



# PERFORMANCE AGREEMENT

For Section 56 Employees

MADE AND ENTERED INTO BY AND BETWEEN:

**SEDIBENG DISTRICT MUNICIPALITY**

STANLEY KHANYILE

(MUNICIPAL MANAGER)

AND

ZWELIBANZI MAJOLA

(EXECUTIVE DIRECTOR)

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

## PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Sedibeng District Municipality herein represented by Stanley Khanyile in his capacity as Municipal Manager (hereinafter referred to as the **Employer**)

and

**Zwelibanzi Majola** 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 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 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 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 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 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.
- 5.9 Organisational Performance Weighting:

KEY PERFORMANCE AREAS WEIGHTING	ABSOLUTE WEIGHTING	WEIGHTED AVERAGE
Basic Service Delivery	20%	80%
Municipal Transformation and Institutional Development	10%	
Good Governance and Public Participation	30%	
Municipal Financial Viability and Management	20%	
Local Economic Development	20%	
<b>TOTAL</b>	<b>100%</b>	

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CORE COMPETENCY REQUIREMENTS WEIGHTING			
		Split per CCR	20%
Financial Management	√	20%	
Strategic Capability and Leadership	√	20%	
People Management and Empowerment	√	20%	
Client Orientation and Customer Focus	√	10%	
Service Delivery Innovations	√	20%	
Communications	√	10%	
<b>TOTAL</b>		<b>100%</b>	
<b>OVERALL WEIGHTINGS</b>			100%

## 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 managers directly accountable to the municipal manager, an evaluation panel constituted of the following persons must be established -

6.7.1 Municipal Manager

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 or in respect of a plenary type municipality, another member of council;

6.7.4 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 2019
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.

## 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

9.1 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 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

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

11.2 A performance bonus of from 5% to 14% of the all-inclusive annual remuneration package maybe paid to the Employee in recognition of outstanding performance to calculated as follows:

Score	Performance Rating		Bonus %
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 Performance	0% bonus 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 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 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)(e) 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.

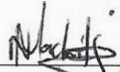
13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

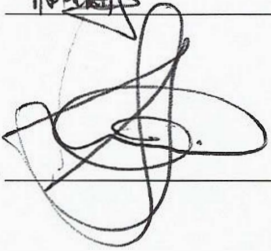
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This done and signed at Vereniging on the 02 day of July 2018

AS WITNESSES:

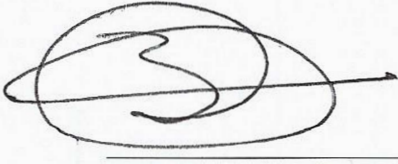
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AS WITNESSES:

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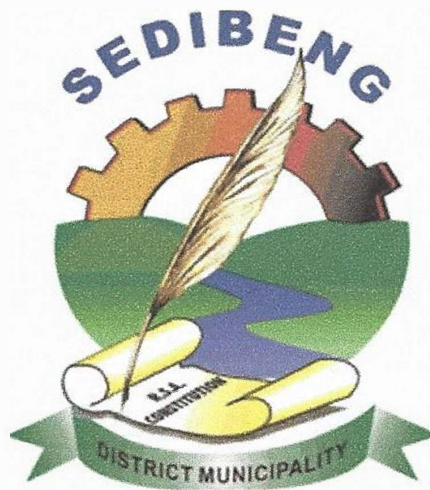


EXECUTIVE DIRECTOR



MUNICIPAL MANAGER

**ANNEXURE A**



**PERFORMANCE PLAN**

**EXECUTIVE DIRECTOR: STRATEGIC PLANNING AND ECONOMIC DEVELOPMENT**

**2018/19 FINANCIAL YEAR**

## 1. PURPOSE

The Performance Plan defines the council's expectation of the Executive Director: Strategic Planning and Economic Development's 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 EXECUTIVE DIRECTOR: STRATEGIC PLANNING AND ECONOMIC DEVELOPMENT

- a) Providing strategic leadership in the Strategic Planning and Economic Development Cluster.
- b) Ensure coherent strategic planning through Spatial Development Framework (SDF)
- c) Coordinate the development of Growth and Development Strategy.
- d) Responsible for the development of Integrated Development Plan.
- e) Ensure Effective implementation of Spatial Planning And Land Use Management Act (SPLUMA) in the Region
- f) Establishing and maintaining a system for monitoring the successful implementation of local economic development
- g) Co-ordinate the process of lobbying funds for the strategic projects of the municipality.
- h) Co-ordinate the Implementation of the Southern Corridor Regional Implementation Plan
- i) Create work opportunities in public social programmes
- j) Coordinate support of Local SMMEs and Co-operatives
- k) Promote Regional Tourism
- l) Provide a central market distribution system for the region and maximize municipal revenue through effective monitoring of the Fresh Produce Market

Furthermore, each Executive Director is further expected to monitor the implementation of the IDP projects as outlined in Chapter 4 of the Sedibeng District Municipality Integrated Development Plan 2018/2019

## 3. THE SCORECARD OF THE EXECUTIVE DIRECTOR: STRATEGIC PLANNING AND ECONOMIC DEVELOPMENT

The scorecard is made up of the following:

Scorecard item	Weighting
i) The Service Delivery and Budget Implementation Plan (SDBIP) of the cluster	60%
ii) Implementation of Audit Recommendations and/ or Management audit action plans for both internal audit and External Audit (relevant to the cluster)	10%
iii) Risk Management of the cluster	10%
iv) Core Managerial Competencies	20%
<b>TOTAL</b>	<b>100%</b>

SEDIBENG DISTRICT MUNICIPALITY														
STRATEGIC PLANNING AND ECONOMIC DEVELOPMENT - CUSTODIAN: EXECUTIVE DIRECTOR SPED														
REINVENTING THE ECONOMY AND REINTEGRATING THE REGION														
SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN (SDBIP) FOR THE YEAR ENDING 30 JUNE 2019														
Priority Area	IDP Strategy	IDP Objective	Objective No:	Key Performance Indicator (KPI)	KPI No:	Baseline	Budget Amount	Funding Source	Annual Target	Quarter One (1)	Quarter Two (2)	Quarter Three (3)	Quarter Four (4)	POE Required
<b>KPA 2: LOCAL ECONOMIC DEVELOPMENT</b>														
<b>INTEGRATED DEVELOPMENT PLAN (IDP)</b>														
GDS III	Consolidate, Review and monitor Growth and Development Strategy (GDS)	To co-ordinate the implementation of Regional Growth and development strategy	E1	Biannual Reports on Growth and Development Strategy	E1.1	2017/2018 Progress report on GDS III	2 247 955	OPEX	Monitor Progress on Growth and Development Strategy Flagship projects III and report quarterly	Monitor Progress on Growth and Development Strategy Flagship projects III and report	Monitor Progress on Growth and Development Strategy Flagship projects III and report	Monitor Progress on Growth and Development Strategy Flagship projects III and report	Monitor Progress on Growth and Development Strategy Flagship projects III and report	Report on GDS III Flagship Projects
IDP	Coordinate developmentally-oriented municipal planning	To determine and plan for the developmental needs of the people of Sedibeng District Municipality	E2	Final IDP Documents Developed and Approved	E2.1	2017/2018 IDP			Develop one (1) approved IDP	Develop IDP Process Plan and submit to council for approval	-	Submit Draft 2018/19 IDP to council for approval	Submit Draft 2018/19 IDP to council for approval	1. Approved IDP Process Plan and council 2. Council Resolution for submission of draft IDP 3. Final IDP and council resolution
<b>DEVELOPMENT PLANNING AND HUMAN SETTLEMENTS</b>														
Development of Spatial Framework	Assessment of sector development plan and strategies	To ensure coherent strategic planning through Spatial Development Framework (SDF)	E3	Number of sector development plans and strategies assigned to IDP	E3.1	1 Spatial Development Framework adopted in 2015 2017/18 SDF	3 660 335	OPEX	Review SDF and submit to council for approval	-	-	Review SDF to align with the SDM IDP for alignment	-	Approved SDF and council resolution
Housing and Urban Renewal programme	Promote Urban Renewal and modernize urban development	To redress the spatial distortions of the Region	E4	Housing and urban renewal programmes coordinated and delivered in 2018/19 financial year	E4.1	Housing and urban renewal programmes coordinated in the previous financial year			Coordinate and monitor the implementation of housing and urban renewal programmes	Monitor and coordinate the implementation of housing and urban renewal programmes and report	Monitor and coordinate the implementation of housing and urban renewal programmes and report	Monitor and coordinate the implementation of housing and urban renewal programmes and report	Monitor and coordinate the implementation of housing and urban renewal programmes and report	Reports on monitoring of housing and urban renewal programmes
Regional Southern Corridor Projects reporting.	To assist the Region to address past spatial imbalances and land-use management	Promote Regional Economic Development	E5	Number of reports on the implementation plans of Regional Southern Corridor Projects	E5.1	Southern Corridor Regional Implementation Plan.			Co-ordinate the implementation of the Southern Corridor Regional Implementation Plan and report quarterly	Co-ordinate the implementation of the Southern Corridor Regional Implementation Plan and report	Co-ordinate the implementation of the Southern Corridor Regional Implementation Plan and report	Co-ordinate the implementation of the Southern Corridor Regional Implementation Plan and report	Co-ordinate the implementation of the Southern Corridor Regional Implementation Plan and report	Reports on implementation of Southern Corridor Regional Implementation plan
SPLUMA Implementation	To assist the Region to address past spatial imbalances and land-use management	To provide inclusive developmental, equitable and efficient spatial planning of the Region	E6	Number of reports on implementation of SPLUMA in the Region	E6.1	SPLUMA			Coordinate the implementation of SPLUMA in the region and report quarterly	Coordinate the implementation of SPLUMA in the region and report	Coordinate the implementation of SPLUMA in the region and report	Coordinate the implementation of SPLUMA in the region and report	Coordinate the implementation of SPLUMA in the region and report	Reports on implementation of SPLUMA
Fundraising	Lobby funds for implementation of the Developmental Projects	To improve the quality of the lives of the people of the region	E7	Amount of Funds secured by the district for the SDM developmental projects	E7.1	--R8 million funding secured (mining plant and feasibility study funding)			Source funding for the Developmental Projects of the region	Secure funding for implementation of Sedibeng Governmental Precinct Feasibility Study	Secure funding or implementation of Fresh Produce Market Feasibility Study	Submit two (2) application of funds to relevant stakeholders	Invite proposals for (two) developmental projects of Sedibeng District Municipality	Quarterly reports on funding of development projects
<b>LOCAL ECONOMIC DEVELOPMENT</b>														
EPWP	Creating work opportunities in public social programmes	To create decent work & sustainable livelihoods, education, health, rural development, food security & land reform. To promote local economic opportunities	E8	Number of jobs created through Expanded Public Works Program (EPWP)	E8.1	Hundred and twenty-two (122) EPWP jobs created in the previous financial year	6 366 156	OPEX/EPWP Grant	Create 100 jobs through EPWP	-	Employ 100 EPWP beneficiaries	-	-	EPWP Report
SMME and Cooperatives Development	Ensure that adequate financial and non-financial assistance is provided to SMMEs and Cooperatives			Number of SMMEs and Cooperatives trained	E8.2	50 Cooperatives and SMMEs trained in the previous financial year			Co-ordinate Capacitation and support 50 SMMEs and Cooperatives (including small scale farmers) and report quarterly	Provide support to fifteen (15) SMMEs and Cooperatives and report	Provide Support to ten (10) SMMEs and Cooperatives and report	Provide Support to ten (10) SMMEs and Cooperatives and report	Provide support to fifteen (15) SMMEs and report	SMME and Cooperatives Development Reports
<b>TOURISM</b>														
Tourism Demand	Participation in Provincial marketing initiatives	To create Tourism demand in the region	E9	Identify and participate in 4 marketing initiatives	E9.1	Participated in Four Tourism Initiatives in the previous financial year	3 185 993	OPEX	Market Sedibeng Regional Tourism through participation on provincial marketing initiatives and report quarterly	Market Sedibeng Regional Tourism through participation on provincial marketing initiatives and report	Market Sedibeng Regional Tourism through participation on provincial marketing initiatives and report	Market Sedibeng Regional Tourism through participation on provincial marketing initiatives and report	Market Sedibeng Regional Tourism through participation on provincial marketing initiatives and report	Tourism Reports
Tourism Supply	Development of product and skills in the tourism industry	To promote and Develop Tourism	E10	4 Skills development and tourism awareness programmes facilitated	E10.1	120 Tourism Students trained. Quality of tourism products and services in the			Facilitate four (4) skills development and tourism awareness programmes	Facilitate one (1) skills development and tourism awareness programme	Facilitate one (1) skills development and tourism awareness programme	Facilitate one (1) skills development and tourism awareness programme	Facilitate one (1) skills development and tourism awareness programme	Facilitate one (1) skills development and tourism awareness programme
<b>FRESH PRODUCE MARKET</b>														
Fresh Produce Market	To provide a central market distribution system for the region and maximize municipal revenue	To provide efficient services to local suppliers and buyers	E11	Number of Fresh Produce Markets reports submitted to council	E11.1	Four (4) Fresh Produce Market Strategy	10 424 607	OPEX	Monitor operations of the fresh produce market and report quarterly to council	Monitor operations of the fresh produce market and report to council	Monitor operations of the fresh produce market and report to council	Monitor operations of the fresh produce market and report to council	Monitor operations of the fresh produce market and report to council	Fresh Produce Market operations report

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#### 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 the skill	Further detail (Resource requirements, additional notes)

#### 5. CORE COMPETENCY REQUIREMENTS WEIGHTING


		Split per CCR
Financial Management	√	20%
Strategic Capability and Leadership	√	20%
People Management and Empowerment	√	20%
Client Orientation and Customer Focus	√	10%
Service Delivery Innovations	√	20%
Communications	√	10%
<b>TOTAL</b>		<b>100%</b>
<b>OVERALL WEIGHTINGS</b>		



6. ACCEPTANCE OF THE PLAN

This Performance Plan is hereby accepted by;

Mr Zwelibanzi Majola  
Executive Director:  
Strategic Planning and Economic Development



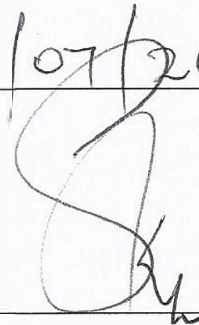
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Date:

01/07/2018

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and Signed by : Mr S. Khanyile  
Municipal Manager



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Date:

02/07/2018

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