

# LEKWA LOCAL MUNICIPALITY



## 2023/2024 PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

**THE LEKWA LOCAL MUNICIPALITY  
AS REPRESENTED BY**

**M.J. LAMOLA  
MUNICIPAL MANAGER**

AND

**KHOMOTSO DUBA  
CHIEF FINANCIAL OFFICER  
THE EMPLOYEE OF THE MUNICIPALITY**

FOR THE

FINANCIAL YEAR: 1 JULY 2023 - 30 JUNE 2024

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## PERFORMANCE AGREEMENT

### ENTERED INTO BY AND BETWEEN:

The **Lekwa Local Municipality** herein represented by **M. J. Lamola (Municipal Manager)** in his capacity as the Municipal Manager (hereinafter referred to as the **Employer**)

and

**Khomotso Duba** (Employee of the Lekwa Local 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)(ii) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement within one (1) month after the beginning of each financial year of the municipality.
- 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 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 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;
- 2.5 use the performance agreement as the basis for assessing whether the Employee has met the performance expectations applicable to his or her job;
- 2.6 in the event of outstanding performance, to appropriately reward the Employee; and
- 2.7 give effect to the employer's commitment to a performance-orientated relationship with its Employee in attaining equitable and improved service delivery.



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### 3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **1<sup>st</sup> July 2023** and will remain in force until **30<sup>th</sup> June 2024** 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 for any reason.
- 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 (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, 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.
- 4.3 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 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 (KPAs) and the Competency Requirements (CRs) 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 CRs will account for 20% of the final assessment.
- 5.5.4 The total score must be determined using the rating calculator.
- 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), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	0%
Municipal Institutional Development and Transformation	10%
Local Economic Development (LED)	0%
Municipal Financial Viability and Management	75%
Good Governance and Public Participation	15%
Spatial Rational	0%
<b>Total</b>	<b>100%</b>

- 5.7 In the case of managers directly accountable to the Municipal Manager, 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.

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- 5.8 The CRs will make up the other 20% of the Employee's assessment score. CRs 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. Three of the CRs are compulsory for Municipal Managers:

<b>COMPETENCY REQUIREMENTS FOR EMPLOYEES</b>		
<b>LEADING COMPETENCIES</b>	√	<b>WEIGHT</b>
Strategic Direction and Leadership		8%
People Management		8%
Program and Project Management		9%
Financial Management		20%
Change Leadership		5%
Governance Leadership		8%
<b>CORE COMPETENCIES</b>		
Moral Competence		10%
Planning and Organising		8%
Analysis and Innovation		5%
Knowledge and Information Management		5%
Communication		6%
Results and Quality Focus		
Total percentage	-	<b>100%</b>

## 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.

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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.
- (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 CRs**

- (a) Each CR 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 CR.
- (c) This rating should be multiplied by the weighting given to each CR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CR 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 CRs:

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.					

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Level	Terminology	Description	Rating				
			1	2	3	4	5
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully 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 annual performance of the municipal manager, an evaluation panel constituted of the following persons must be established -

- 6.7.1 Executive Mayor;
- 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.7.3 Member of the mayoral;
- 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.

6.8 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 -

- 6.8.1 Municipal Manager;
- 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.8.3 Member of the mayoral; and
- 6.8.4 Municipal manager from another municipality.

6.9 The Manager: PMS in the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

## 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:

<b>First quarter</b>	:	July – September 2023 – by end October 2023
<b>Second quarter</b>	:	October – December 2023 – by end January 2024
<b>Third quarter</b>	:	January – March 2024 by end April 2024
<b>Fourth quarter</b>	:	April – June 2024 by end August 2024
<b>Annual Performance Assessment:</b>		<b>To be held at a session after the 4th quarter assessment.</b>

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 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.

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## 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 rewarding outstanding performance or correcting unacceptable performance.
- 11.2 A performance bonus of between 5% to 14% of the total remuneration package may be paid to the Employee in recognition of outstanding performance to be constituted as follows:
- 11.2.1 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
  - 11.2.2 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 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 or her performance; and
  - 11.3.2 after appropriate performance counselling and having provided the necessary guidance and / or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his duties.

## 12. DISPUTE RESOLUTION

- 12.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and / or any other matter provided for, shall be mediated by –
- 12.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or
  - 12.1.2 any other person appointed by the MEC.
  - 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)(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.

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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.

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.

Thus done and signed at Standerton on this the 13 day of July 2023.

**AS WITNESSES:**

1. [Signature]

[Signature]  
EMPLOYEE (CHIEF FINANCIAL OFFICER)

2. [Signature]

Thus done and signed at Standerton on this the 31 day of July 2023.

**AS WITNESSES:**

1. [Signature]

[Signature] (MM)  
EMPLOYER (MUNICIPAL MANAGER)

2. [Signature]

3. \_\_\_\_\_

**ANNEXURE "A"**

**LEKWA LOCAL MUNICIPALITY**



**2023/2024  
PERSONAL PERFORMANCE PLAN (PPP)**

**MADE AND ENTERED INTO BY AND BETWEEN:**

**THE LEKWA LOCAL MUNICIPALITY  
AS REPRESENTED BY**

**M. J. LAMOLA  
MUNICIPAL MANAGER**

**AND**

**KHOMOTSO DUBA  
CHIEF FINANCIAL OFFICER  
THE EMPLOYEE OF THE MUNICIPALITY**

**FOR THE**

**FINANCIAL YEAR: 1 JULY 2023 - 30 JUNE 2024**

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**1. Purpose**

The performance plan defines the Council's expectations of the senior 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) as reviewed annually.

**2. Key responsibilities**

The following objects of local government will inform the senior manager's performance against set performance indicators:

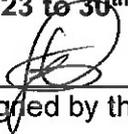
- 2.1 Provide democratic and accountable government for local communities.
- 2.2 Ensure the provision of services to communities in a sustainable manner.
- 2.3 Promote social and economic development.
- 2.4 Promote a safe and healthy environment.
- 2.5 Encourage the involvement of communities and community organisations in the matters of local government.

**3. Key Performance Areas**

The following Key Performance Areas (KPAs) as outlined in the Local Government: Municipal Planning and Performance Management Regulations (2001) inform the strategic objectives listed in the table below:

- 3.1 Municipal Transformation and Organisational Development.
- 3.2 Basic Service Delivery
- 3.3 Local Economic Development (LED)
- 3.4 Municipal Financial Viability and Management
- 3.5 Good Governance and Public Participation
- 3.6 Spatial Rational

**PERFORMANCE PLAN FOR THE CHIEF FINANCIAL OFFICER FOR THE PERIOD: 1<sup>st</sup> JULY 2023 to 30<sup>th</sup> JUNE 2024**

  
\_\_\_\_\_  
Signed by the CHIEF FINANCIAL OFFICER

Date: 13/07/2023

\_\_\_\_\_  
Signed and accepted by the MUNICIPAL MANAGER on behalf of the Employer

Date: 31/07/2023

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Municipal KPA Basic Service Delivery and Infrastructure Development

42	100% senior management agreements with signed performance agreements	% signed performance agreements for senior managers	100%	100%	100%	100%	100%	100%	MP305	Operational	Internal	Signed performance agreements	All Departments
43	100% senior management performance assessments concluded	% performance assessments conducted for senior managers	100%	100%	100%	100%	100%	100%	MP305	Operational	Internal	Performance assessment reports	All Departments
44	Number of departmental meetings held		3 Departmental meetings held	MP305	Operational	Internal	Notice & Agenda; Minutes	All Departments					
103	5 strategic risks mitigating action plan	Strategic risk mitigation action plan developed and implemented	1 Progress report on risk mitigation plan implementation	1 Progress report on risk mitigation plan implementation	1 Progress report on risk mitigation plan implementation	1 Progress report on risk mitigation plan implementation	1 Progress report on risk mitigation plan implementation	1 Progress report on risk mitigation plan implementation	MP305	N/A	N/A	Quarterly reports	All Departments
112	5 Audit action plans	Number of audit action plans developed	1 Audit action plan developed and monitored for implementation	1 Audit action plan developed and monitored for implementation	1 Audit action plan developed and monitored for implementation	1 Audit action plan developed and monitored for implementation	1 Audit action plan developed and monitored for implementation	Not Applicable for reporting in Q3	MP305			Audit action plan	All Departments
113	20 Progress report implemented on action plan	Prepared quarterly reports on AGSA action plan implementation	1 Progress report on AGSA action plan implementation	1 Progress report on AGSA action plan implementation	1 Progress report on AGSA action plan implementation	1 Progress report on AGSA action plan implementation	1 Progress report on AGSA action plan implementation	1 Progress report on AGSA action plan implementation	MP305			Quarterly reports	All Departments
114		Prepared quarterly reports on internal audit action plan implementation	1 Progress report on internal audit action plan implementation	1 Progress report on internal audit action plan implementation	1 Progress report on internal audit action plan implementation	1 Progress report on internal audit action plan implementation	1 Progress report on internal audit action plan implementation	1 Progress report on internal audit action plan implementation	MP305			Quarterly reports	All Departments
129	Collection Rate 95%	Implementation of Revenue Enhancement Strategy	65%	60%	62%	60%	60%	60%	MP305			Quarterly report	Budget & Treasury
130	Cost / Cash Coverage = 6 Months	Cash Flow Management	1 month	0.5 months	MP305			Quarterly report; Cash flow management committee minutes	Budget & Treasury				
131	Reduction of UJFW Expenditure R 100 mil	Implementation of UJFW Expenditure Reduction Strategy	R 1.8 billion	R 2.1 billion	R 2 billion	R 1.9 billion	R 1.8 billion	R 1.8 billion	MP305			Quarterly report	Budget & Treasury

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132	Efficient Contract Management	Implementation of Contract Management Framework	R 30 mil	R 36 mil	R 34 mil	R 32 mil	R 30 mil	MP305	Quarterly report	Budget & Treasury
133	Number of service provider performance monitoring reports prepared	Reports on service provider performance monitored	4 Reports on service provider performance monitoring	1 Report on service provider performance monitored	4 Reports on service provider performance monitoring	4 Reports on service provider performance monitoring	4 Reports on service provider performance monitoring	MP305	Quarterly report	All Departments
134	GRAP Compliant FAR	Asset Management: Prepare a GRAP and mSCOA compliant Fixed Asset Register (FAR)	GRAP & mSCOA Compliant Assets Register	Assets Verification	Assets Verification	Compilation of FAR	Reconciliation of FAR	MP305	Quarterly report	Budget & Treasury
135	Cost Reflective Tariffs	Cost of Supply Study	Reduction of Trading Services Operating Deficit	Reduction of Trading Services Operating Deficit	Reduction of Trading Services Operating Deficit	Trading Services operating on Surplus	Trading Services operating on Surplus	MP305	Quarterly report	Budget & Treasury
136	Reduction of Accounting deficit on Budget	Demonstrable prove of implementation Budget Funding Plan	(R 252 mil)	Develop Budget Funding Plan	Implementation of Budget Funding Plan	Implementation of Budget Funding Plan	Implementation of Budget Funding Plan	MP305	Quarterly report	Budget & Treasury
137	Reduce outstanding creditors to R 2.7 billion	Ring Fence Major Creditors under repayment as from 2025 financial year	R -	R -	R -	R -	R -	MP305	Quarterly report	Budget & Treasury
138	Number of reports on FRP implementation		12 Reports on FRP implementation	3 FRP Reports	3 FRP Reports	3 FRP Reports	3 FRP Reports	MP305	Quarterly report	All Departments

**ANNEXURE "B"**

**LEKWA LOCAL MUNICIPALITY**



**2022/2023  
PERSONAL DEVELOPMENT PLAN (PDP)**

MADE AND ENTERED INTO BY AND BETWEEN:

**THE LEKWA LOCAL MUNICIPALITY  
AS REPRESENTED BY**

**M.J. LAMOLA  
MUNICIPAL MANAGER**

AND

**KHOMOTSO DUBA  
CHIEF FINANCIAL OFFICER  
THE EMPLOYEE OF THE MUNICIPALITY**

FOR THE

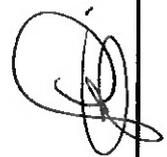
**FINANCIAL YEAR: 1 JULY 2023 - 30 JUNE 2024**

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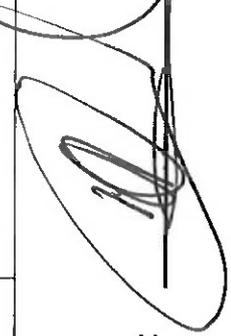
**Personal Development Plan of: KHOMOTSO DUBA**

Compiled on (Date): .....

1. Skills / Performance Gap (in order of priority)	2. Outcomes Expected (measurable indicators: quantity, quality and time frames)	3. Suggested training and / or development activity	4. Suggested mode of delivery	5. Suggested Time Frames	6. Work opportunity created to practice skill / development area	7. Support Person
E.g. 1. Appraise Performance of Managers	The manager will be able to enter into performance agreements with all managers reporting to him / her, appraise them against set criteria, within relevant time frames	A course containing theoretical and practical application with coaching in the workplace following [relevant unit standard?]	External provider, in line with identified unit standard and not exceeding R 6 000	March 200...	Appraisal of managers reporting to him / her	Senior Manager: Training
2.	Change Management	Change Management Programme	External Provider	September 2023		
3.	Knowledge & Information Management	Knowledge & Information Management	External Provider	December 2023		
4.						



Employee's signature :



Employer's signature: