATEGIC PRIORITY 2: REDUCE POVERTY AND TACKLE HIGH COST OF LIVING	POVERTY AND TA	CKLE HIGH	COST OF LIVIN	9		
INTEGRATE	INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)	MENT FRAMEWORK	(iUDF)	05 - INCLUSION	USION AND ACCESS						9
FREE STAT	FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)	ELOPMENT STRATE	GY (FSGDS)	IMPROVED QUALITY OF LIFE	LITY OF LIFE						
CIRCULAR	CIRCULAR 88 REPORTING REFORMS	RMS		ROADS AND STORMWATER WATER AND SANITATION	DRMWATER						
SUSTAINAE	SUSTAINABLE DEVELOPMENT GOAL (SDG)	SOAL (SDG)		GOAL 6 – ENSURE AV, GOAL 9 – BUILD RESIL FOSTER INNOVATION.	ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL. BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND NNOVATION.	AND SUSTAINABI STRUCTURE, PR	LE MANAGEM OMOTE INCLI	IENT OF WATE JSIVE AND SU	R AND SANIT, STAINABLE IN	ATION FOR A IDUSTRIALIZ	ATION AND
MANGAUNG	MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES	VELOPMENT OBJEC	TIVES	SERVICE DELIVE	DELIVERY IMPROVEMENT	F					
KPI No		2024/2025 Past Year Performance	Ward No	Budget	Output	Annual Target (SDBIP)		SDBIP Quar	SDBIP Quarterly Targets		Portfolio of Evidence to
	Strategic Intent	(01-03)		2025/2026	(SDBIP)	VI VI	6	005	03	04	be submitted
RST1	TR 4. Improved satisfaction with public transport services	%08	Ward 19 Ward 20	орех	TR4.21 Percentage of municipal bus services 'on time'	%08	%08	%08	%08	%08	Progress Report
RST2	TR 5. Improved access to public	19	Ward 20 Ward 20	Орех	TR5.11 Number of scheduled public transport access points added	0	0	0	0	0	Progress Report
RST3		100%	Ward 19 Ward 20	Орех	TR5.31 Percentage of scheduled municipal bus trips that are universally	100%	100%	100%	100%	100%	Progress Report

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NATIONAL	NATIONAL KEY PERFORMANCE AREA (NKPA)	E AREA (NKPA)		BASIC SERVICE DELIVERY	DELIVERY						
MEDIUM TE	MEDIUM TERM DEVELOPMENT PLAN (MTDP)	PLAN (MTDP)		STRATEGIC PRIC	PRIORITY 2: REDUCE POVERTY AND TACKLE HIGH COST OF LIVING	POVERTY AND T	ACKLE HIGH C	OST OF LIVING	e		
INTEGRATE	INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)	MENT FRAMEWORK	(iudf)	02 - INCLUSION AND ACCESS	AND ACCESS						
FREE STAT	FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)	VELOPMENT STRATE	EGY (FSGDS)	IMPROVED QUA	QUALITY OF LIFE						
CIRCULAR	CIRCULAR 88 REPORTING REFORMS	ORMS	Automotive and a second	ROADS AND STORMWATER WATER AND SANITATION	DRMWATER						
SUSTAINA	SUSTAINABLE DEVELOPMENT GOAL (SDG)	GOAL (SDG)		GOAL 6 – ENSURE AV GOAL 9 – BUILD RESII FOSTER INNOVATION	GOAL 6 - ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL. GOAL 9 - BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION.	AND SUSTAINAB STRUCTURE, PR	LE MANAGEMI COMOTE INCLU	ENT OF WATEI SIVE AND SUS	R AND SANIT	ATION FOR A	ATION AND
MANGAUN	MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES	EVELOPMENT OBJE	CTIVES	SERVICE DELIVE	SERVICE DELIVERY IMPROVEMENT	F					
KPI No		2024/2025 Past Year Performance	Ward No	Budget	Output	Annual Target (SDBIP)		SDBIP Quarterly Targets	terly Targets		Portfolio of Evidence to
	Strategic Intent	(01-03)		2025/2026	(SDBIP)		20	02	03	25	be submitted
					accessible						
RST4	TR 6. Improved quality of municipal road network	54,9%	All wards	Орех	TR6.11 Percentage of unsurfaced road graded	37,5%	30%	40%	40%	40%	Progress Report
RST5		0	All Wards	FY2024/2025 – R 8 874 792.00 FY2026/27 – R 1 401 510.00 FY2027/28 - R 6 056 960.00	TR6.12 Percentage of surfaced municipal road lanes which has been resurfaced and resealed	100%	18,9%	18,9%	9,4%	52,8%	Appointment letters/ Progress Report/Practic al Completion Certificates
RST6		3.34 km	Ward 1,2, 19, 8	FY 2025/2026 - R 75 742 078.00 FY2026/27 - R	TR6.13 KMs of new municipal road network	7.18 km	Construction stage (0 km)	Construction stage (0 km)	3.58 km	3.6 km	Appointment letters/ Progress Report/Practic

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NATIONAL	NATIONAL KEY PERFORMANCE AREA (NKPA)	AREA (NKPA)		BASIC SERVICE DELIVERY	DELIVERY						
MEDIUM TE	MEDIUM TERM DEVELOPMENT PLAN (MTDP)	PLAN (MTDP)		STRATEGIC PRIC	PRIORITY 2: REDUCE POVERTY AND TACKLE HIGH COST OF LIVING	OVERTY AND TA	CKLE HIGH C	SOST OF LIVIN	9		
INTEGRATE	INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)	MENT FRAMEWORK	(IUDF)	02 - INCLUSION AND ACCESS	AND ACCESS						
FREE STAT	FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)	ELOPMENT STRATE	GY (FSGDS)	IMPROVED QUAL	QUALITY OF LIFE						
CIRCULAR	CIRCULAR 88 REPORTING REFORMS	ORMS		ROADS AND STORMWATER WATER AND SANITATION	RMWATER						
SUSTAINAI	SUSTAINABLE DEVELOPMENT GOAL (SDG)	SOAL (SDG)		GOAL 6 - ENSURE AV. GOAL 9 - BUILD RESIL FOSTER INNOVATION.	GOAL 6 – ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL. GOAL 9 – BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION.	ND SUSTAINABI TRUCTURE, PRO	LE MANAGEM OMOTE INCLI	ENT OF WATE JSIVE AND SU	R AND SANIT	ATION FOR A IDUSTRIALIZ	ATION AND
MANGAUN	MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES	VELOPMENT OBJEC	CTIVES	SERVICE DELIVE	SERVICE DELIVERY IMPROVEMENT						
KPI No		2024/2025 Past Year Performance	Ward No	Budget	Output	Annual Target (SDBIP)		SDBIP Quar	SDBIP Quarterly Targets		Portfolio of Evidence to
	Strategic Intent	(01 - 03)		2025/2026	(SDBIP)		10	075	03	ğ	be submitted
				79 402 237.00							al Completion
				2027/28- R 54 059 114.00							
RST7		73,2%	All wards	xədo	TR 6.21 Percentage of reported pothole complaints resolved within standard municipal	37,5%	%05	40%	%08	30%	Progress report
				KPA: FIN	FINANCIAL VIABILITY 1	TY 1					
RST8	GG3. Improved municipal administration	1	1	None	GG 3.11 Number of repeat audit findings	0 repeat audit findings	1		0 repeat audit findings	1	Management Letter and Audit Action

¹ The Financial Viability indicators are included as part of the FRP and improvement of audit outcomes, these indicators are not part of the Basic Services KPA. Page - 15 - of 24

NATIONAL	NATIONAL KEY PERFORMANCE AREA (NKPA)	AREA (NKPA)		BASIC SERVICE DELIVERY	DELIVERY						
MEDIUM TE	MEDIUM TERM DEVELOPMENT PLAN (MTDP)	PLAN (MTDP)		STRATEGIC PRIO	PRIORITY 2: REDUCE POVERTY AND TACKLE HIGH COST OF LIVING	OVERTY AND TA	CKLE HIGH C	OST OF LIVING			
INTEGRATE	D URBAN DEVELOP	INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)	(IUDF)	02 - INCLUSION AND ACCESS	AND ACCESS						
FREE STAT	E GROWTH AND DE	FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)	GY (FSGDS)	IMPROVED QUAL	QUALITY OF LIFE						
CIRCULAR	CIRCULAR 88 REPORTING REFORMS	ORMS		ROADS AND STORMWATER WATER AND SANITATION	RMWATER						
SUSTAINAE	SUSTAINABLE DEVELOPMENT GOAL (SDG)	GOAL (SDG)		GOAL 6 – ENSURE AV. GOAL 9 – BUILD RESIL FOSTER INNOVATION.	GOAL 6 – ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL. GOAL 9 – BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION.	ND SUSTAINABI STRUCTURE, PR	LE MANAGEME OMOTE INCLU	ENT OF WATER SIVE AND SUS	R AND SANITA	TION FOR ALDUSTRIALIZA	L. FION AND
MANGAUNC	S STRATEGIC IDP DI	MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES	TIVES	SERVICE DELIVE	SERVICE DELIVERY IMPROVEMENT						
KPI No		2024/2025 Past Year Performance	Ward No	Budget	Output	Annual Target (SDBIP)	1	SDBIP Quarterly Targets	erly Targets		Portfolio of Evidence to
	Strategic Intent	(01 - 03)		2025/2026	(SDBIP)		9	02	03	90	be submitted
											Plan
RST9	FM1. Enhanced municipal budgeting and budget implementation	40,93%		336 272 358	FM1.11 Total Capital Expenditure as a percentage of Total Capital Budget	95%	15%	40%	%29	95%	Section 71 report
RST10		66,75%		669 982 000	FM1.12 Total Operating Expenditure as a percentage of Total Operating Expenditure	%5%	25%	%09	75%	95%	Section 71 report
RST11		25.34 days		OPEX	FM4.31 Creditors payment period	Submit GRN and Invoices to finance department	Submit GRN and Invoices to finance department	Submit GRN and Invoices to finance department	Submit GRN and Invoices to finance	Submit GRN and Invoices to finance	Payment report

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NATIONAL KEY PERFORMANCE AREA (NKPA)	AREA (NKPA)		BASIC SERVICE DELIVERY	DELIVERY						
MEDIUM TERM DEVELOPMENT PLAN (MTDP)	PLAN (MTDP)		STRATEGIC PRIO	RITY 2: REDUCE	STRATEGIC PRIORITY 2: REDUCE POVERTY AND TACKLE HIGH COST OF LIVING	CKLE HIGH C	OST OF LIVING	on.		
INTEGRATED URBAN DEVELOPMENT FRAMEWORK (IUDF)	MENT FRAMEWORK	(Jude)	02 - INCLUSION AND ACCESS	AND ACCESS						
FREE STATE GROWTH AND DEVELOPMENT STRATEGY (FSGDS)	VELOPMENT STRATE	GY (FSGDS)	IMPROVED QUALITY OF LIFE	ITY OF LIFE						
CIRCULAR 88 REPORTING REFORMS	ORMS		ROADS AND STORMWATER WATER AND SANITATION	RMWATER						
SUSTAINABLE DEVELOPMENT GOAL (SDG)	GOAL (SDG)		GOAL 6 – ENSURE AV GOAL 9 – BUILD RESII FOSTER INNOVATION	E AVAILABILITY RESILIENT INFRATION.	ENSURE AVAILABILITY AND SUSTAINABLE MANAGEMENT OF WATER AND SANITATION FOR ALL. BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND INOVATION.	LE MANAGEME OMOTE INCLU	ENT OF WATER SIVE AND SUS	R AND SANITA	ATION FOR AL DUSTRIALIZA	L. TION AND
MANGAUNG STRATEGIC IDP DEVELOPMENT OBJECTIVES	EVELOPMENT OBJECT	TIVES	SERVICE DELIVE	ELIVERY IMPROVEMENT	5					
KPI No	2024/2025 Past Year Performance	Ward No	Budget	Output	Annual Target (SDBIP)		SDBIP Quarterly Targets	erly Targets		Portfolio of Evidence to
Strategic Intent	(01-03)		2025/2026	(SDBIP)		5	02	63	94	be submitted
					within 15 days after submissions by Service providers	within 15 days after submissions by Service providers	within 15 days after submissions by Service providers	department within 15 days after submission s by Service providers	department within 15 days after submission s by Service providers	

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MMM GENERIC GOVERNANCE PERFOMANCE OBJECTIVES

December	GOVERNANCE							
The controlled and implementation of annual procurement plan of the annual procurement plan of the department of department of the depar	LEGISLATIVE KPAS	BASIC SERVICE DELIVERY AND GOC PARTICIPATION	D GOVERNANCE AND PUBLIC	ІДР КРА	GOOD GOVERNANCE		KPA No (No in the IDP e.c	9.3
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set for department in the for department in the city's'		equity targets set for OCM in the	employment equity targets	employment equity targets set	employment equity targets			
		city's' employment equity plan	set for department in the	for department in the city's'	set for department in the			

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LEGISLATIVE KPAS	BASIC SERVICE DELIVERY AND GOOD GOVERNANCE AND PUBLIC PARTICIPATION	OD GOVERNANCE AND PUBLIC	IDP KPA	GOOD GOVERNANCE		¥	PA No (KPA No (No in the IDP e.g.3	e IDP (a.g.3
IDP OBJECTIVE	KPI	TARGET	1st BIANNUAL REPORT	ANNUAL REPORT FINAL	OR U		sessm	Assessment Score		-
					EXCEPTIONAL PERFORMANCE	AND	7	7	4	c .
		city's' employment equity plan	employment	city's' employment equity plan						
	% adherence to targets set by the	100% adherence to targets	50% adherence to targets set	100% adherence to targets						-
	city on the subnational	set by the city on the	by the city on the subnational	set by the city on the						
	programme of doing business for	subnational programmes	programmes doing business	subnational programmes						_
	the department	doing business for the	for the department	doing business for the			_		_	
		department		department			_		_	-
	% compliance with the provision	100% compliance on a	100% compliance on a	100% compliance on a				: <u>-</u>		
	of the Occupational Health and	quarterly basis with the	quarterly basis with the	quarterly basis with the		_			_	
	Safety Act (Act 85 of 1993)	Occupational Health and	Occupational Health and	Occupational Health and						
	(OHSA)	Safety elements.	Safety elements.	Safety elements.					-	
Facilitate effective	To advise and support on the	Provided advise and support	Provided advise and support	Provided advise and support						
implementation of the	approach to the implementation	on the approach to the	on the approach to the	on the approach to the			_			
approved Financial	of FRP activities to optimize the	implementation of FRP	implementation of FRP	implementation of FRP			_			
Recovery Plan (PRP)	reduction of operational	activities to optimize the	activities to optimize the	activities to optimize the					_	
icial rec	expenditure and increase of	reduction of operational	reduction of operational	reduction of operational			_		_	
provision of reliable	revenue for the municipality	expenditure and increase of	expenditure and increase of	expenditure and increase of						_
and uninterrupted		revenue for the municipality	revenue for the municipality	revenue for the municipality			-		=	
basic services	To recommend and ensure	100% compliance with	100% compliance with	100% compliance with						
	implementation of internal	statutory prescripts	statutory prescripts	statutory prescripts			_			
	controls, procedures and systems						-			
	for good governance, prudent									
	financial management and									
	effective service delivery in									
	compliance with statutory									
	prescripts						_		_	

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and accepted by: I'A MASHETHS

Job title:

Signed by City Manager on behalf of the Mangaung Metropolitan Municipality's Council

Consolidated Score Sheet . 9

Key Performance Area	Weighting	City Manager's rating	Head of Department's Rating	Final / Consolidated Score	Reason for Final Score
2					
က					
4					
5					
9					
7					
Total:	100	Final Score			

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7. CONTROL SHEET

TO BE UPDATED BY CITY MANAGER

PLANNING PHASE		
Date of 1st planning meeting	Date of 2 nd planning meeting	
Date copy of performance plan handed to Head of Department	City Manager	

COACHING PHASE

(Keep a record of meetings held to give feedback to the Head of Departments 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 Head of Department notified				
of formal review meeting				
Date of 1st review meeting				
Date of 2 nd Review meeting				
Date of 3rd Review meeting				
Date of 4th Review meeting	1			
City Manager	Signature			

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Annexure B

PERSONAL DEVELOPMENT PLAN

	<u>, =,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</u>
MUNICII INCUBE SALAR' JOB TIT	Y: AS PER UPPER CIMITS FOR HODS TILE: HOD: TECHNICAL
REPOR'	TTO:CITY_MANNAGER
	What are the competencies required for this job (refer to competency profile of job description)? Strategic Assection, Ceadership, people management program and project Management, financial whanagement change management and change management and cladership
2. 8	What are competencies from the above list, does the job holder already possess? Frefere direction, lenders (1) people management of management of management ones and project management ones.
3.	What then are the competency gaps? (if the job holder possesses all the necessary competencies, complete No's 5 and 6).
4.	Actions/Training interventions to address the gaps/needs
5.	Indicate the competencies required for future career progression/development [N3THEEKTHS MANAGEMENT

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6.	Action/Training interventions to address future progression
	STUBY POST-GRADUATE PROGRAM
7	Comments/Remarks of the Incumbent
8.	Comments/Remarks of the supervisor
О.	Confinence/Remarks of the supervisor
Agreed	d upon
	Λ

Signature:

Supervisor:

Date:

Signature:

Incumbent:

Date:

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