

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

**S.M. JIYANE
EXECUTIVE MANAGER TECHNICAL SERVICES
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** in his capacity as Municipal Manager (hereinafter referred to as the **Employer**)

and

S.M. Jiyane (Employee of the Lekwa Local Municipality (hereinafter referred to as the **Employee**)).

WHEREBY IT IS AGREED AS FOLLOWS:

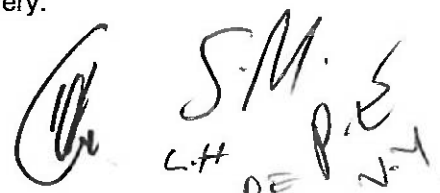
1. INTRODUCTION

- 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 **1st July 2023** and will remain in force until **30th 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.

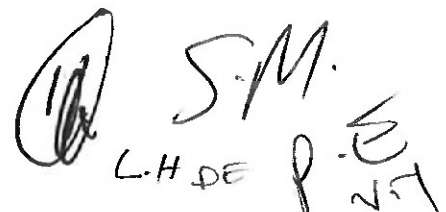
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5 PERFORMANCE MANAGEMENT SYSTEM

- 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
Service Delivery & Infrastructure Development	50%
Municipal Institutional Development and Transformation	15%
Financial Viability and Management	15%
Good Governance and Public Participation	10%
Local Economic Development	5%
Spatial Rationale	5%
Total	100%

- 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.
- 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 (✓)

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from the list below as agreed to between the Employer and Employee. Three of the CRs are compulsory for Municipal Managers:

COMPETENCY REQUIREMENTS FOR EMPLOYEES		
LEADING COMPETENCIES	√	WEIGHT
Strategic Direction and Leadership		20%
People Management		10%
Program and Project Management		10%
Financial Management		10%
Change Leadership		5%
Governance Leadership		5%
CORE COMPETENCIES		
Moral Competence		5%
Planning and Organising		10%
Analysis and Innovation		5%
Knowledge and Information Management		5%
Communication		10%
Results and Quality Focus		5%
Total percentage	-	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 discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.

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

6.5 The annual performance appraisal will involve:

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

- (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (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.

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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.					
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.					

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Level	Terminology	Description	Rating				
			1	2	3	4	5
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).

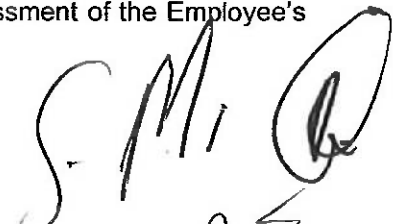
7. SCHEDULE FOR PERFORMANCE REVIEWS

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:

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

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.


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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.

10. CONSULTATION

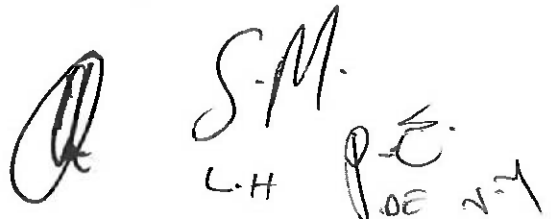
10.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others –

- 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:



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- 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.

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.

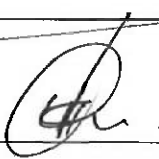
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Thus done and signed at Standerton on this the 01 day of July 2023.

AS WITNESSES:


1. 
EMPLOYEE (EXECUTIVE MANAGER TECHNICAL SERVICES)

2. 

3. 

Thus done and signed at Standerton on this the 031 day of July 2023.

AS WITNESSES:

1.  (MM)
EMPLOYER (MUNICIPAL MANAGER)

2. 

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

**S.M. JIYANE
EXECUTIVE MANAGER TECHNICAL SERVICES**

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 Service Delivery and Infrastructure Development
- 3.2 Municipal Institutional Development and Transformation
- 3.3 Financial Viability and Management
- 3.4 Good Governance and Public Participation
- 3.5 Local Economic Development
- 3.6 Spatial Rationale

PERFORMANCE PLAN FOR THE EXECUTIVE MANAGER TECHNICAL SERVICES FOR THE PERIOD: 1st JULY 2023 to 30th JUNE 2024

Signed by the EXECUTIVE MANAGER TECHNICAL SERVICES

Date: 03/09/2023

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

Date: 31/07/2023

Municipal KPA Basic Service Delivery and Inf

14	Reduce water losses	Calibration of 5 Bulk Meters @ WTW	Procurement of service provider	Calibration of 1 Bulk Meters @ WTW	Calibration of 2 Bulk Meters @ WTW	Calibration of 2 Bulk Meters @ WTW	10	Internal	Quarterly Progress Report	Technical Services
15		Repair of 1000 water leaks	250 water leaks repaired	250 water leaks repaired	250 water leaks repaired	250 water leaks repaired	1-12, 14 & 15	Internal	Quarterly Progress Report	Technical Services
16	Construction of reservoirs	Construction of Klesser reservoir and pressure tower	Construction @25%	Construction @50%	Construction @75%	Construction @100%	10 R27,952,351	MIG	Quarterly Progress Report	Technical Services
17	100% access to water without access	Installation of two boreholes	Procurement of Contractor.	Installation of one borehole	Installation of one borehole	Not Applicable for reporting in Q4	9; 12	MIG	Quarterly Progress Report	Technical Services
18	Refurbishment of Water Infrastructure.	Refurbishment of Morgenzon raw water pumping units	Procurement of Contractor	Implementation and 100% completion	Not Applicable for reporting in Q3	Not Applicable for reporting in Q4	14 R1,200,000	MDRG	Progress Reports	Technical Services
19	Approved water Service Development plan (WSDP)	Develop WSDP	Request MISA to assist with development of WSDP.	Follow up for confirmation of development of WSDP from MISA.	50% development of WSDP	100% development of WSDP.	None		Progress Reports	Technical Services

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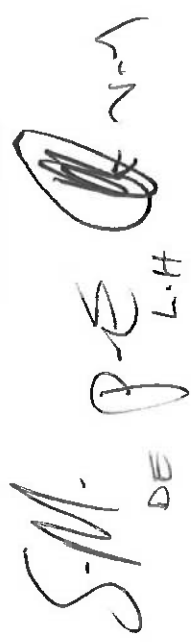
20	Approved Operation and Maintenance Plan	Develop Operation and Maintenance Plan	Request MISA to assist with development of the Operation and Maintenance Plan	Follow up for confirmation of development of WSDP from MISA.	50% development of Operation and Maintenance Plan	100% development of Operation and Maintenance Plan	MP305			Quarterly Progress Report	Technical Services
21	Reduce Sanitation Backlogs	Installation of 100 VIP toilets	Procurement of Contractor	Progress @ 25%	Progress @ 50%	Progress @ 100%	9; 12; 13	R2,000,000	MIG	Progress Reports	Technical Services
22	Refurbishment of sanitation infrastructure	Refurbishment of Johan, Steijn and Rookkopen sewer pump stations	Procurement of Contractor	Implementation and completion	Not Applicable for reporting in Q3	Not Applicable for reporting in Q4	4	R2,750,000	MDRG	Progress Reports	Technical Services
23	40 Km of bulk electricity infrastructure upgraded	Construction of 2km bulk electricity line to Meyerville.	Issuing of job card for the construction of the line to appointed Service Provider.	Construction @25%	Construction @50%	Construction @100%	4	R2,000,000	Internal	Quarterly Progress Report	Technical Services
24	A, B & C Substations upgraded	A substation upgraded. (Installation of 20 MVA transformer)	Not Applicable for reporting in Q1	Transformer delivered	Installation @50%	Installation @100%	7	R7,000,000	INEP	Quarterly Progress Report	Technical Services
25	Upgrade of Electricity Infrastructure	Design for 11kV line between A Substation and Rookkopen.	Survey	Design @25%	Design @50%	Design @100%	11	R1,500,000	INEP	Quarterly Progress Report	Technical Services

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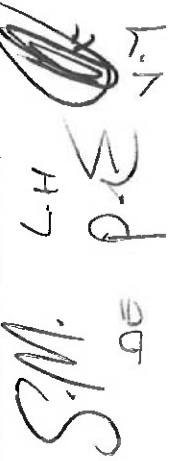
26	NMD upgraded to 110MVA	Submit request to Eskom for upgrade of NMD	Submit request to Eskom for upgrade of NMD	Follow up on request submitted to Eskom	Follow up on request submitted to Eskom	Follow up on request submitted to Eskom	Follow up on request submitted to Eskom	MP305			Quarterly Progress Report	Technical Services
27	Improve street lighting	Design and tender documentation for installation of high masts	Appointment of Consultant	Designs @25%	Designs @50%	Designs @100%		8, 10	R400,000	MIG	Quarterly Progress Report	Technical Services
28		Repair 400 street lights	100 street lights repaired	100 street lights repaired	100 street lights repaired	100 street lights repaired		3, 4, 8, 10	R2,500,000	Internal	Monthly progress reports	Technical Services
29	Improve revenue enhancement	Repair 20 high mast lights	5 high mast lights repaired	5 high mast lights repaired	5 high mast lights repaired	5 high mast lights repaired		1, 2, 3, 4, 5, 6, 7, 15, 12, 14	R3,500,000	internal	Monthly progress reports	Technical Services
30		Installation of 100 electricity meters	Installation of 25 electricity meters	Installation of 25 electricity meters	Installation of 25 electricity meters	Installation of 25 electricity meters	Installation of 25 electricity meters		1 to 11, 13 & 15	R2,100,000	Internal	Monthly progress reports
31	100% access to electricity	EDMS Strategy Document developed	Inspection and data collection	Consultation on draft strategy document	Draft strategy document developed	EDMS Strategy Document developed		MP305	R0	Internal	Quarterly progress report	Technical Services
32	Development and implementation of Electricity Maintenance Plan	Development of Electricity Maintenance Plan	Inspection and data collection	Consultation on draft maintenance plan developed	Draft electricity maintenance document developed	Electricity Maintenance Plan developed		MP305	R0	Internal	Quarterly progress report	Technical Services

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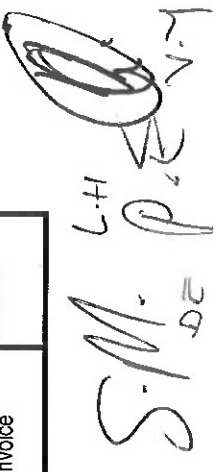


33	<p>Rehabilitate Electricity Infrastructure</p> <p>Rehabilitation of water drainage system, installation of 0.5HP and drainage pipe (showground, BB and Sakhile switching stations), Rehabilitation of water drainage system, Installation of storm water drainage pump (ext-8 switching station), Rehabilitation, replacement of breakers and cubicles (Standerton Charl Cilliers street, Standerton town Handel str, Colligny str, Burger str. and Replace 6 x wooden poles at R-</p>	<p>Procurement of Contractor</p>	<p>Implementation and completion</p>	<p>Not Applicable for reporting in Q3</p>	<p>Not Applicable for reporting in Q4</p>	<p>1,2,3, 5,6,8,9,10,11</p>	<p>R1,575,000</p>	<p>MDRG</p>	<p>Progress Reports</p>	<p>Technical Services</p>
34	<p>Roads and Storm water Master Plan Developed</p>	<p>No reporting in Q1</p>	<p>Procurement of Service Provider</p>	<p>Roads & Storm water master plan @10%</p>	<p>Roads & Storm water master plan @25%</p>	<p>MP305</p>			<p>Quarterly Progress report</p>	<p>Technical Services</p>

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35	20km road constructed	Designs developed for 4km of Roads to be constructed	Develop and submit business plan	Follow up on confirmation of funding	Appointment of Consultant	Designs developed.	4, 8, 10		Internal	Quarterly Progress report	Technical Services
36		Design and tender documentation for 5km Bauman street to be rehabilitated.	Appointment of Consultant	Designs @25%	Designs @50%	Designs @100%	8, 10	R400,000	MIG	Quarterly Progress report	Technical Services
37	192 km of Roads paved/taired 20km road rehabilitated	Construction of wing walls and extension of reno mattress or construction of gabions for embankment downstream. (Sakhile ward 11) Protection on both sides of the bridge. Cleaning of river bed and culverts	Procurement of Contractor	Implementation and completion	Not Applicable for reporting in Q3	Not Applicable for reporting in Q4		11 R1,100,000	MDRG	Quarterly Progress report	Technical Services
38	30 vehicles procured	Procure 4 vehicles	Not Applicable for reporting in Q1	Supply Chain processes completed	Not Applicable for reporting in Q3	Receive and registration of vehicles.	MP305	10 000 000	Internal	Registration Certificates / Invoice	Technical Services



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39	Dependable fleet management	Disposal of 40 vehicles	Disposal of 8 vehicles	Identify and submit list of vehicles for disposal	Follow up on progress of disposal	Follow up on progress of disposal	Follow up on progress of disposal	Transfer of disposed vehicles.	MP305	N/A	N/A	Transfer Certificate	Technical Services
40		Develop maintenance plan	Maintenance plan developed	Draft maintenance plan developed	Draft maintenance plan reviewed	Maintenance plan developed	Maintenance plan approved.	Maintenance plan approved.	MP305	N/A	N/A	Maintenance Plan	Technical Services
42	100% senior management 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 conducted	% 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	12 Departmental meetings held	3 Departmental meetings held	3 Departmental meetings held	3 Departmental meetings held	3 Departmental meetings held	3 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	4 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	Not Applicable for reporting in Q1	1 Audit action plan developed and monitored for implementation	Not Applicable for reporting in Q3	Not Applicable for reporting in Q4	Not Applicable for reporting in Q4	MP305			Audit action plan	All Departments


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113	Prepared quarterly reports on AGSA action plan implementation	4 Progress 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	MP305	Quarterly reports	All Departments
114	20 Progress report implemented on action plan	4 Progress 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	MP305	Quarterly reports	All Departments
133	Number of service provider performance monitoring reports prepared	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	4 Reports on service provider performance monitoring	MP305	Quarterly report	All Departments
138	Number of reports on FRP implementation	12 Reports on FRP Implementation	3 FRP Reports	3 FRP Reports	3 FRP Reports	3 FRP Reports	3 FRP Reports	MP305	Quarterly report	All Departments

S.M. L.H.
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ANNEXURE "B"

LEKWA LOCAL MUNICIPALITY



**2023/2024
PERSONAL DEVELOPMENT PLAN (PDP)**

MADE AND ENTERED INTO BY AND BETWEEN:

**THE LEKWA LOCAL MUNICIPALITY
AS REPRESENTED BY**

**M. J. LAMOLA
MUNICIPAL MANAGER**

AND

**S.M. JIYANE
EXECUTIVE MANAGER TECHNICAL SERVICES**

THE EMPLOYEE OF THE MUNICIPALITY

FOR THE

FINANCIAL YEAR: 1 JULY 2023 - 30 JUNE 2024


S.M. Jiyane
L.H. P.E.S.
DE 2024

Personal Development Plan of: M. JIYANE

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
1. Financial Management	Streamline financial.	Municipal Finance Management	External provider	March 2024	Appraisal of managers	Corporate Services
2. Analysis and Innovation	Innovative	Innovation Management	External provider	March 2024	Appraisal of managers	Corporate services
3. Planning and Organizing	Inner working of an institution.	Administration coarse	External provider	March 2024	Appraisal of managers	Corporate services
4. Program and Project Management	Project Management and implementation	Project Management	External provider	March 2024	Appraisal of managers	Corporate services

Employee's signature :



Employer's signature:

