



Sedibeng

District Municipality

PERFORMANCE AGREEMENT

For Section 56 Employee

MADE AND ENTERED INTO BY AND BETWEEN:

THE SEDIBENG DISTRICT MUNICIPALITY,

REPRESENTED BY

FAIRBRIDGE MOTSUMI MATHE

AND

LUNGILE PATIENCE THWALA

THE EMPLOYEE OF THE MUNICIPALITY

FOR THE FINANCIAL YEAR

01 JULY 2025– 30 JUNE 2026

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

Sedibeng District Municipality

Herein represented by the Municipal Manager (herein after referred to as the **Employer**)

and

Lungile Thwala, Employee of the **Sedibeng District 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 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.

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2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to –

- 2.1. comply with the provisions of Section 57 (1)(b), (4A), (4B) and (5) of the Systems Act as well as the Contract of Employment 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 Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality ;
- 2.3. specify accountabilities as set out in the Performance Plan which form an annexure to the performance agreement (**Annexure A**);
- 2.4. monitor and measure performance against set targeted outputs;
- 2.5. use the Performance Agreement and Performance Plan as the basis for assessing whether the **Employee** has met the performance expectations applicable to his/her 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 the **Employee** in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **01 July 2025** and will remain in force until **30 June 2026** 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.
- 3.2 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.

- 3.3 This Agreement will terminate on the termination of the **Employee's** contract of employment.
- 3.4 The content of this Agreement may be revised at any time during the above- mentioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan/SDBIP (**Annexure A**) as 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/SDBIP (**Annexure A**) are set by the **Employer** in the consultation with the **Employee** and based on the Integrated Development Plan, the Service Delivery 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.

5. PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The **Employee** agrees to participate in the performance management system that the **Employer** adopts or introduces for the **Employer**, 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 KPA's (including special projects relevant to the employee's responsibilities) within 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 both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and the Core Competency Requirements (CCR's) respectively.
 - 5.5.2. Each area of assessment will be weighted and will contribute a specific part to the total score.
 - 5.5.3. **KPA's covering the main areas of work will account for 50%, Risk Management will account for 10%, Grant Fundraising & Revenue Enhancement account for 10%, and Management Audit Action Plans will account for 10%, and CCR's will account for 20% of the final assessment.**
- 5.6. The **Employee's** assessment will be based on his/her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan/SDBIP (**Annexure A**), and the weightings agreed to between **Employer** and **Employee**.
- 5.7. In the case of managers directly accountable to the Municipal Manager, the weighting of key performance

areas related to the functional area of the relevant manager must be subject to negotiation between the Municipal Manager and the relevant manager.

- 5.8. The CCRs will make up the 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 **Employer** and **Employee**. Performance Weighting:

KPA's WEIGHTING		ABSOLUTE WEIGHTING	WEIGHTED AVERAGE
Basic Service Delivery		40%	50%
Municipal Institutional Development and Transformation		10%	
Local Economic Development (LED)		10%	
Municipal Financial Viability and Management		20%	
Good Governance and Public Participation		20%	
Total		100 %	
CORE COMPETENCY REQUIREMENTS WEIGHTING			
	Select (✓)	Split per CCR	20%
Financial Management	✓	20%	
Strategic Capability and Leadership	✓	20%	
People Management and Empowerment	✓	10%	
Client Orientation and Customer Focus	✓	20%	
Service Delivery Innovations	✓	20%	
Communications	✓	10%	
TOTAL		100%	
Risk Management			10%
Implementation of Audit Action Plan			10%
Grant Fundraising and Revenue Enhancement			10%
OVERALL WEIGHTINGS			100%

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 M.M. (Municipal Manager)
 L.P. (Employee)
 J.M. (Municipal Manager)

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 discussion must be documented in a **Personal Development Plan** as well as the actions agreed to and implementation must take place within set time frames.

6.4. The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** IDP.

6.5. The annual performance appraisal will involve:

6.5.1. Assessment of the achievement of results as outlined in the performance plan:

- (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 6.6 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 CCR's

- (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**)

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance Plan and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					

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

6.7. For purposes of evaluating the performance of the Municipal Manager, an evaluation panel constituted by the following persons will be established –

- 6.7.1. Executive Mayor;
- 6.7.2. Chairperson or delegated member of the Performance & Audit Committee;
- 6.7.3. At least one member of the Mayoral Committee (MMC);
- 6.7.4. Mayor and/or Municipal Manager from another Municipality; and
- 6.7.5. Member of a ward committee as nominated by the Executive Mayor (NB! District)

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/her 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 2025	October 2025 (informal)
2	October - December 2025	February 2026
3	January - March 2026	April 2026 (informal)
4	April - June 2026	July 2026

- 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.

8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as **Annexure B**.

9. OBLIGATIONS OF THE EMPLOYER

9.1. The **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/her 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/her to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

10.1. The **Employer** agrees 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 is practicable to enable the **Employee** to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

11.1. The evaluation of the **Employee's** performance will form the basis for evaluating performance or correcting unacceptable performance.

11.2. A performance bonus of from 5% to 14% of the all-inclusive annual remuneration package may be paid to the Employee (subject to budget availability) in recognition of outstanding performance calculated as follows:

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

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Score	Performance Rating		Bonus %
4	Score above 80% up to 90%	Significantly above expectation	5% - 9% of total package
3	Score above 70% up to 90%	Fully effective	0%
2	Score below 70%	Ineffective and unacceptable performance	0% and remedial 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/her performance; and

11.3.2.

11.3.3. 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/her 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.

12.1.3 In the case of managers directly accountable to the Municipal Manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the Employee, whose decision shall be final and binding on both parties.

12.2. In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

13. GENERAL

- 13.1.** 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**.
- 13.2.** Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Employee** in terms of his/her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.
- 13.3.** 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 and to the Mayoral Committee of Sedibeng District Municipality within thirty (30) days after the conclusion of the assessment.

Thus done and signed at Vereeniging on this 01 day of DECEMBER 2025

AS WITNESSES:

1. Rosegwerk
2. Letlape

[Signature]

EXECUTIVE DIRECTOR

AS WITNESSES:

1. [Signature]
2. [Signature]

[Signature]

MUNICIPAL MANAGER

Annexure A

PERFORMANCE PLAN

Entered into by and between

**MUNICIPAL MANAGER
[“the *Employer*”]**

and

EXECUTIVE DIRECTOR

[Lungile P. Thwala]

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The performance plan defines the Council's expectations of the Municipal Manager's performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems 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 (IDP) reviewed annually, and the Service Delivery and Budget Implementation Plan (SDBIP), 2025/26.

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.
- (c) The formation and development of an economical, efficient, effective and accountable administration.
- (d) Equipped to carry out tasks of implementing the municipal integrated development plan in accordance with chapter 5 of the Local Government: Municipal Systems Act of 2000.
- (e) Implementation of the municipal integrated development plan and the monitoring of progress with implementation of the plan.
- (f) Management and provision of service 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 1998.
- (h) Management, effective utilisation and training of staff.
- (i) The promotion of sound labour relations and compliance by the municipality with applicable labour legislation.
- (j) Advising Council and political office bearers of the municipality.
- (k) Managing communication between the municipality's administration and its political structure and political office bearers.
- (l) Carrying out the decision of the political structures and political office bearers of the municipality.
- (m) The administration and implementation of the municipal by-laws and other legislations.
- (n) 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 terms of the Local Government: Municipal Systems Act of 2000.
- (o) Facilitating participation by the local community in the affairs of the municipality.
- (p) Implementation of the national and provincial legislation applicable to the municipality, and



The below Key Performance Areas as outlined the Local Government Municipal Planning and Performance Management Regulations (2001) are also aligned to the strategic objectives of the municipality towards a proper assessment of the organizational performance:

- Municipal Transformation and Organisational Development
- Development and Service Delivery
- Local Economic Development
- Municipal Financial Viability and Management
- Good Governance and Public Participation

3. THE SCORECARD OF THE EXECUTIVE DIRECTOR: TIE CLUSTER

3.1 The scorecard is made up of the following:

KEY PERFORMANCE AREAS (KPA'S) WEIGHTING		ABSOLUTE WEIGHTING	WEIGHTED AVERAGE
Basic Service Delivery		40%	50%
Municipal Institutional Development and Transformation		10%	
Local Economic Development (LED)		10%	
Municipal Financial Viability and Management		20%	
Good Governance and Public Participation		20%	
Total		100 %	
CORE COMPETENCY REQUIREMENTS WEIGHTING			
	Select (✓)	Split per CCR	20%
Financial Management	✓	20%	
Strategic Capability and Leadership	✓	20%	
People Management and Empowerment	✓	10%	
Client Orientation and Customer Focus	✓	20%	
Service Delivery Innovations	✓	20%	
Communications	✓	10%	
TOTAL		100%	
Implementation of Risk Management			10%
Implementation of Audit Action Plan			10%
Grant Fundraising and Revenue Enhancement			10%
OVERALL WEIGHTINGS			100%

M.M. Mphahlele

Environment Department:

IDP Strategy	National Key Performance Area: Municipal Transformation and Organisational Development, Local Economic Development, Good Governance and Public Participation, Municipal Financial Viability and Management, Infrastructure Development and Service Delivery										Evidence		Accountability and Oversight	
	National Development Plan: Transition to a Low Carbon Economy													
	Gauteng GGT Approach: Sustainable Development for future generations										Budget Allocation	Annual Target	Administration	Political
Planning Statement	Project/Programme	Baseline	Key Performance Indicator	Q1	Q2	Q3	Q4	Target						
Effective and sustainable municipal health services in the district	Rendering of the Municipal Health Services	Signed SLA between the District and its Local Municipalities for 2024-2025	Four (4) Number of Quarterly Reports on the Rendering of the Municipal Health Services compiled	One (1) Report on Rendering of the Municipal Health Services in the district, including water samples taken and analyzed, food premises inspected; Food and Milk samples taken and analysis; Compliance certificates issued; Health surveillance; building plans approved; Complaints registered and investigated; Funeral undertakers/ mortuaries inspected, & Communicable diseases and notifiable medical conditions.	One (1) Report on Rendering of the Municipal Health Services in the district, including water samples taken and analyzed, food premises inspected; Food and Milk samples taken and analysis; Compliance certificates issued; Health surveillance; building plans approved; Complaints registered and investigated; Funeral undertakers/ mortuaries inspected, & Communicable diseases and notifiable medical conditions.	One (1) Report on Rendering of the Municipal Health Services in the district, including water samples taken and analyzed, food premises inspected; Food and Milk samples taken and analysis; Compliance certificates issued; Health surveillance; building plans approved; Complaints registered and investigated; Funeral undertakers/ mortuaries inspected, & Communicable diseases and notifiable medical conditions.	One (1) Report on Rendering of the Municipal Health Services in the district, including water samples taken and analyzed, food premises inspected; Food and Milk samples taken and analysis; Compliance certificates issued; Health surveillance; building plans approved; Complaints registered and investigated; Funeral undertakers/ mortuaries inspected, & Communicable diseases and notifiable medical conditions.			Opex	4	Manager	Reports on Rendering of the Municipal Health Services	
	Develop Municipal Health Services by-laws	No Baseline	One (1) Number of Municipal Health Services by-laws developed	Submission of Municipal Health Services by-laws Process Plan 2026 – 27	Develop Municipal Health Services by-laws	Stakeholders Participation on Municipal Health Services by-laws	Submission of the Draft Municipal Health Services by-laws			N/A	1	Executive Director	Report on the Process Plan, Notice, Attendance Register, Inputs and Approved Municipal Health Services by-laws and Resolutions	
	Effective and sustainable environmental management in the district	Environmental Awareness Programmes	Three (3) Environmental Awareness Campaigns Implemented in the previous financial year 2024-25	Three (3) Number of Environmental Awareness Programmes conducted	Conduct Environmental Awareness Programme (Arbor Day)	0	Conduct Environmental Awareness Programme (Air Quality)	Conduct Environmental Awareness Programme (World Environmental Day)			Opex	3	Manager	Quarterly reports on Environmental Awareness Campaign, Invitations and attendance registers and photos
Create healthy environment through implementation of effective environmental municipal health management in Sedibeng District	Integrated Waste	2014 -19 Approved	One (1) Reviewed	Submission of the	Submission of the	Review the Municipal	Stakeholders Participation			Opex	1	Manager	Report on the	

Member of
Mayoral
Committee
(MMC)

IDP Strategy	National Key Performance Area: Municipal Transformation and Organisational Development, Local Economic Development, Good Governance and Public Participation, Municipal Financial Viability and Management, Infrastructure Development and Service Delivery											
	National Development Plan: Transition to a Low Carbon Economy										Evidence	Accountability and Oversight
	Gauteng GGT Approach: Sustainable Development for future generations											
	Planning Statement	Project/Programme	Baseline	Key Performance Indicator	Q1	Q2	Q3	Q4	Budget Allocation	Annual Target		
	Energy Greening Programme	Management Plan	Regional Waste Management Plan	Municipal Integrated Waste Management Plan	Municipal Integrated Waste Management Plan Process Plan 2026 – 27	Municipal Integrated Waste Management Plan Process Plan 2026 – 27	Integrated Waste Management Plan	on Municipal Integrated Waste Management Plan			Process Plan, Notice, Attendance Register, Inputs and Approved Reviewed Integrated Waste Management Plan and Resolutions	
		Monitor and evaluate the Implementation of VTAPA/HPA Air Quality Management Plan	Ambient Air Quality Management Plan 2021 – 26 (VTAPA) & HPA (2020 – 24)	One (1) Air Quality Management Plan Implemented (VTAPA & HPA)	One (1) Report on Ambient Air Quality Monitoring Stations	One (1) Report on Ambient Air Quality Monitoring Stations	One (1) Report on Ambient Air Quality Monitoring Stations	One (1) Report on Ambient Air Quality Monitoring Stations	Opex	4	Reports on operations of Ambient Air Quality monitoring stations	Manager
		Air Quality Management By-Laws	No Baseline	One (1) number of Air Quality Management By-Laws developed	Submission of Air Quality Management By-Laws Process Plan 2026 – 27	Develop Air Quality Management By-Laws	Stakeholders participation on Air Quality Management By-Laws	Submission of the Draft Air Quality Management By-Laws	Opex	4	Quarterly reports of inspections conducted	Manager
									Opex	1	Report on the Process Plan, Notice, Attendance Register, Inputs and Approved Air Quality Management By-Laws and Resolutions	Executive Director
	Energy Greening Programme	Energy Efficiency Demand Side Management (EEDSM) Program 2025-26	Energy Efficiency Demand Side Management 2024 – 25 Project implemented	Four (4) number of reports on the implementation of EEDSM infrastructure projects produced	One (1) report on EEDSM infrastructure installed in SDM sites	One (1) report on EEDSM infrastructure installed in SDM sites	One (1) report on EEDSM infrastructure installed in SDM sites	Community outreach programme (close out report on EEDSM)	Capex	4	Reports on Energy Efficiency Demand Site Management Programme (EEDSM)	Executive Director

IDP Strategy	National Key Performance Area: Municipal Transformation and Organizational Development, Local Economic Development, Good Governance and Public Participation, Service Delivery, Municipal Financial Viability and Management, Infrastructure Development and Service Delivery											Evidence		Accountability and Oversight	
	National Development Plan: Economic Infrastructure Gauteng GGT Approach: Economy, Jobs and Infrastructure														
	Planning Statement	Project/Programme	Baseline	Key Performance Indicator	Q1	Q2	Q3	Q4	Budget Allocation	Annual Target	Administration	Political			
Creating work opportunities in Public Social Programmes	To create decent work opportunities and sustainable livelihoods, education, health, rural development, food security and land reform	Transfer back of Bus Services to SDM	2024/2025 financial year	bus transport, Meter taxi, Learner Transport and reports submitted by 30 June 2026	engagement with PTI	PTI									
			Intergovernmental Authorization Agreement 2023 – 2030	Four (4) Number of reports on monitoring the implementation of the Intergovernmental Authorization Agreement 2023 - 2030	One (1) Report on monitoring the implementation of the Intergovernmental Authorization Agreement 2023 - 2030	One (1) Report on monitoring the implementation of the Intergovernmental Authorization Agreement 2023 - 2030	One (1) Report on monitoring the implementation of the Intergovernmental Authorization Agreement 2023 - 2030	One (1) Report on monitoring the implementation of the Intergovernmental Authorization Agreement 2023 - 2030	Opex	4	Reports on Intergovernmental Authorization Agreement 2023 - 2030	Manager			
			EPWP	EPWP 55 beneficiaries employed in the previous financial year 2024/25	Number (4) Quarterly Reports of EPWP Implementation.	One (1) Quarterly report on EPWP Implementation	One (1) Quarterly report on EPWP Implementation	One (1) Quarterly report on EPWP Implementation	One (1) Quarterly report on EPWP Implementation	Capex	4	Quarterly report on EPWP Implementation & signed contracts of beneficiaries	Director		
	Support the Implementation of Regional Infrastructural Projects	Rural Roads Asset Management System (RRAMS)	Rural Roads Asset Management register 2024/25	Four (4) number of reports on implementation Rural Roads Asset Management programme	One (1) report on Assessment of Rural Roads Asset Management	One (1) report on Structure location and coordinates - Rural Roads	One (1) report on Evaluation of Information collected and inspections conducted	One (1) report on Update of Fixed Assets Register	Capex	4	Quarterly reports on Rural Roads Asset Management	Manager			
Management of the District Airport		Council Resolution on long-term lease for management, operation, maintenance and improvement of Vereeniging airport	Four (4) Number of reports on the implementation of long-term lease agreements for management, operation, maintenance and improvement of Vereeniging airport	Develop Terms of Reference to test Market appetite for the management, operation, maintenance and improvement of Vereeniging airport	Advert and Evaluation criteria of proposals on the business model suitable for Vereeniging airport	Appointment of suitable Strategic Partners	Development of a Business Case for Vereeniging Airport	Opex	4	Reports on the implementation of long-term lease agreements of Vereeniging airport	Executive Director				
Plan for effective, efficient and sustainable infrastructure projects	Provision of efficient licensing service in all licensing stations throughout the district	Licensing Services	Four (4) Quarterly reports compiled on rendering of Licensing Services in the previous financial year 2024 - 25	Four (4) Number of Quarterly reports on rendering Licensing Services (DLTC, MVR & VTS) in Meyerton, Heidelberg, Vereeniging and Vanderbijlpark Licensing Service Centres compiled.	One (1) Quarterly report on rendering Licensing Services in the district (DLTC, MVR & VTS), including number learner license applications and issued, driver license applications and issued, vehicle applications and issued, applications for PRD and issued.	One (1) Quarterly report on rendering Licensing Services in the district (DLTC, MVR & VTS), including number learner license applications and issued, driver license applications and issued, vehicle applications and issued, applications for PRD and issued.	One (1) Quarterly report on rendering Licensing Services in the district (DLTC, MVR & VTS), including number learner license applications and issued, driver license applications and issued, vehicle applications and issued, applications for PRD and issued.	One (1) Quarterly report on rendering Licensing Services in the district (DLTC, MVR & VTS), including number learner license applications and issued, driver license applications and issued, vehicle applications and issued, applications for PRD and issued.	Opex	4	Quarterly reports on Licensing Services	Assistant Managers			
Render Effective, Efficient and Customer oriented Licensing services in the region															

PERSONAL DEVELOPMENT PLAN (PDP)

ENTERED INTO BY AND BETWEEN:

SEDIBENG DISTRICT MUNICIPALITY

AS REPRESENTED BY THE

MUNICIPAL MANAGER

["the *Employer*"]

AND

EXECUTIVE DIRECTOR

[Lungile P. Thwala]

[Handwritten signature]

4. PERSONAL DEVELOPMENT PLAN (PDP)

Skills Performance Gap (in order of priority)	Type of development expected (short course / workshop / training / conference / etc)	Expected Timeframe	Work Opportunity / performance area to practise skill	Further detail (resources requirements, additional notes)
Project Management Professional	Short Course	6 Months	Project Management	Study Leave Days & Study Fees
MFMP	Short Course	12 months	Municipal Finance Management as per MFMA, 2003	Study Leave Days & Study Fees
Civil Engineering	National Diploma	2 Years	Engineering Services	Study Leave Days & Study Fees

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