PERFORMANCE AGREEMENT

BETWEEN

THE MUNICIPALITY OF RAMOTSHERE MOILOA LOCAL MUNICIPALITY,

AS REPRESENTED BY THE MAYOR

KERENG MOTHOAGAE

(IN HER CAPACITY AS THE MUNICIPAL MAYOR OF RAMOTSHERE **MOILOA LOCAL MUNICIPALITY)**

("EMPLOYER")

AND

MATLAKALA MATTHEWS

IN HIS CAPACITY AS THE **ACTING MUNICIPAL MANAGER** RAMOTSHERE MOILOA LOCAL MUNICIPALITY

("EMPLOYEE")

FOR THE

FINANCIAL YEAR: 1 JULY 2017 - 30 JUNE 2018

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Municipality of <u>Ramotshere Moiloa Local Municipality</u> herein represented by <u>Kereng Mothoagae, ID 5501140366081</u> in her capacity as the <u>Municipal Mayor of Ramotshere</u> <u>Moiloa Local Municipality</u> (hereinafter referred to as the Employer or Reporting Officer)

and

<u>Matlakala Iren Matthews, ID 5609060830083</u> in her capacity as the <u>Acting Municipal</u> <u>Manager</u> and an <u>Employee of Ramotshere Moiloa Local Municipality</u> (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 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),(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 established for the **Employee** and to communicate to the **Employee** the Employer's expectations of the **Employee's** performance expectations and accountabilities;
- 2.3 Specify accountabilities as set out in the Performance plan (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 the suitability of the Employee for permanent employment and/or to assess whether the Employee has met the performance expectations applicable to his/her job;

Appropriately reward the **Employee** in accordance with the **Employer's** performance management policy in the event of outstanding performance; and

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2.7 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 <u>13 July 2017</u> and will remain in force until <u>13</u>

 October 2017 where after 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 for any reason.
- 3.4 The content of this Agreement may be revised at any time during the abovementioned 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 (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 Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan and the Budget of the Employer, and shall include key objectives; key performance indicators; target dates and weighting.
- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- The **Employee'**s performance will, in addition, be measured in Terms of contributions to the goals and strategies set out in the **Employer's Integrated Development Plan (IDP).**

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**.
- The **Employee** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to

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- assist the Employer, management, and municipal staff to perform to the standards required.
- The **Employer** will consult the Employee about the specific performance standard that will be included in the Performance Management System as applicable to the Employee.
- The **employee** undertakes to actively focus towards the promotion and the implementation of the Key Performance Areas (KPAs) (including special projects relevant to the **employee's** responsibilities) within the local government framework;
- The criteria upon which the performance of the employee shall be assessed and shall consist of two components, both of which shall be contained in the performance agreement.
- 5.5.1 The employee must be assessed against both components, with a weighing of 80:20 allocated to the **Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs)** respectively.
- **5.5.2** Each area of assessment will be weighted and will contribute a specific part to the total score.
- **5.5.3** KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment;
- The **Employee's** assessment will be based on his performance in terms of outputs (performance targets) reflected on the Performance Plan which are linked to relevant KPAs, key objectives and key performance indicators (KPIs) as agreed to between the Employer and the Employee;

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	-
Municipal Institute Development Transformation	50
Municipal Financial Viability and Management	10
Good Governance and Public Participation	40
Local Economic Development and Spatial Rationale	-
Community & Social Development Services	
Total	100%

5.7 The CMC's will make up the other 20% of the Employee's assessment scorecard. CMC's that are deemed to be most critical for the Employee's specific job should be selected (✓) from the list in Annexure A as agreed to between the Employer and Employee.

Core Competency Requirements (CCR's):	Select applicable	Weighting
Core Managerial Competencies:		
Strategic Capability and Leadership	X	4
Program and Project Management		-
Financial Management	X	1
Change Management	X	1
Knowledge Management		
Service Delivery Innovation		

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Problem Solving and Analysis	X	
People Management and Empowerment	X	1
Client Orientation and Customer Focus		
Communication	Х	1
Honesty and Integrity		
Team building		
Core Occupational Competencies:		
Competence in Self-Management (Setting and agreeing on service delivery standards)		
Interpretation of and implementation within the legislative and national policy framework	×	2
Knowledge of developmental local government		
Knowledge of Performance Management and Reporting	Х	1
Knowledge of global and South African specific political, social and economic contexts	X	1
Competence in policy conceptualization, analysis and implementation	Х	2
Knowledge of more than one functional municipal field / discipline	X	1
Negotiation and conflict resolution skills (Mediation and Arbitration)	Х	1
Skills in governance, public mobilization and participation	Х	1
Competence as required by other national line sector departments		
Exceptional and dynamic creativity to improve the functioning of the municipality	Х	3
Total		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.
- Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan (PDP) (Annexure A). Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 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:

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- 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.
- c) The applicable assessment rating calculator (refer to paragraph 7.5.3 below) must then be used to add the scores and calculate a final KPA score.

6.5.2 Assessment of the CMC's

- a) Each CMC must 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 CMC.
- c) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CMC score.

6.5.3 Overall Rating

- (a) An overall rating is calculated by using the applicable **assessment-rating calculator**. Such overall rating represents the outcome of the performance appraisal.
- (b) The assessment of the performance of the **Employee** will be based on the following rating scale for KPA's, CMC's and COC's:

Level	Terminology	Description	Rating
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 Performance Agreement 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 Performance Agreement and Performance Plan.	
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the Performance Agreement 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	

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Level	Terminology	Description	Rating
		performance criteria and indicators as specified in the Performance Agreement 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.	

- (c) For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established:
 - i. Mayor;
 - ii. Chairperson of the Audit and Risk Committee;
 - iii. Ward Committee Member as nominated by the Mayor;
 - iv. Member of the Mayoral Committee; and
 - v. Mayor and/or Municipal Manager from another Municipality.

7. SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of the 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:

1.	First quarter	2 nd week of October 2017
2.	Second quarter	2 nd week of January 2018
3.	Third quarter	2 nd week of April 2018
4.	Fourth quarter	2 nd week of July 2018

- **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** must 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. DEVELOPMENTATL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached, ANNEXUTURE A

9. OBLIGATIONS OF THE EMPLOYER

- **9.1** The **Employe**r 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;

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- **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 contribution 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 11.1 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 rewarding outstanding performance or correcting unacceptable performance.
- 11.2 A performance bonus of 5% to 14% of inclusive annual remuneration package may be paid to the **Employee** in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating calculator; provided as follows:
- 11.2.1 A score of 130% to 149% is awarded a performance bonus of 5% to 9%; and
- **11.2.2** A score of 150% and above is awarded a performance bonus of 10% to 14%.
- 11.3 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of least twelve (12) services at current remuneration package 30 June (end of financial year) subject to a fully effective assessment.
- 11.4 In the case of unacceptable performance, the Employer shall:
- **11.4.1** Provide systematic remedial or developmental support to assist the **Employee** to improve his or her performance; and
- **11.4.2** 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 or her duties.

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12. DISPUTE RESOLUTION

- 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 and 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 event that the mediation process contemplated above fails, clause 19.3 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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Thus done and signed at	on this the day of	occord!
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MS MATLAKALA MATTHEW **ACTING MUNICIPAL MANAGER:**

RAMOTSHERE MOILOA LOCAL MUNICIPALITY

(Month). J.O.I. T. (Year)

Thus done and signed aton this the day of

AS WITNE

MS KERENG MOTHOAGAE

MUNICIPAL MAYOR

RAMOTSHERE MOILOA LOCAL MUNICIPALITY

ANNEXURE A:

PERSONAL DEVELOPMENTAL PLAN KEY PERFORMANCE INDICATORS

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Annexure A: PERSONAL DEVELOPMENT PLAN (Include Skills Gap)

Name	Matlakala Matthews	Employee No	750020
Job Title:	Acting Municipal Manager	Department:	Office of The Municipal Manager
Nayor:	Kereng Mothoagae	Date:	July 2017

Acting Manager			<		<	Applicable
Acting Municipal Manager's signature				Facilitation	Moderation and assessment of performance	Skills / Performance Gap
						Outcomes Expected
Date /8/08/17				Short course	Short course	Suggested training and / or development activity
Mayor's Signature:				Short course	Short course	Suggested mode of delivery
Ceso.						Suggested Time Frames
Date						Work opportunity created to practice skill / development area
2017/08/21				Skills Development Officer	Skills Development Officer	Support Person

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6.3. KPA 5: GOOD GOVERNANCE AND PUBLI C PARTICIPATION

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Ramotshere Moiloa Local Municipality SDBIP 2017/18

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BUILD A DEVLOPMENTAL STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEMOCRATIC INSTITUTION

FUNCTIONAL AREA

DELEGATIONS

Ramotshere Moiloa Local Municipality SDBIP 2017/18

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BUILD A DEVLOPMENTAL STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEMOCRATIC INSTITUTION

Ramotshere Moiloa Local Municipality SDBIP 2017/18

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Speaker	nce and Public Participa tion			Dikgosi forum and holding of meetings		Dikgosi forum Meeting hosted by the municipality		Meeting held by 30 June 2018					partn ership with ector in Societ	Involv emen t	Q3	by 30th September 2017 Dikgosi forum Meeting held 1 Dikgosi forum	munc Munc Munc Munc Munc Munc Munc Munc M	minutes "Attendanc e Registers um and Add Reports
Office of the Speaker			151 Commu nity Meetin Ms held	228 Community Meetings	None	Number of community Meetings held (per Ward)	Output	228 community Meetings held (per Ward) by 30 June 2018	OPEX	None	All war ds	None	None	None	Q1 Q2 Q1 Q1	Meeting held 57 Meetings 57 Meetings 57 Meetings 57 Meetings 57 Meetings	eld less gs gs	gs Minutes of meetings and gs Attendance Register
Office of the Speaker	Promote good Governa nce and public		21 Council Meetin gs held	8 Council meetings	None	Number of Council meetings held	Output	8 Council meetings held by 30 June 2018	OPEX	None	All war ds	None	None	None	Q3 Q1	3 Council sitting 1 Council sitting 3 Council sitting	I sitting I sitting	I sitting I meetings I sitting Attendance I sitting

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МО	and Attendance	Meetings 8 MPAC Meetings	<i>Q3</i>	None	None	None	e	None	OPEX	Meetings by June 2018	Output	MPAC meetings held	None	17 MPAC Meetings	MPAC Meetin gs Held		nce and Public Participa	Speaker
	meetings		2 0				A Co			17 MPAC		Number of			13		Good	Office of the
			24								Outp				93 7 7070		tion	
	Register	3 Council sitting	çş	None	None	None	war ds	None	OPEX	held by 30	out	Meetings held	None	EXCO meetings	Meetin Me Held		Public Participa	
05	and	? 1 Council sitting	<i>Q2</i>				All			8 EXCO Meetings		8 EXCO		8 Planned	10		nce and	Speaker
	Minutes of meetings	W	10															Office of
1		1	24							June 2018		held		lielu	commit		tion	
Mo	Register	3 Council sitting	çç	None	None	None	war ds	None	OPEX	meetings held by 30		Committee meetings	None	meetings	per		Public Participa	
	and	? 1 Council sitting	Q2				All			8 Portfolio Committee		Number of Portfolio		8 Portfolio	Meetin gs held		Governa nce and	the Speaker
	Minutes of	3 Council sitting	rð												10		Good	Office of
			4														participa tion	
	Reaister	1 Council sitting	2													10000		,
	PORTFOLIO OL EVIDENCE			SAAMTREK- SAAMWERK	SETSOKOTS ANE	RHR	VTSD	ACT	BUDGE	ANNUAL TARGI	KPI TYPE	Z	Backlo g	Demand New IDP	t status (Progr ess to date)	MUNICIPAL PO FUNCTIONS	STRATEGIC OB	FUNCTIONAL A
	F	ANGL 10	3						T	<i>57</i>		INDICATO				WER	IECT	REA
		QUARTERLY	1 Q Z		EIES	5 CONCRETES	U1					KEY PERFORMA		BASELINE 2016/17		?S &	IVE	
7			2		75	ERNAN	Y GOV	IPA TOR	V PARTIC	OUTPUT 5: TO STRENGTHEN PARTICIPATORY GOVERNANCE	5: 70	ОИТРИТ						OUTCO ME 9
1		485. 485.					VCE	VERNAL	3000 GO	TO PROMOTE GOOD GOVERNANCE	70							KPA 2
																		ITIES
					L)	AND US	MENT,	MANAGE	OURCE A	ENSURE SUSTATNABLE RESOURCE MANAGEMENT AND USE	SUST	ENSURI						NAL LG
		NOITI	OLLLS	TIC IN.	MOCRA	HEN DE	RENGT	AND ST	SERVICE	OVE PUBLIC.	IMPR	BUTLD A DEVLOPMENTAL STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEMOCRATIC INSTITUTION	DEVLOPM	BUTLDA				NATTO

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МОМ	register of beneficiarie s.	Parcels 125 Food Parcels 125 Food Parcels 125 Food Parcels 125 Food Parcels	2 2 2	Enga geme nt of Stake holde rs- Home Affair s,Inte rfaith/ Churc hes,C omm unity Based organ isatio ns,,C DW,E PW), busin esses and	None	reduc e hung er and prom ote nutriti on on pover ty strick en house holds	Insti tuti onal	None	25 000	od Is Wited Vholds June		Output 8	Number of food parcels distributed to indigent households	12564	12589 As per indigent register	25 food parcels distribu ted		Social Cohesio n	Office of the Mayor
	Register	3 MPAC Meetings	2															tion	
DELEGATIONS	PORTFOLIO OF EVIDENCE			SAAMTREK- SAAMWERK	SETSOKOTS ANE	RHR	VTSD	ACT	BUDGET	BUDGET	ANNUAL TARGET	KPI TYPE	INDICATO R	Backlo g	Demand New IDP	Curren t status (Progr ess to date)	MUNICIPAL POWE FUNCTIONS	STRATEGIC OBJEC	FUNCTIONAL AREA
		QUARTERLY TARGETS	QUA TAR		E	5 CONCRETES	20					2	PERFORMA NCF		BASELINE 2016/17		RS &	TIVE	
		TOPO	2017		1	SWAWC	GOVE	MTORY	ARTICIP	OUTPUT 5: TO STRENGTHEN PARTICIPATORY GOVERNANCE	TO STREI	UT 5;	OUTP						OUTCO ME 9
							L	RNANC	OD GOVE	TO PROMOTE GOOD GOVERNANCE	TO PRO								KPA 2
					7.4	ND USE	ENT A	NAGEM	URCE MA	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE	STAINAL	IRE SU	ENSL						PRIOR ITIES
		NO	LIUIL	TIC INST	WOCRA!	IEN DEN	ENGTH	ND STR.	RVICEA	PUBLIC SE	PROVEP	TE, IM	BUILD A DEVLOPMENTAL STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEMOCRATIC INSTITUTION	DEVLOPM	BUILDA				NATIO

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NATIO NALLG PRIOR ITIES	KPA 2	ME 9	TVE	OBJECT.	FUNCTIONAL A STRATEGIC OF MUNICIPAL PO FUNCTIONS	5	S	of Promote Good Governa	e of Promote Good or Governa nce and public	of Promote Good Governa nce and Public Participa tion	of Promote Good Governa nce and Public Participa tion	of Promote Good Governa nce and Public Participa tion	of Promote Good Governa nce and Public Participa tion
				Curren	status (Progr ess to date)		1						0
BUILDA			BASELINE 2016/17		Demand New IDP		1						6
DEVLOPM					Backlo g		0					None	
BUILD A DEVLOPMENTAL STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEMOCRATIC INSTITUTION ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE		ОИТРИТ	KEY PERFORMA	INDICATO R	*				Number of events to celebrate	Nelson Mandela Day	,	Number of	ואמוווטעו טו
IMPR SUST	77	5: 70			KPI TYPE						Output	5	Cut
L STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEN ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE	TO PROMOTE GOOD GOVERNANCE	OUTPUT 5: TO STRENGTHEN PARTICIPATORY GOVERNANCE		RGET	ANNUAL TARG				1 event to celebrate Nelson	Mandela Day		6 Mayoral	THUROSON
SERVICE SOURCE	GOOD GC	N PARTIC		GET	BUDGI				199 99	١			16 666
AND S WANAG	VERNA.	IPATOI			ACT				None				None
RENG	VCE	SY GOV	U		VTSD				Insti tuti	onal		Insti	tuti
THEN DI AND US		ERNAN	5 CONCRETES		RHR		Focus on the	able	Group s: Elder	ns,Dis abled, Child	leade d famili es		None
MOCRA E) E	ETES		SETSOKOTS ANE				None				None
TIC INS					SAAMTREK- SAAMWERK	privat e sector (CSI)		Secto	Pepar Depar tment	Involv emen t		Secto	Depar
משתבו			REV	/AK			δī	<i>Q2</i>	ξÒ	24		rò	00
NO			REVISED QUARTERLY	IAKGEIS			1 event to celebrate Nelson Mandela Day	None	None	None		2 mayoral Imhizo	לאומיים ל
				OF	PORTFOLIO O EVIDENCE		Reports on event held					Attendance	and
				ONS	DELEGATION				MOS			05	MC

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NATIO NAL LG			Salah Sa	BUILDAL	DEVLOPM	BUILD A DEVLOPMENTAL STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEMOCRATIC INSTITUTION ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE	IMPR. SUST.	L STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEN ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE	SERVICE M	AND STI	RENGT	HEN DE	MOCRA:	IC INST	אנזטזנ	No		
ITIES							7,	TO BROWNTE GOOD GOVERNANCE	2222	NEDNAN	3							
KPA 2												CANANA CANANA	Ŋ					
OUTCO ME 9						OUTPUT	5: 70	OUTPUT 5: TO STRENGTHEN PARTICIPA	N PARTIC	(PATOR)	GOW	TORY GOVERNANCE			2			
	TVE	<i>5</i> &		BASELINE 2016/17		KEY PERFORMA					U	5 CONCRETES	l ES		QUARTER	QUARTERLY		
REA	TECT I	WERS)			NCE INDICATO		ET	7						IARC	IARGEIS	F	5
ONAL AI	GIC OBJ		t status (Progr	Demand New IDP	Backlo	R	PE .	L TARGE	BUDGE				KOTS				FOLIO O	GATIONS
FUNCTIO	STRATEG	MUNICII FUNCTIO	ess to date)	New LDF	9		KPI TY	ANNUAL		ACT	VTSD	RHR	SETSOK ANE	SAAMTI SAAMU			PORTF EVIDE	DELEG
Mayor	Public													S Involv	QЗ	2 mayoral Imbizo	Minutes	
	tion tion													emen t	24	None		
Office of	Promote		New	1 support	None			1 Support							ZQ	None	Attendance	
the	Good			program		Number of Support		Programs			All				92	1 Support Program	Register and	05
Mayor	nce and					Programs to	ıt	Veterans	1 666	None	War	None	None	None	QЗ	None	Minutes	MO
	Public Participa tion					the War Veterans	Outpu	by 30 June 2018			as				04	None		
Office of	Promote		New	1 support	None	Alimber of		2 Youth							IÒ	1 Youth Program	Attendance Register	
the	Governa			program		Youth		nt			All			:	<i>Q2</i>	None	and	OM
	nce and Public					Development Programs	out	Programs supported	16 666	None	war ds	None	None	None	ę	1 Youth Program	Minutes	М
	Participa tion					supported	Out	30 June 2018							04	None		
Office of	Promote		New	1 support	None										rò	1 program	Attendance	
the	Good			program		Number of		2 programs			All			:	92	None	and	OM
Mayor	nce and					support older	out	<i>by 30 June</i> 2018	16 666	None	ds war	None	None	None	£Ò	1 program	Minutes	MO
	Participa					persons	Out								94	None		
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NATIO NALLG PRIOR ITIES	KPA 2	OUTCO ME 9			FUNCTION	t		ç	the G		Office of 7		2	<i>i</i> .		2	7		7
The state of the s			IVE	ic Object	STRATEGIO	tion	Promote	Governa	nce and	Public Participa tion	70	enhance	commun	ication	and carron	and	public	participa	tion
			5 &		MUNICIPAL FUNCTION														
				Curren t status	status (Progr ess to date)	New					New								
BUILDA			BASELINE 2016/17	Demand	New IDP	1 support	program				Media	Liaison							
DEVLOPM				Backlo	<i>д</i>	None					None								
BUILD A DEVLOPMENTAL STATE, IMPROVE PUBLIC SERVICE A ENSURE SUSTAINABLE RESOURCE MA		OUTPUT	KEY PERFORMA	INDICATO R			Mumbarof	programs to	support the	aisablea	Adopted	Community	Strategy						
IMPR	77	5: 70		F	KPI TYPE				ut	Outp	Proc	ess	Indi	cato	75				
L STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEN ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE	TO PROMOTE GOOD GOVERNANCE	OUTPUT 5: TO STRENGTHEN PARTICIPATORY GOVERNANCE		TARGET	ANNUAL T			2 programs	by 30 June 2018		Adopted	Community	Strategy by	30	Sentember	2017	2017		
SERVICE SOURCE I	GOOD GO	N PARTIC		UDGET	BU			1	16 666		170 00	0							
NANAGEN	VERNAN	IPATOR)			ACT				None		Com	munic	ate,	Marke	t	Pinna	Brand	, and	Profil
RENGTI MENT A	E	GOVE	50		VTSD			All	ds War		Pro	vide	8	mm	unit	. !	7	Med	lä
ND US		RNANC	5 CONCRETES		RHR				None		Com	munic	ate,	Brand	and	Drofil	Profil	е	RHR
MOCRA E		H	TES	DTS	SETSOKOT ANE			Alana	None		Com	munic	ate,	Brand	, and	Drofil	Prom	е	
ND STRENGTHEN DEMOCRATIC INSTITUTION NAGEMENT AND USE		1 (1) (1) (1) (1) (1) (1) (1) (1) (1) (1			SAAMTREI SAAMWER			Mana	None		Com	munic	ate,	Marke	7	Brand	Brand	and	Profil
תדעדב			REV	A		10	02		63	94	LD		02	K					
NO			REVISED QUARTERLY	ANGLIS		1 program	None		1 program	None	Adopted	Strategy	None	10110					
	un u				PORTFOLI EVIDENCE	Register	and				Proof of	Council	Resolution	on the	approved	Communica	Communica	tion	Strategy
				TIONS	DELEGATI		,	OM	MC)M	·co	У -(UI	+(M-	M	

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KPA 2							77	TO PROMOTE GOOD GOVERNANCE	E GOOD G	OVERNAN	CE						
OUTCO ME 9						OUTPUT	5: 70	OUTPUT 5: TO STRENGTHEN PARTICIPATORY GOVERNANCE	IEN PARTI	CIPATOR	YGOV	ERNAN		CFF	CE		
i	TIVE	?S &		BASELINE 2016/17		KEY PERFORMA					ن ا	5 CONCRETES	E SE	RETES	RETES		
IREA	UECT.)WER.	Curren			NCE INDICATO		ET	F <i>T</i>							TAR	TARGE IS
INCTIONAL A	RATEGIC OE	UNICIPAL PO INCTIONS	t status (Progr ess to date)	Demand New IDP	Backlo g	*	PI TYPE	VNUAL TARG	BUDGI	ст	TSD	HR	<i></i>	ETSOKOTS NE	ETSOKOTS	ETSOKOTS NE AAMTREK-	ETSOKOTS NE AAMTREK-
										е	Sup	B	Progr	rogr kotsa		kotsa e Q3	kotsa e
										Agric	port	a	ams	ms ne Projec		ne Projec	ne Projec
										and	com			ts			
										m	nica			ment			
										Progr ams/	te, mar			ed in the	ed in amme the s/Proi	amme Q4	amme s/Proj
										Projec	ket,			Munic			
										ts in	bra nd			ipality	ipality in partn		
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		public participa tion	ication and	enhance commun	STRATEGIC	OBJECT	IVE			
					MUNICIPAL FUNCTIONS		°S &			
				4	status (Progr ess to date)	Curren t				
				7	Demand New IDP		BASELINE 2016/17			BUILDA
				70000	Backlo g					DEVLOPM
		Newsletters	municipal	external		INDICATO R	PERFORMA	ОИТРИТ		BUILD A DEVLOPMENTAL STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEMOCRATIC INSTITUTION ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE
				put	KPI TYPE			5: 70	77	E SUST
			by 30 June 2018	external newsletters	ANNUAL TA	RGET		OUTPUT 5: TO STRENGTHEN PARTICIPATORY GOVERNANCE	TO PROMOTE GOOD GOVERNANCE	L STATE, IMPROVE PUBLIC SERVICE AND STRENGTHEN DEN ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE
				000	BUL	OGET		NPARTIC	GOOD GO	SOURCE
illors	Munic ipal Offici als and		7 7	profil e	ACT			IPATORY	VERNANC	NANAGEM
Offi cials and Cou ncill	7 3 3	•		prof ile	VTSD		50	GOVE	J.	ENGTH IENT A
illors	ipal Offici als and	perfor med by	activit ies on	profil e	RHR		5 CONCRETES	RNANC		ND US
	Instit ution	ji îi	8 8	profil e	SETSOKOT: ANE	5	:/ES	76		E E
		th n yec	progr amme)fil	SAAMTREK SAAMWERI					IC INSI
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				newsletters	PORTFOLIA EVIDENCE	O OF				

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