

PERFORMANCE AGREEMENT

For Section 57 Employee

MADE AND ENTERED INTO BY AND BETWEEN:

SEDIBENG DISTRICT MUNICIPALITY

BUSISIWE MODISAKENG

(EXECUTIVE MAYOR)

AND

STANLEY KHANYILE

(MUNICIPAL MANAGER)

FOR THE FINANCIAL YEAR: 01 JULY 2018 TO 30 JUNE 2019

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Sedibeng District Municipality herein represented by Busisiwe Modisakeng in her capacity as Executive Mayor (hereinafter referred to as the **Employer**)

and

Stanley Khanyile Municipal Manager (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

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

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 Comply with the provisions of Section 57(1)(b), 57(4A), 57 (4B) and 57(5) of the Act as well as the employment contract entered into between the parties;
- 2.2 Specify objectives and targets defined and agreed with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 2.4 Monitor and measure performance against set targeted outputs;

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- 2.5 Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his job; In the event of outstanding performance, to appropriately reward the employee; and
- 2.6 Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- a) This Agreement will commence on the 01 July 2018 and will remain in force until 30 June 2019 thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- b) The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- c) This Agreement will terminate on the termination of the Employee's contract of employment.
- d) 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.
- e) If at any time during the validity of this Agreement the work environment alters (whether as a result of government or Council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure A) sets out-
 - 4.1.1 The performance objectives and targets that must be met by the Employee; and
 - 4.1.2 The time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in the Performance Plan (Annexure A) are set by the **Employer** in consultation with the **Employee** and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Employer**, and shall include key objectives; key performance indicators; target dates and weightings.
 - 4.2.1 The key objectives describe the main tasks that need to be done.
 - 4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
 - 4.2.3 The target dates describe the timeframe in which the work must be achieved.
 - 4.2.4 The weightings show the relative importance of the key objectives to each other.
 - 4.2.5 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 SYSYTEM

- 5.1 The **Employee** agrees to participate in the performance management system that the **Employer** adopts or introduces for the **Employer**, management and municipal staff of the **Employer**.
- 5.2 The **Employee** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the **Employer**, management and municipal staff to perform to the standards required.
- 5.3 The **Employer** will consult the **Employee** about the specific performance standards that will be included in the performance management system as applicable to the **Employee**.
- 5.4 The **Employee** 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 (2) components, both of which shall be contained in the Performance Agreement.
 - 5.5.1 The **Employee** must be assessed against all three components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCR) respectively.
 - 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
 - 5.5.3 Main areas of work will account for 60%, Risk Management will account for 10%, Implementation of Audit Recommendations and / or Management Audit Action Plans will account for 10% and CCRs will account for 20% of the final assessment.
- 5.6 The Employee's assessment will be based on his performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (Annexure A). and the weightings agreed to between the Employer and Employee:
- 5.7 The CCRs will make up the other 20% of the Employee's assessment score. CCRs 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.
- 5.8 Organisational Performance Weighting:

KEY PERFORMANCE AREAS WEIGHTING		ABSOLUTUE	WEIGHTED			
		WEIGHTING	AVERAGE			
Basic Service Delivery		20%	80%			
Municipal Transformation and Institutional Dev	/elopment	10%				
Good Governance and Public Participation		30%				
Municipal Financial Viability and Management	·					
Local Economic Development		20%				
TOTAL		100%				
CORE COMPETENCY REQUIREMENTS WE	IGHTING					
		Split per CCR	20%			
Financial Management	√	20%				



OVERALL WEIGHTINGS		The second secon	100%
TOTAL		100%	
Communications	√	10%	
Service Delivery Innovations	√	20%	
Client Orientation and Customer Focus	√	10%	
People Management and Empowerment	1	20%	
Strategic Capability and Leadership	√	20%	

6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to 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 identified during any performance review discussions should be documented in a Personal Development Plan as well as the actions agreed to and implementation should take place within the set timeframes.
- 6.4 The Employee's performance will be measured in terms of contributions to the goals, strategies and performance indicators set out in the Employer's IDP.
- 6.5 The annual performance appraisal will involve:
 - 6.5.1 Assessment of the achievement of results as outlined in the performance plan (SDBIP):
 - (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 as described in 6.10 below.
 - (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score
 - 6.5.2 Assessment of the CCRs
 - (a) Each CCR 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 CCR.
 - (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
 - 6.5.3 Overall rating

An overall rating is calculated by using the applicable assessment-rating calculator such overall rating represents the outcome of the performance appraisal.

- 6.6 The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CCRs: as included in the Performance Plan (Annexure A)
- 6.7 For purposes of evaluating the annual performance of the Municipal Manager, an evaluation panel constituted of the following persons must be established -
 - 6.7.1 Executive Mayor,
 - 6.7.2 Chairperson of the Audit Committee or the Deputy Chairperson if the Chairperson is absent
 - 6.7.3 Member of the mayoral or executive committee
 - 6.7.4 Executive Mayor and/or Municipal Manager of another municipality
 - 6.7.5 Municipal Manager from another municipality or a representative.

Manager responsible for Human Resources of the municipality must provide secretariat services to the evaluation panel

7. SCHEDULE FOR PERFORMANCE REVIEWS

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

Quarter	Review Period	Review to be completed by
1	July – September 2018	October 2018 (Informal)
2	October – December 2018	February 2018
3	January to March 2019	April 2019 (Informal)
4	April – June 2019	August 2019

- 7.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 7.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 7.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 7.5 The Employer may amend the provisions of Annexure A 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.

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8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as in the Performance Plan (Annexure A)

9. OBLIGATIONS OF THE EMPLOYER

9.1The Employer shall -:

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

10. CONSULTATION

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

11. MANAGEMENT OF EVALUATION OUTCOMES

- The evaluation of the Employee's performance will form the basis for rewarding outstanding 11.1 performance or correcting unacceptable performance.
- A performance bonus of from 5% to 14% of the all-inclusive annual remuneration package maybe 11.2 paid to the Employee in recognition of outstanding performance to calculated as follows:

Score	Pe	Performance Rating							
5	Score above 90%	Outstanding Performance	10% -	14%	of	total			
			package						

4	Score from 80% and 90%	Significantly above expectation	5%-9% of total package
3	Score from 70% - 80%	Fully Effective	0%
2	Score below 70%	Ineffective and Unacceptable	0% bonus and remedial
		Performance	action required

- 11.3 In the case of unacceptable performance, the Employer shall -:
 - 11.3.1 Provide systematic remedial or developmental support to assist the Employee to improve his performance; and
 - 11.3.2 After appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his duties.

12. DISPUTE RESOLUTION

- 12.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by
 - 12.1.1 The MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or
 - 12.1.2 Any other person appointed by the MEC.
- In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

13. GENERAL

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



AS WITNESSES:

1. Mullicipal Manager

AS WITNESSES:

1. Mullicipal Manager

EXECUTIVE MAYOR

ANNEXURE A



PERFORMANCE PLAN

MUNICIPAL MANAGER

2018/19 FINANCIAL YEAR

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1. PURPOSE

The Performance Plan defines the council's expectation of the Executive Director: Community Services' performance agreement to which this document is attached and of the Municipal Systems Act (MSA) which provides that the performance objectives and targets must be based on the Integrated Development Plan of the municipality.

2. KEY RESPONSIBILITIES OF THE MUNICIPAL MANAGER:

- (a) The Municipal Manager as head of administration is responsible for policy direction of the council and accountable for:
- (b) Responsible for the management of the municipality's administration in accordance with the Local Government: Municipal Systems Act of 2000 and other legislation applicable to the municipality.
- a) The formation and development of an economical, efficient, effective and accountable administration;
- b) Equipped to carry out tasks of implementing the municipality integrated development plan in accordance with chapter 5 of the Local Government: Municipal Systems Act of 2000.
- c) Operate in accordance with the municipality's performance management system in accordance with chapter 6 of the Local Government: Municipal Systems Act of 2000;
- d) Responsive to the needs of the local community to participate in the affairs of the municipality.
- e) Implementation of the municipality integrated development plan and the monitoring of progress with implementation of the plan.
- f) Management and provision of services to the local community in a sustainable and equitable manner.
- g) Appointment of staff other than section 57 managers accountable to the Municipal Manager subject to the employment equity act no 55 of 1988.
- h) Management, effective utilization and training of staff.
- i) Maintenance of discipline of staff.
- j) The promotion of sound labour relations and compliance by the municipality with applicable labour legislation.
- k) Advising Council and the political office bearers of the municipality.
- Managing communication between the municipality's administration and its political structure and political office bearers.
- m) Carrying out the decision of the political structures and political office bearers of the municipality.
- n) The administration and implementation of the municipality by-laws and other legislations.
- Exercise of any powers and performance of any duties delegated by the municipal Council, or sub-delegating authorities of the municipality to the Municipal Manager in of the Local Government: Municipal Systems Act of 2000.
- p) Facilitating participation by the local community in the affairs of the municipality.
- q) Implementation of national and provincial legislation applicable to the municipality, and
- r) The performance of any other function that may be assigned by the municipal Council.

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3. THE SCORECARD OF THE MUNICIPAL MANAGER

The scorecard is made up of the following:

i)	The Service Delivery and But and	Weighting
	The Service Delivery and Budget Implementation Plan (SDBIP)	60%
ii)	Implementation of Audit Recommendations and/ or	
	Management audit action plans for both internal audit and External Audit	10%
iii)	Risk Management	
iv)	Core Managerial Competencies	10%
	core managenal Competencies	20%
	TOTAL	100%

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Performance Plan 2018/19

				O.F.	CC DC	OFFICE OF THE I				NUNICIPALITY Custodian: Mun	NICIPAL MANAGER				
Priority Area	IDP Strates	y IDP Objective	Obie	ectiv Key Perform	CE DE		3CT IMPLEM	ENTAHO	N PLAN	(SDBIP) FOR T	HE YEAR ENDING	30 JUNE 2018			
			e No			o: Baseline	Amou	er Ln	nding	Annual Target	Quarter One(1	Quarter two (2	Quarter Three (3) Quarter Four	(4) POE Requi
						KPA 1		ERNANCE	AND	PUBLIC PARTICIE	PATION				
Inter-	To facilitate			1 Number of IGR	ln:	1.1 Seven (7) IG	R 792 7			AGEMENT					
govermental Relations (IG	(R) governme through communicati consultation joint decision making	ent on, and	nent	Forums coordinated		Forums coordinated in previous finan year	n the		EA .	Co-ordinate seve (7) Regional IGF Forums		(2) Co-ordinate two Regional IGR Forums	(2) Co-ordinate two Regional IGR Forums	(2) Co-ordinate ON (1) Regional IC Forum	Attendance F and signed M of the IGR Fo
Risk	To Assess	To ensure that fi		Number of IGR forums resolutio Registers developed and Monitored.						Resolution Regist	Develop Resoluter Register for	onal implementation of	resolution of IGR ate Forums and upda		ate
Management	Identify, cont and monitor t implementation mitgation measures	rol municipality's risk a he risk exposures ar	nd e in	Management Pla developed	D2.	ManagementF	ian .	OPE	`	Develop one (1) 2018/19 Risk Management Plan and submit to Risk Management Committee for Approval	Develop one (1) 2018/19 Risk Management Plar and submit to Risk Management Committee for Approval	-		resolution registe	Approved Risi Management F
				Number of Risk Assessments Conducted	D2.:	2 2017/2018 Risk Registers				Conduct Three (3) Annual Risk Assessments and Report to Risk Management Committee	Conduct one (1) Strategic Risk Register and one of the common of the com	submit to Risk	Conduct one (1) Fraus Risk Assessment and submit to Risk Committee for Approval	-	Quarterly Risk Management Reports
udit Plan	Develop,	To provide	D3					NTERNAL	AUDI	ī					
	implement and monitor Risk- based Internal Audit Coverage Plan	reasonable assurance and independent opinions to management and council		Number of Interns Audit Coverage Plans Developed	D3.1	2017/2018 Audi Plan	1 580 50	OPEX	F	Develop one (1) Risk-Based Internal Judit Coverage Plan	Develop one (1) R Based Internal Aud n Coverage Plan	isk-	-	-	Approved Intern Audit Plan
DBIP	Ensure	To ensure Good	In.			SERVICE	DELIVERY A	ND BUDG	ETIME	PLEMENTATION P	PLAN				
	measurable performance and transparent monitoring of the municipal performance.	Governance; Sound and Accountable Management practices	D4	Number of Service Delivery and Budget Implementation Plans(SDBIP) approved	D4.1	Development of SDBIP	Internal	OPEX	D	evelop 019/20SDBIP	-	-	-	Develop 2019/20SDBIP	Approved SDBIF
S I	Co-ordinate	To promote a culture	DE	The second			PERFOR	MANCE M	ANAGE	MENT					
	Performance Reporting, Monitoring and Evaluation	of accountability	D5	Number of Municipal Performance Information Reviews and Reports coordinated	D5.1	Performance monitoring and evaluation	1 865 679	OPEX	20 pe Qu an		Monitor and evaluate quarter one (1) performance information and report	Monitor and evaluate mid-year performance t information and report	Monitor and evaluate quarter three (3) performance informationand report	Monitor and evaluate quarter four(4) and annual performance information and report	Quartery Performance Management Reports
ility IE	insure	-				GOOD	GOVERNAN	CE AND C	UALIT	Y ASSURANCE					
urance n a a fir th	ecessary cfons are taken gainst all ndings raised by e Auditor	To promote a culture of accountability	D6	Percentage of Auditor General findings resolved	D6.1	Development and Implementation of Audit Action Plan	16 082 698	OPEX	Add	dress 90% ditor General dings	-	-	-	Address 90% Auditor General Findings	Audit Action Plan
M R	unicipal eporting	To ensure clean accountable and transparent governance		Number of Annual Reports submitted to Auditor General and Council	07.1	2017/18 Annual Report			Rep	7/18 Annual D	Develop and Submit Draft 2017/18 Annual Report to Council	-	Develop and Submit Final 2017/18 Annual Report to Council	-	Council Apporved Annual Report
ce Co an leg leg reli gov effe	d/or amended pristation and site is a servent to local a servernment for the core of the c	To provide vibrant, [feffective and professional legal services to council, nunicipal manager and management in the discharge of their esponsibilities		Percentage of Ereduction of Litigations (against the municipality)	08.1	10 Litigations against file municipality		AL SERVI	Red	nst the air	gainst the nunicipality by 3%	against the municipality by 4%	against the municipality by 4% r	Reduce Litigations against the nunicipality by 4% and report	Litigation Register and report
act Over	nagement of uncil business ersee the T lementation of a	o provide legal D dvice to management nd council	п	lumber of contract Di nanagement versight reports roduced	2	Four Contract management oversight reports in 2017/18 financial rear			impler contra	mentation of important control	plementation of intract management	riplementation of intract management of	implementation of in contract management co and report m	plementation of M	ontract lanagement eports

					COMM	JNITY SERVICES	SEDIBENG D	STRICTM	UNICIPALITY					
				SERVICE	DELIV	FRY AND PURCET	- CUSTODIA	N: EXECU	IVE DIRECTOR C	OMMUNITY SERV	ICES			
Priority Area	IDP Strategy	IDP Objective	Оы	jecti Key Performa	nce Ki	ERY AND BUDGET	IMPLEMENTAT	ION PLAN	(SDBIP) FOR TH	E YEAR ENDING	30 JUNE 2019			
			ve i	No: Indicator (KF		THO Daseline	Budget Amount	Fundi Sourc	ng Annual Targ	get Quarter One	Quarter two (2) Quarter Three	(3) Quarter For	ur (4) POE Required
						KPA	4: BASIC SERVI	CES AND	INFRASTRUCTUE	E.				
Community	To implement	To promote and	TH1	In			COMM	UNITY SA	ETY					
Safety	community safe		Int	Number of Community Sat	H1		6 821 415	OPEX	Implement tw	elve Implement for	ır (4) İmplement four	(4) []	an I	
Programmes	programmes	communities		Programmes implemented	ety	Community sat Reports	lety		(12) Commun Safety Programmes report	Programmes	afety Community Safe	by Community Safe		y Atlendance Registers
Disaster	To conduct	To promote	H2	Number of	luo			R MANAGE	MENT					
nanagement awareness	community awareness campaigns	disaster resilient communities	In 2	Number of Disaster Management awareness programmes conducted	H2.	Awareness campaigns in 2017/18	10 831 616	OPEX	Conduct four (Public Disaster Management awareness programmes a report	Public Disaster Management awareness	Public Disaster Management awareness	Public Disaster Management awareness	Public Disaste Management awareness	r attendance Regis
istrict Health	Promote the	To ensure effective	e H3	Number of Prima		Ter (0.00)	HEALTH AND SO	CIAL DEV	ELOPMENT				14-01.	
ouncil ctivities	efficient delivery of Primary Health Care	Service Delivery		Health Care (PHC) Programmes implemented	lly Ins. I	Three (3) District Health Council Meetings 0n 2017/18 financia year		OPEX	Develop resolution reists for District Heal council meeting and monitor	resolutions of District Health council and upd	resolutions of District Health ate council and updat	resolutions of District Health	resolutions of District Health	Updated resolution register
omen and ender ogrammes	Encourage women to take charge of their lives	To provide womer empowerment platforms	H4	Number of Women and Gender Programmes implemented	H4.1	Three (3) Wome and Gender Programmes in 2017/18 Financia year			implementation Conduct three (: Women and Gender Programmes	resolution regist 3) Conduct Human Trafficking Empowement trainings (Stakeholders)	er resolution register	resolution register		Reports and attendance register
uth 9s	Encourage young people to take charge of their lives	To provide youth empowerment platforms	H5	Number of Young people (youth) accessed through Youth Advisory Centre (YAC)Services	H5.1	2000 young people accessed in 2017/18 financial year			2000 Young people (youth) to access and participate on YAC Services	500 Youth participate on YA services	500 Youth C participate on YAC services	500 Youth participate on YAC services	500 Youth participate on YAC services	Programme, attendance registers and event photos
rsary gramme	To provide bursaries to regional students	To encourage and capacitate previously disadvantages students	Н6	Number of external students provided Financii Assistance	H6.1	External Bursaries	3		Provide Financia Assistance to 25 External students	-	-	Provide Financial Assistance to 25 External students	-	Programme Report
and AIDS				ar in the			HIVAN	2 4120						
gramme	coordinate and in monitor internal in and external a	o provide support o HIV/AidS officeted and ffected ommunites		500 000 people and 100 000 households reached through door-to-door campaign	H7.1	reached in the previous financial year	8 288 000	HIV/AIDS Gran∜OPEX	-door programme and reach 500 000 people	Implement door-to- door programme and reach 125 000 people	door programme and reach 125 000	and reach 125	Implement door-to door programme and reach 125 000 people	Programme Reports
ts and	Provide	To improve their	H8 IN	Number of Sports	19.1	[S	SPORTS, ARTS.	AND CULT						
eation rammes :	developmental o	quality of lives for the people of the region	c c	levelopment programmes oordinaled		Four (4) Programmes in the previous financial year	14 482 546		Sports Sports Programmes and Consolidation of the Approved Regional Recreation Policy	Coordinate one (1) Developmental Sports Programmes and Consolidation of the Approved Regional Recreation Policy with GP SACR	Sports Programmes and Consolidation of the Approved Regional Recreation Policy	1) Developmental (ports D ports	1) levelopmental	Attendance Registers, reports on events with photos of the events
ammes			an pro	umber of Arts H nd Cultural ogrammes ordinated	F	our (4) Programmes in ne previous nancial year		C F T	4) Arts and (Culture Cogrammes and Pwo (2) Craft Hub T	1) Arts and Culture rogramme and	(1) Arts and (1) Culture Cu Programme and Programme	coordinate One Coordinate One (1) Arts and (1) afture Cu ogramme and Pro	oordinate One A Arts and R	Attendance legisters, reports on vents with photos of e events

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Priority Are					C	ORPORATE SE	RVICES - CUSTOR	NAM. EVECUTIVE	INICIPALITY E DIRECTOR CORPOR	RATE SERVICES				
	ea IDP Strategy	IDP Objective	Tou:	SER	ANCEDE	ELIVERY AND BU	UDGET IMPLEMEN	TATION PLAN (SDBIP) FOR THE YE	EAR ENDING 30 JUL	NE 2010			
	io, onaceg	IBF Objective	e No:			l No Baselin	ne Budget Amount	Funding Source	Annual Target	Quarter One(1)	Quarter two (2	2) Quarter Three	(3) Quarter Four (4)	POE Requ
						KPA 5: MUNE	CIPAL TRANSFOR	MATION AND O	RGANISATIONAL DEV	VELOPMENT				
ICT Steering	Ensure	To provide oversight	li4	In			INFO	RMATION TECHN	NOLOGY					
Committee	functionality of the	to ICT operations	ľ	Percentage (%) implementation o	of 11.1	Previous rep of ICT Steen	ports 26 055 864	OPEX	Develop a resolution		ition Monitor	Monitor	Monitor	Resolution reg
	ICT Steering			resolutions ICT		Committee	ing		tracking tool for ICT	tracking tool for IC	CT Implementation of			CT minutes and
	Committee	1		Steering Commit	itee	meetings are	è		Steering Committee Meetings and monitor	Steering Committee		ICT Committee	Committee	attendance reg
			1			available			implementation	Meetings and monitor	Resolutions and		Resolutions and an	nd
										implementation	and report	and report	report	
Optic Fibre Project	To maintain and monitor Optic	To ensure effective coverage of optic libre	12	Number of functional Wi-Fi	12.2	Previous rep	port		Monitor the usage an	nd Monitor the usage	Monitor the usag	11.3.4		
	Fibre functionality	soverage or opic inte		Hotspots covered	.	on the Optic Fibre Usage			maintenance of optic	and maintenance		Monitor the usage and maintenance		Optic Fibre mor
		1		by the Optic Fibre		and			fibre in the region and		of optic fibre in the	e optic fibre in the	optic fibre in the	report
						Maintenance			report Quarterly	region and report	region and repor	rt region and report	region and report	
ICT Shared services	Share ICT		13	Number of Local	13.1	Previous	-		Monitor implementation	- 14>				
or vices	services with Local	related shared Service level		Municipalities		Minutes of the			of ICT Shared Service	A Monitor	Monitor implementation of	Monitor	Monitor	Shared service:
	Municipalities	agreements		utilising Sedibeng's ICT services	s	ICT Steering			and report to ICT	ICT Shared	ICT Shared	implementation of ICT Shared	implementation of IC	T
				ICT SELVICES		Committee			Steering Committee	Services and repor		Services and	Shared Services an report	ď
Skills							HUI	MAN RESOURCE	-S		report	report	Topic Control of the	
Development	To review employees' Skills	To ensure effective and competent staff	4	Amount of funds secured for Skills	14.1	Previously	8 440 437	OPEX	Develop Skills	Develop Skills				
Plan	and development	and sompount out		development Plan	8	Approved Skil Development			Development and	Development and				Approved Skills Development and
	Training Plan and			,		and Training			Training plan to secure					Training Plan
	submit Annual Training Report to					Plan			funds for implementation	on secure funds for implementation	-	-	-	
	LGSETA									in prementation			1	
			- 1	Number of Non-	14.2	2017/2018 Ski	-							
				PDP training	14.2	Development	JIS	SETAs	Provide Non-PDP	Provide training non		Provide training	Provide training non	Skills Developme
				programmes		Training Plan			Programmed to employees	PDP training to 20 employees	non PDP training	non PDP training to	PDP training to 20	Training Reports
				provided to					onpa)ccs	employees	to 20 employees	20 employees	employees	attendance registe
PMD Course	4	1		employees	1					1				
- MD Course		1	N	Number of Senior	14.3	15 employees	-	SETAs and	Provide training for four	Forolltwo (2)	-			
				and Middle management		attained CPMD		other grants	(4) Senior and Middle	managers on CPMD	-	Enroll two (2) managers on	-	Skills Development
				eceived CPMD		qualification	1		Management members	Programme		CPMD Programme		Training Reports as enrolment letters
				aining					on CPMD					emoment eters
ocal Labour	To conduct	To promote good 15	-											
rum	monthly LLF	abour relations	in	ercentage of replementation of	15.1	Collective		OPEX	Develop a resolution	Develop a resolution	Monitor	Monitor	Monitor	
	meetings to	27.5		LF meetings		Agreement is available			tracking tool for LLF	tracking tool for LLF	implementation of			Updated LLF Resolution Register
	deliberate on issues affecting		re	esolutions					and monitor implementation	and monitor implementation	LLF resolutions	LLF resolutions	resolutions and	· · · · · · · · · · · · · · · · · · ·
	employees and								,	Penenaon	and report	and report	report	
	management													
lethod used	Provide IF	rovide administrative 16	ls:					CRETARIAT SEF	RVICES					
				umber of updated										
to record,		upport to council and	CO NI	uncil resolution	16.1	A new target	12 853 688		Jpdate council	Update 1 council	Update 1 council	Update 1 council II	Indate 1 council	Indeted Course
to record, s nute and file s	services to council it		co	uncil resolution gisters	16.1	A new target	12 853 688	n	esolution register and	resolution register	resolution register		Jpdate 1 council	Updated Council Resolution Register
to record, nute and file nuncil sitting		upport to council and	co	uncil resolution	16.1	A new target	12 853 688	n	esolution register and nonitor implementation	resolution register and monitor	resolution register and monitor	resolution register r and monitor a	esolution register ind monitor	Updated Council Resolution Register
to record, s nute and file s uncil sitting a	services to council it	upport to council and	co	uncil resolution	16.1	A new target		n	esolution register and nonitor implementation	resolution register and monitor	resolution register and monitor	resolution register r and monitor a	esolution register	Updated Council Resolution Register
to record, sunute and file sunucil sitting activities	services to council it and its committees	upport to council and committees	rei	uncil resolution gisters			F.	ACILITIES	esolution register and nonitor implementation	resolution register and monitor	resolution register and monitor	resolution register r and monitor a	esolution register ind monitor	Updated Council Resolution Register
to record, sometime and file sometime and file sometime activities	services to council it and its committees Develop and Traintain high im	upport to council and	co rei	uncil resolution gisters	17.1	2017/18 Repairs	F	ACILITIES OPEX D	esolution register and nonitor implementation	resolution register and monitor implementation	resolution register and monitor	resolution register r and monitor a	esolution register and monitor aplementation	Resolution Register
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to record, nute and file some activities act	services to council its and its committees Develop and maintain high ruality municipal	upport to council and scommittees	Nu Mu and	uncil resolution gisters Imber of Inicipal Buildings	17.1	2017/18 Repairs	F.	ACILITIES OPEX O G	esolution register and nonitor implementation in	resolution register and monitor implementation Develop one (1) council approved General	resolution register and monitor	resolution register r and monitor a	esolution register ind monitor replementation	Resolution Register
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				OF THE STATE OF TH	- 0	FINANCE C	LUSTER - C	USTODIAN	CHIEF FINANCIAL	OFFICER				
Priority Area	IDP Strategy	IDP Objective	IDP	Key Performance	DELIVE	RY AND BUDGET	IMPLEMEN	TATION PLA	AN (SDBIP) FOR TH	HE YEAR ENDING 3	0 JUNE 2019			
		Jan objective		Indicator	KPI No:	Baseline	Budget Amount	Funding Source	Annual Target	Quarter One(1)	Quarter two (2)	Quarter Three (3	Quarter Four (4)	POE Require
						KPA 2: MUI	NICIPAL FIL	IANCIAL VI	ABILITY AND MANA	GENERY				
Implementation	o Progressive	To ensure	1=:			OF	FICE OF TH	E CHIEF FI	NANCIAL OFFICER					
n of MSCOA reforms	Compliance with MSCOA regulations	successful implementation of the MSCOA regulations	F1	Percentage of transacting on MSCO posting accounts	F1.1	New Target		00 OPEX	MSCOA Regulation on account posting of transactions	Implement 100% of MSCOA Regulatio on account posting transactions	ns MSCOA Regulations		ns MSCOA Regulation	s
Municipal	Compile a realistic	To provide a	I-o			FI	NANCIAL N	IANAGEMEN	IT AND BUDGETS					
budget	and funded budge		F2	Number of municipal budgets approved	F2.1	One (1) annual municipal budget in the previous financial	28 982 01	8 OPEX	Compile one (01) annual budget and submit to Council to approval		-	Compile one (1) m year adjustment buget and submit to council for approva	annual budget and submit to Council for	Council Resolution approval of Budget
Procurement Plan	Development of an annual Procurement Plan	To determine procurement requirements and timeframes	F3	Number of Procurement plans submitted to National Treasury	F3.1	One (01) annual Capex Procurement plan submitted to National Treasury in the previous financial year			Submit one (01) annual Capex Procurement plan to National Treasury and monitor quarterly.	Submit one (01) annual Capex D Procurement plan to National Treasury and monitor implementation plan.	-	-	-	Proof of submis to National Treasury
ost ontainment unicipal	Strategy	To promote sound financial administration practices		Percentage of cost saving realised	F4.1	5% cost saving realized in the previous financial year			Realise 5% saving on operating budge within general expenses		Realise 1.25% saving on annual operating budget within general expenses	s Realise 1,25% savings on annual operating budget within general expenses	Realise 1.25% savings on annual operating budget within general expenses	Statement of Comparison of Budget and Act. Amounts (controllable item
ıriffs	structure and income generating tariffs	effectiveness of the existing tariff structures and the need to for restructuring	1	Number of municipal ariffreviews conducted	F5.1	One (1) Review of tariff structures conducted in the previous financial year			Review tariffs for the 2019/20 financial year and submit to Council for approval	_	-	-	Review tariffs for the 2018/19 financial year and submit to Council for approval	general expensi Council Resoluti on approval of municipal tariffs
oi I	Monday adhassa						SUPPLY	CHAIN MAN	AGEMENT					
Compliance	Monitor adherence to GEYODI	To adhere to GEYODI requirements	a	warded to people with disability	1 1 2	to people with disabilities on the previous financial year	3 360 588		Increase the number	Increase the percentage of jobs awarded to people with disabilities by 1.25%	Increase the number of jobs awarded to people with disabilities by 1.25%	Increase the number of jobs awarded to people with disabilities by 1.25%	of jobs awarded to	GEYODI Reports with comparision awards per quarter
			an Si C	warded to local MMEs and coperatives to date	s C tt	10% jobs swarded to SMME's and Cooperatives in ne previous nancial year			awarded to SMMEs	Increase the percentage of jobs awarded to SMMEs and Coops by 2.5%	Increase the percentage of jobs awarded to SMMEs and Coops by 2.5%	Increase the percentage of jobs awarded to SMMEs and Coops by 2.5%	percentage of jobs awarded to SMMEs	GEYODI Reports with comparision of awards per quarter
			jot We bu	bs awarded to omen owned isinesses to date	a w bi	5% jobs warded to comen owned usinesses in the revious financial ear			percentage of jobs awarded to women	Increase the number of jobs awarded to women owned businesses by 0.5%	women owned	of jobs awarded to women owned	of jobs awarded to women owned a	GEYODI Reports with comparision o awards per quarter
			aw	rarded to Youth med businesses to	av ov in	% jobs varded to youth vned businesses the previous ancial year		F c b	percentage of jobs awarded to youth owned businesses	vercentage jobs warded to youth wined businesses by	percentage jobs awarded to youth owned businesses by	percentage jobs awarded to youth owned businesses	percentage jobs	EYODI Reports vith comparision of wards per uarter

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STATE OF THE PARTY OF					STF	RATEGIC PLANNING AN	D LOUISONIII	DEVELOPME	MUNICIPALITY NT - CUSTODIAN: EXE	CUTIVE DIRECTOR	PED			
Priority Ar	ea IDP Strategy	Inn out at			STILLIO	C DELIVERY AND BUD	GETIMPLEM	NTATION PL	N (SDBIP) FOR THE	YEAR ENDING 30 J	INF 2018			
The state of the s	ibr Strategy	IDP Objective	Objecti e No:	V Key Performar Indicator (KPI	ice IVE	No: Baseline	Amount	Funding Source	Annual Target	Quarter One (1)		Quarter Three (3)	Quarter Four (4)	POE Required
								CAL ECONOM	C DEVELOPMENT MENT PLAN(IDP)		245 SEC.			
GDS III	Consolidate, Review and monitor Growth		E1	Biannual Repor	s E1.1	2017/2018	2 247 965	CPEX	Monitor Progress o	n Montos Program	on Monitor Progress of			
	and Development	Regional Growth and		on Growth and Development	- 1	Progress report or			Growth and	Growth and	Growth and	Monitor Progress on Growth and	Monitor Progress on Growth and	
	Strategy (GDS	development strategy	1	Strategy	6	0000111			Development Strate		Development Strate		Development Strated	Flagship Projects
							1		Flagship projects III report quarterly	and Strategy Flagship projects III and		Flagship projects III a	nd Flagship projects III	"
IDP	Coordinate developmentativ-ori	To determine and plan	1 E2	Final IDP	E21	2017/2018 IDP	1		Develop one (1)	Develop IDP	and report	report	and report	
	led municipal plannir			Documents					approved IDP	Process Plan and	-	Submit Draft 2018/19 IDP to council for	Submit Draft 2018/19	
		Sedibeng District		Developed and Approved	- 1					submit to council fo		approval	IDP to council for approval	Process Plan an
		Municipality		- pproved						approva		1	opprovai	2. Council Resol
											1			submission of dra
													1	Final IDP and resolution
Developme	nt Assessment of sector	To ensure coherent	IE3	In the second		DEVE	LOPMENT PL	ANNING AND	HUMAN SETTLEMENT	S				resolutori
of Spatial	development plan an		E3	Number of sector development plan	E3.1	1 Spatial Development	3 660 335	OPEX	Review SDF and	_	T	Review SDF to align		Approved SDF a
Developme: Framework	nt strategies	through Spatial		and strategies	~	Framework adopted			submit to council for approval			with the SDM IDP for	-	council resolution
riamework		Development Framework (SDF)		aligned to IDP		in 2015 2017/18			approvai			alignment		
		(SDF)				SDF								
lousing an Jrban		To redress the spatial	E4	Housing and urba	n E4.1	Housing and urban	ł		Coordinate and mon	tor Manian and				
Renewal	Renewal and modernize urban	distortions of the Region		renewal programmes		renewal			the implementation of		Monitor and coordinate the	Monitor and coordinate the implementation of	Monitor and	Reports on monito
rogramme	develoment	togicii		coordinated and		programmes coordinated in the			housing and urban	implementation of	implementation of	housing and urban	coordinate the implementation of	housing and urba
				delivered in		previous financial			renewal programmes		housing and urban	renewal programmes	housing and urban	renewal program
				2018/19 financial		year				renewal programmes and	renewal programmer and report	and report	renewal programmes	
				year	1			-		report	and report		and report	
egional outhern	To assist the Region to address past spatial		E5	Number of reports	E5.1	Southern Corridor			Co-ordinate the	Co-ordinate the	Co-ordinate the			
orridor	imbalances and land-	Economic Development		on the implementation		Regional			Implementation of the	Implementation of the		Co-ordinate the Implementation of the	Co-ordinate the	Reports on
rojects	use management			plans of Regional		Implementation Plan.			Southern Corridor	Southern Corridor	Southern Corridor	Southern Corridor	Implementation of the Southern Corridor	implementation od Southern Corridor
eporting.				Southern Corridor					Regional Implementation Plan	Regional	Regional	Regional	Regional	Regional Implemen
				Projects					and report quarterly	Implementation Plan and report	Implementation Plan and report	Implementation Plan and report	Implementation Plan	plam
PLUMA	To assist the Region to address past spatial	To provide inclusive		Number of reports	E6.1	SPLUMA			Coordinate the	Coordinate the			and report	
R	imbalances and land-	developmental, equitable and efficient		on implementation of SPLUMA in the					Implementation of	Implementation of	Coordinate the Implementation of	Coordinate the Implementation of	Coordinate the	Reports on
	use management	spatial planning of the		Region					SPLUMA in the region	SPLUMA in the	SPLUMA in the	SPLUMA in the region	Implementation of SPLUMA in the region	implementation of SPLUMA
		Region		· region					and report quarterly	region and report	region and report	and report	and report	SFLUMA
ındraising	Lobby funds for			Amount of Funds	E7.1	+R8 million funding			Course 6 - 6 - 6 - 7					
	implementation of the Developmental	of the lives of the		secured by the		secured (milling			Source funding for the Developmental Project	Secure funding for implementation of	Secure funding or	Submit two (2)		Quarterly reports or
	Projects	people of the region		district for the SDM developmental		plant and feasibility			of the region	Sedibeng	implementation of Fresh Produce	application of funds to relavant stakeholders	(two) developmental	funding of develope
				orojeds		study funding)				Government Precind	Marker Feasibility	relavant sizikeriolizers	projects of Sedibeng Distric Municipality	projects
										Feasibility Study	Study		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
WP	lor						LOCAL EC	ONOMIC DEVI	OPMENT					
***	Creating work opportunities in public	To create decent work	-8 N	lumber of jobs	E8.1	Hundred and twenty-	6 366 156	OPEX/EPWP	Create 100 jobs		Employ 100 EPWP			
	social programmes	& sustainable	E	reated through expanded Public		two (122) EPWP jobs created in the		Grant	through EPWP	-	beneficiaries	-	- 1	EPWP Report
		livelihoods, education,	v	Vorks Program		previous financial								
		health; rural development; food	(E	EPWP)		year								
		security & land												
		reform. To promote												
		local economic coportunities												
ME and	Ensure that adequate	- Principle District											1	
peratives	fnancial and non-		Ni	umber of SMMEs	E8.2	50 Cooperatives			Co-ordinate	Provide support to	Provide Support to	Provide Comments to	8 1	
elopment	financial assistance is		tra	nd Cooperatives sined		and SMME's trained in the previous			Capacitation and	ffleen (15) SMMEs		Provide Support to Iten (10) SMMEs and		MME and coperatives
	provided to SMMEs		1000			financial year			support 50 SMME's and Cooperatives (including		Cooperatives and	Cooperatives and		evelopment Repoe
		1						3	cooperatives (mounty	and report	eport	eport		
	and Cooperatives								small scale farmers) and	1 1				
									smail scale farmers) and report quarterly					
	and Cooperatives							Toung						
rism	and Cooperatives	o create Tourism Es			E9.1	Participated in Four	3 185 993	TOURISM	report quarterly	Modest Co. C				
ism i	and Cooperatives	o create Tourism Es	par	rticipate in 4	E9.1	Tourism Initiatives in	3 185 993		report quarterly		Market Sedibeng M. Regional Tourism		arket Sedibeng To	Durism Reports
ism i	Participation in		par		E9.1	Tourism Initiatives in the previous	3 185 993	OPEX	Market Sedibeng Regional Tourism hrough participation on	Regional Tourism F through participation It	Regional Tourism	Regional Tourism R	egional Tourism	ourism Reports
ism i	Participation in		par	rticipate in 4	39.1	Tourism Initiatives in	3 185 993	OPEX	Market Sedibeng Regional Tourism hrough participation on provincial marketing	Regional Tourism F through participation to on provincial c	Regional Tourism F rough participation the n provincial p	Regional Tourism R prough participation on rovincial marketing or		ourism Reports
ism i	and Cooperatives Participation in Terovincial marketing distinctives	ernand in the region	pai ma	rticipate in 4 rketing initiatives		Tourism Initiatives in the previous financial year	3 185 993	OPEX	Market Sedibeng Regional Tourism provincial marketing nitiatives and report	Regional Tourism F fhrough participation III on provincial c marketing initiatives in	Regional Tourism F Frough participation the In provincial parketing initiatives in	Regional Tourism Reprough participation on the rovincial marketing of the report marketing of the report marketing marketing and report marketing marketing and report marketing	egional Tourism rough participation n provincial arketing initiatives	ourism Reports
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				TDANCOCO	110	SEDIBEN	G DISTRICT M	UNICIPALITY					
				TRANSPORT	AND INFRA	STRUCTURE AND	ENVIROMENT	- CUSTOD	IAN: EXECUTIVE	DIRECTOR -TIF			
Priority A	rea IDP Strategy	IDP Objective		OFICE DELIA	KI MAD B	UDGET IMPLEMEN	TATION PLAN	(SDBIP) FOR	THE YEAR FAI	ING 30 HINE 204			
	in our did construction	IDF Objective	e No		IVE I	o: Baseline	Budget	Funding	Annual Targe	t Quarter One		0 10	
			e No	Performanc			Amount	Source	and a second	c quarter one	(1) Quarter two	2) Quarter Three	(3) Quarter Fo
				indicator (H	.FI)	With A. P. SOLO. O.	V-Marie Constitution						
						KPA 4: BASIC SE	RVICES AND	NFRASTRUC	TURE				
Developm	ent Plan and deve		ent G1	Number of	G1.1	lo un m	TRANSPORT						
of Integra	ted accessible, sa	afe and effective		Integrated	161.1	Outdated Integra Transport Plan	ated R1,3m	Gauteng	Review and	1	Finalise the		
Transport Plan (ITP)		Imparant con Alc		Transport Pla	n's	(ITP)		Departmen	nt develop the ITF	,	developmento	the -	-
rian (HP)	public transpo			(ITP) develop	ed	1,,		of Roads &Transpor			Approved ITP		
	systems and facilities.	socio-economic a environmental	nd	and approves		1		α i i anspor	1				
	iddilles.	development	1	1		-							
		imperatives of the		1				1					
		region											1
mplement	ati Implement Airpo	rt To provide self-	G2	Percentage of	G2.1	-							
on of Airpo		sustainable airpoi		improvement		Four reports on implementation of	5 664 869	OPEX	Monitor	Monitor	Monitor	Monitor	Monitor
Turnaround Strategy	d Strategy	services		implementation		Airport strategy in			Implementation of		of Implementation	of Implementation	
riategy				Airport		the previous			Airport	Airport	Airport	Airport	Airport Turna
				Turnaround		financial year			Turnaround	Turnaround	Turnaround	Turnaround	strategy and r
				Strategy					strategy and rep	ort strategy and rep	oort strategy and rep		
											1	report	1
egional	Plan for effective,	To ensure effective	G3	Number of	G3.1		RASTRUCTUR	SCHOOL STREET					
frastructu		delivery of		Regional	00.1	Bi-annual reports per projects were	9 144 034	OPEX	Monitor	Monitor progres		Monitor progress	Reports on
Projects	sustainable	infrastructure servi	ces	Infrastructure		tabled to council			implementation of		on Implementatio	n on Implementatio	Regional
	infrastructural projects, water ar			Projects	1		1		three (3) regiona		of Regional	of Regional	Infrastructure
	sanitation service			monitored					infrastructure	Infrastructure	Infrastructure	Infrastructure	Projects
	and provision of	8,							projects and repo bi-annually				
	electricity			1					or diffidally	Quarterly	Quarterly	report Quarterly	
				1									1
							ICENSING						1
	Render effective,	To ensure effective	G4	Number of	G4.1	Four (4) reports in							
rvice nters	efficient and	delivery of licensing		reports on		2017/18 Financial	60 339 266		Monitor progress	Monitor progress	Monitor progress	Monitor progress	Monitor progres
inters	customer oriented licensing services	services		Licensing	1	year			on implementation	on implementation		on implementation	on implementation
	in the region			Services.				PEX	of Licensing Services and	of Licensing	of Licensing	of Licensing	of Licensing
	and region								report quarterly	Services and report	Services and	Services and	Services and re
									-p (quai b) ij	report	report	report	
	1												1
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Quality	Implementation of	To promote efficient	G5	Number of	G5.1		IRONMENT						
	effective	and effective	"	reports on Air	10000000	No Air Quality	24 875 190		Maintain fully	Report on ambient	Report on ambient	Penorton ombiest	0
	environment	Integrated Service		Quality		Management Plan			perational	Air monitoring	Air monitoring	Air monitoring	Air monitoring
	management in the	that addresses the		monitoring station					Ambient Air Quality	stations	stations	stations	stations
	Sedibeng District	socio-economic and		maintained					nonitoring stations				SMIONS
		environmental						a	nd report				
		development											
- 1		imperatives of the region											
ronment		region											
ronment vareness				Number of	G6.1	our (4) Campaigns		-					
elicos				Environmental		on 2017/18				Conduct one (1))	Conduct one (1))	Conductone (1))	Conductione (1))
				Awareness						Environmental		Environmental	Environmental
				Campaigns						Awareness Campaigns		Awareness	\wareness
cipal E	nsure a safe and	To promote efficient	G7	Number				0		an haigns	Campaigns	Campaigns (Campaigns
h h		and effective			S7.1 S	0% Compliance		Re	ender Municipal F	Render compliant	Pondor example		
		ntegrated Service		Municipal Health Services	1	chieved in		He	eath Services at		Render compliant I municipal health I	Render compliant	Render compliant
	eople to live and	hat addresses the		complied with	2	017/2018		90	% compliance s	100 March 100 Ma			nunicipal health
	ork in and reduce	socio-economic and		National Health				wit	h National In		1	ervices and s	ervices and repo
		environmental				1	1	He	alth Norms and			ehorr	
e			11	Norms and			- 1						
e	ealth risk	levelopment		Norms and Standards		1		Sta	indards and				
e	ealth risk c							Sta	indards and ort				

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4. PERSONAL DEVELOPMENT PLAN (PDP)

Further detail	(Resource requirements, additional	notes)			
Work opportunity /	performance area to	practise the skill			
Expected Timeframe					
Type of development	expected	(Short Course/ Workshop /	Training /Conference etc.)		
Skills Performance Gap	(in order of priority)				

5. CORE COMPETENCY REQUIREMENTS WEIGHTING	O	
		Split per CCR
Financial Management	7	20%
Strategic Capability and Leadership	7	20%
People Management and Empowerment	7	20%
Client Orientation and Customer Focus	7	10%
Service Delivery Innovations	>	20%
Communications	~	10%
TOTAL		100%
OVERALL WEIGHTINGS		

Performance Plan 2018/19

6. ACCEPTANE OF THE PLAN

This Performance Plan is hereby accepted by;	
Mr. S. Khanyile Municipal Manager	
Date:	02/07/2018
and Signed by Ms. Busisiwe Modisakeng Executive Mayor	Dograce
Date:	02/07/2018