

Kagisano - Molopo Local Municipality



**LENTIKILE BOGODILE
EMPLOYEE**

PERFORMANCE AGREEMENT

FINANCIAL YEAR: 2026/2027

Made and entered into by and between:

**The Kagisano Molopo Local Municipality, as
represented by:**

OLEBILE OBED NTSIMANE

**THE ACTING MUNICIPAL MANAGER OF KAGISANO MOLOPO
LOCAL MUNICIPALITY**

AND:

LENTIKILE BOGODILE

ACTING DIRECTOR PLANNING AND DEVELOPMENT

FINANCIAL YEAR: 1ST JULY 2026 TO 31ST JUNE 2027

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Kagisano Molopo Local Municipality herein represented by **OLEBILE OBED NTSIMANE** in her capacity as the Acting Municipal Manager (hereinafter referred to as the **Employer** or **Supervisor**)

and

LENTIKILE D. BOGODILE, Employee of the Municipality as the Acting Director Planning and Development (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** for a period from **30 March 2026, the appointment be month to month for a period not exceeding three (3) months**, in terms of Section 57(1) (a) of the Local Government: Municipal Systems Act, Act 32 of 2000 (hereinafter referred to as "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 two parties, requires the parties to conclude an annual performance agreement.
- 1.3. The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the **Employee**, reporting to the Mayor, to a set of actions 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 parties agree that the purposes of this Agreement are 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 employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan (IDP), 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 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. **30 March 2026, the appointment be month to month for a period not exceeding three (3) months**, hereafter 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.
- 3.1. The parties will review the provisions of this Agreement in June of 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.
- 3.2. This Agreement will terminate upon the termination of the **Employee's** contract of employment for any reason.
- 3.3. Upon the termination of the Employee's contract of employment for any reason before the end of the financial year in question, the Employee shall be assessed on all the quarters completed whilst the agreement was in force, and shall be entitled to a pro-rata bonus accordingly. The pro-rata payment shall be effected only after the performance evaluation has been completed as contemplated in section 8(4B) of the Municipal Systems Amendment 44 of 2003 and the Performance Management System Policy adopted by Council.
- 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.

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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 (IDP), 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.
 - 4.1.1. The key objectives describe the main tasks that need to be done.
 - 4.1.2. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
 - 4.1.3. The target dates describe the timeframe in which the work must be achieved.
 - 4.1.4. 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.

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.

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- 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 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.
- 5.6. The **Employee's** assessment will be based on his / her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (**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
Good Governance and Public Participation	100%
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 Core Competency Requirements (CCRs) or Core Managerial Competencies (CMCs) and the Core Occupational Competencies (COC) will make up the other 20% of the **Employee's** assessment score as per attached **Annexure B and C** respectively. CCRs that are deemed to be most critical for the **Employee's** specific job should be selected (✓) from the lists in the annexure underneath.

6. EVALUATION OF 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 CCRs

- (a) Each CCR should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the **five-point scale** should be provided for each CCR.
- (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CCR score.

6.5.3. Overall rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

6.6. The assessment of the performance of the **Employee** will be based on the following rating scale for KPA's and CCRs:

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.					5
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.					4
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.					3
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.					2
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.					1

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6.1 For purposes of evaluating the annual performance of the Director Community Services, an evaluation panel constituted of the following persons must be established

6.1.1 Municipal Manager

6.1.2 Municipal manager from another municipality

6.1.3 Chairperson of the Performance Audit Committee or the Audit Committee in the absence of a Performance Audit Committee;

6.1.4 Member of the Executive Committee

6.2 The Performance Management (Human Resource) Manager must provide secretariat services to the evaluation panels.

6.2.1 Member of the ward committee nominated by the Mayor and;

6.3 The Performance Management (Human Resource) Manager must provide secretariat services to the evaluation panels.

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 2026
Second quarter	:	October – December 2026
Third quarter	:	January – March 2027
Fourth quarter	:	April – June 2027

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 D**

9 OBLIGATIONS OF THE EMPLOYER

9.1 The Employer shall –

- 9.1.1 create an enabling environment to facilitate effective performance by the employee;
- 9.1.2 provide access to skills development and capacity building opportunities;
- 9.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- 9.1.4 on the request of the Employee delegate such powers reasonably required by the Employee to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and
- 9.1.5 make available to the Employee such resources as the Employee may reasonably require from time to time to assist him / her to meet the performance objectives and targets established in terms of this Agreement.

10 CONSULTATION

- 10.1 The Employer agrees to consult the Employee from time to time 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.

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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 all-inclusive annual 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 or her duties.

12 DISPUTE RESOLUTION

12.1 Any disputes about the nature of the **Employee's** performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –

12.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the **Employee**; or

12.1.2 any other person appointed by the MEC.

12.1.3 In the case of managers directly accountable to the municipal manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee;

12.1.4 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.

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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 and section 57 managers must be submitted to the Audit Committee, Council and subsequently 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.

14 SIGNATURE OF PARTIES TO THE AGREEMENT

Thus done and signed at Cape on this 24 day of July 2026

AS WITNESSES

1. [Signature]

2.

[Signature]
OLEBILE OBED NTISMANE Mr.
Acting MUNICIPAL MANAGER
(Employer)

Signed at GANYESA on this 24 day of July 2026

AS WITNESSES

1.

2.

[Signature]
LENTIKILE BOGODILE
ACTING DIRECTOR
GOOD GOVERNANCE & PUBLIC
PARTICIPATION (Employee)

ANNEXURE A

PERFORMANCE PLAN

1 Purpose

The performance plan defines the Council's expectations of the Acting Municipal Manager's performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan (IDP) and as reviewed annually.

2 Key responsibilities

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

2.1 Good Governance & Public Participation

3 Key Performance Areas

The following Key Performance Areas (KPA's) as outlined in the Local Government: Municipal Planning and Performance Management Regulations (2006) inform the strategic objectives listed in the table below:

3.1 Good Governance & Public Participation

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10.5 KEY PERFORMANCE AREA: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Quarterly projections of service delivery targets and performance indicators for each vote																	
KPA		Good Governance and Public Participation															
Good Governance and Public Participation																	
Outcome 9		Output 6		The administrative and financial capabilities of municipalities are enhanced													
Functional Area / Development Priorities	Strategic Objective	Baseline 2025/2026			Revised Annual Target 2025/2027	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog								Q 1	Q 2	Q 3	Q 4		
Ensuring submission of PMS Reports and Conducting reviews	Ensure that PMS Reports are submitted on time and that Reviews are conducted	Timeous submission of accurate PMS quarterly Reports and complete POE to the office of the Municipal Manager within five (5) Days after the end of each Quarter	Timeous submission of accurate PMS quarterly Reports and complete POE to the office of the Municipal Manager within five (5) Days after the end of each Quarter	None	Timeous submission of accurate PMS quarterly Reports and complete POE to the office of the Municipal Manager within five (5) Days after the end of each Quarter	OpEx	N/A	Timeous submission of accurate PMS quarterly Reports and complete POE to the office of the Municipal Manager within five (5) Days after the end of each Quarter	N/A	Output	2	Timeous submission of accurate PMS quarterly Reports and complete POE to the office of the Municipal Manager within five (5) Days after the end of each Quarter	Timeous submission of accurate PMS quarterly Reports and complete POE to the office of the Municipal Manager within five (5) Days after the end of each Quarter	Timeous submission of accurate PMS quarterly Reports and complete POE to the office of the Municipal Manager within five (5) Days after the end of each Quarter	Quarterly report	6A	
Ensuring submission of PMS Reports and Conducting reviews	Ensure that PMS Reports are submitted on time and that Reviews are conducted	Timeous submission of the 2025/2026 Mid-Term Report to the Office of the Municipal Manager	Timeous submission of the 2025/2026 Mid-Term Report to the Office of the Municipal Manager	None	Timeous submission of the 2025/2026 Mid-Term Report to the Office of the Municipal Manager by 20th January 2027	OpEx	N/A	Timeous submission of the 2026/2027 Mid-Term Report to the Office of the Municipal Manager	N/A	Output	2	N/A	N/A	Timeous submission of the 2026/2027 Mid-Term Report to the Office of the Municipal Manager by 20th January 2027	N/A	2026/2027 Mid-Term Report	6B

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Quarterly projections of service delivery targets and performance indicators for each vote																		
KPA	Good Governance and Public Participation																	
Good Governance and Public Participation																		
Outcome 9	Output 6																	
The administrative and financial capabilities of municipalities are enhanced																		
Functional Area / Development Priorities	Strategic Objective	Baseline 2025/2026			Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog									Q 1	Q 2	Q 3	Q 4		
Ensuring submission of PMS Reports and Conducting reviews	Ensure that PMS Reports are submitted on time and Reviews are conducted	4 Department Quarterly Performance Reviews performed	4 Department Quarterly Performance Reviews performed	None	4 Department Quarterly Performance Reviews performed by 30 June 2027	N/A	OpEx	N/A	Number of Department Quarterly Performance Reviews performed	N/A	Output	2	1 Departmental Quarterly Performance Reviews performed by 30 September 2026	1 Departmental Quarterly Performance Reviews performed by 31 December 2026	1 Departmental Quarterly Performance Reviews performed by 31 March 2027	1 Departmental Quarterly Performance Reviews performed by 30 June 2027	Departmental Attendance Register and Minutes	6C
Ensuring submission of PMS Reports and Conducting reviews	Ensure that PMS Reports are submitted on time and Reviews are conducted	4 Municipal Quarterly Performance Reviews performed	4 Municipal Quarterly Performance Reviews performed	None	4 Municipal Quarterly Performance Reviews performed by 30 June 2027	N/A	OpEx	N/A	Number of Municipal Quarterly Performance Reviews performed	N/A	Output	2	1 Municipal Quarterly Performance Reviews performed by 30 September 2026	1 Municipal Quarterly Performance Reviews performed by 31 December 2026	1 Municipal Quarterly Performance Reviews performed by 31 March 2027	1 Municipal Quarterly Performance Reviews performed by 30 June 2027	Attendance registers and minutes	6D
Providing a structured and coherent approach in regular assessment and updating of Risk Management	To ensure effective Risk management	4 Risk Register Updates conducted for each Department	4 Risk Register Updates conducted for each Department	None	4 Risk Register Updates conducted quarterly per Department by 30 June 2027	N/A	OpEx	N/A	Number of Risk Register Updates conducted quarterly per Department	N/A	Output	2	1 Risk Register Update conducted quarterly per Department by 30 September 2026	1 Risk Register Update conducted quarterly per Department by 31 December 2026	1 Risk Register Update conducted quarterly per Department by 31 March 2027	1 Risk Register Update conducted quarterly per Department by 30 June 2027	Updated Risk Register	6E

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Quarterly projections of service delivery targets and performance indicators for each vote																		
KPA	Good Governance and Public Participation																	
Good Governance and Public Participation																		
Outcome 9	The administrative and financial capabilities of municipalities are enhanced																	
Functional Area / Development Priorities	Strategic Objective	Baseline 2025/2026			Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog									Q 1	Q 2	Q 3	Q 4		
Development and Review of the Performance Management	To achieve a clean audit opinion	Timeous response to the Internal Auditor's Finding within 30 days after receiving the report	Timeous response to the Internal Auditor's Finding within 30 days after receiving the report	None	Timeous response to the Internal Auditor's Finding within 30 days after receiving the report	N/A	OpEx	N/A	Timeous response to the Internal Auditor's Finding within 30 days after receiving the report	N/A	Output	2	Timeous response to the Internal Auditor's Finding within 30 days after receiving the report	Timeous response to the Internal Auditor's Finding within 30 days after receiving the report	Timeous response to the Internal Auditor's Finding within 30 days after receiving the report	Timeous response to the Internal Auditor's Finding within 30 days after receiving the report	Internal Audit Report and Management Responses	6F
Ensuring submission of PMS Reports and Conducting reviews	Ensure that PMS Reports are submitted on time and that Reviews are conducted	Timeous tabling of the 2025/2026 Mid-Term Report by the 31 st January 2026	Timeous tabling of the 2025/2026 Mid-Term Report by the 31 st January 2026	None	Timeous tabling of the 2026/2027 Mid-Term Report by the 31 st January 2027	N/A	OpEx	N/A	Timeous tabling of the 2026/2027 Mid-Term Report	N/A	Output	2	N/A	Timeous tabling of the 2026/2027 Mid-Term Report by the 31 st January 2027	N/A	2026/2027 Mid-Term Report and Council resolution	6G	
Ensuring submission of PMS Reports and Conducting reviews	Ensure that PMS Reports are submitted on time and that Reviews are conducted	Timeous submission of the 2024/2025 Annual Performance Report to the Office of the Auditor General of South Africa	Timeous submission of the 2024/2025 Annual Performance Report to the Office of the Auditor General of South Africa	None	Timeous submission of the 2025/2026 Annual Performance Report to the Office of the Auditor General of South Africa by 31 August 2026	N/A	OpEx	N/A	Timeous submission of the 2025/2026 Annual Performance Report to the office of the Auditor General of South Africa	N/A	Output	2	N/A	N/A	N/A	2025/2026 Annual Performance Report and Acknowledgement Letter	6H	

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Quarterly projections of service delivery targets and performance indicators for each vote																				
KPA	Good Governance and Public Participation																			
Good Governance and Public Participation																				
The administrative and financial capabilities of municipalities are enhanced																				
Outcome 9	Output 6																			
Functional Area / Development Priorities	Strategic Objective			Baseline 2025/2026			Annual Performance Target 2025/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
	Current status	Demand	Backlog	Q 1	Q 2	Q 3									Q 4					
Ensuring submission of PMS Reports and Conducting reviews	Ensure that PMS Reports are submitted on time and that Reviews are conducted	Timeous tabling of the 2024/2025 Annual Report to the council	None	Timeous tabling of the 2025/2026 Annual Report to the council by 31 January 2027	N/A	OpEx	N/A	Timeous tabling of the 2025/2026 Annual Report to the council	N/A	Output	2	N/A	N/A	Timeous tabling of the 2025/2026 Annual Report to the council by 31 January 2027	N/A	2025/2026 Annual Report and Council resolution	6I			
Provision of effective Corporate Administration and Support	To provide Council Support Services	4 Portfolio Committee meetings coordinated	None	4 Portfolio Committee meetings coordinated by 30 June 2027	N/A	OpEx	N/A	Number of Portfolio Committee meetings coordinated	N/A	Output	2	1 Portfolio Committee meetings coordinated by 31 September 2026	1 Portfolio Committee meetings coordinated by 31 December 2026	1 Portfolio Committee meetings coordinated by 31 March 2027	1 Portfolio Committee meetings coordinated by 30 June 2027	Attendance Register and Minutes	6J			
Development and review of the Integrated Development Plan	Execution of IDP Processes	Timeous submission of the 2026/2027 IDP Process Plan to the Council	None	Timeous submission of the 2027/2028 IDP Process Plan to the Council by 31 August 2026	N/A	OpEx	N/A	Timeous submission of the 2027/2028 IDP Process Plan to the Council	N/A	Output	2	Timeous submission of the 2027/2028 IDP Process Plan to the Council by 31 August 2026	N/A	N/A	N/A	2027/2028 IDP process plan and Council resolution	6K			
Development and review of the Integrated Development Plan	Execution of IDP Processes	2 Strategic IDP Steering Committee meeting held	None	2 Strategic IDP Steering Committee meetings held by 30 June 2027	N/A	OpEx	N/A	Number of Strategic IDP Steering Committee meetings held	N/A	Output	2	N/A	N/A	1 Strategic IDP Steering Committee meeting by 31 March 2027	1 Strategic IDP Steering Committee meeting by 30 June 2027	Attendance Register and Minutes	6L			

Quarterly projections of service delivery targets and performance indicators for each vote																					
KPA		Good Governance and Public Participation																			
Good Governance and Public Participation		Good Governance and Public Participation																			
Outcome 9		Output 6																			
Functional Area / Development Priorities		The administrative and financial capabilities of municipalities are enhanced																			
		Strategic Objective			Baseline 2025/2026			Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog	Q 1	Q 2	Q 3									Q 4					
Development and review of the Integrated Development Plan	Execution of IDP Processes	1 IDP Rep Forum meeting convened	1 IDP Rep Forum meetings convened	None	1 IDP Rep Forum meetings convened by 30 June 2027	N/A	OpEx	N/A	Number IDP Rep Forum Meetings Convened	N/A	Output	2	N/A	N/A	N/A	1 IDP Rep Forum meetings convened by 30 June 2027	Attendance register and Minutes	6M			
Development and review of the Integrated Development Plan	Execution of IDP Processes	Timeous tabling of the 2026/2027 Draft IDP to Council	Timeous tabling of the 2026/2027 Draft IDP to Council	None	Timeous tabling of the 2027/2028 Draft IDP to Council by 31 March 2027	N/A	OpEx	N/A	Timeous tabling of the 2027/2028 Draft IDP to Council	N/A	Output	2	N/A	N/A	Timeous tabling of the 2027/2028 Draft IDP to Council by 31 March 2027	N/A	2027/2028 IDP and Council resolution	6N			
Development and review of the Integrated Development Plan	Promote a culture of participation and good governance	Timeous tabling of the 2026/2027 Final IDP to the Council	Timeous tabling of the 2026/2027 Final IDP to the Council	None	Timeous tabling of the 2027/2028 Final IDP to Council by 31 May 2027	N/A	OpEx	N/A	Timeous tabling of the 2027/2028 Final IDP to Council	N/A	Output	2	N/A	N/A	N/A	Timeous tabling of the 2027/2028 Final IDP to Council by 31 May 2027	2027/2028 Final IDP and Council resolution	6O			
Promote Spatial Planning and proper land use	Implementation of the Spatial Planning and Land Use Management Act	100% implementation of Spatial Planning and Land Use Management	100% implementation of Spatial Planning and Land Use Management	None	100% implementation of Spatial Planning and Land Use Management by 30 June 2027	N/A	OpEx	N/A	% Implementation of Spatial Planning and Land Use Management	N/A	Output	2	100% implementation of Spatial Planning and Land Use Management by 31 September 2026	100% implementation of Spatial Planning and Land Use Management by 31 December 2026	100% implementation of Spatial Planning and Land Use Management by 31 March 2027	100% implementation of Spatial Planning and Land Use Management by 30 June 2027	Report	6P			

Quarterly projections of service delivery targets and performance indicators for each vote																		
KPA	Good Governance and Public Participation																	
Good Governance and Public Participation																		
Outcome 9	Output 6																	
Functional Area / Development Priorities	The administrative and financial capabilities of municipalities are enhanced																	
	Baseline 2025/2026					Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence
Current status	Demand	Backlog	None	Timeous development of the 2026/2027 Final SDBIP	Q 1									Q 2	Q 3	Q 4		
Performance Management	Development of the SDBIP document	Timeous development of the 2026/2027 Final SDBIP	None	Timeous development of the 2027/2028 Final SDBIP by 30 June 2027	N/A	OpEx	N/A	Timeous development of the 2027/2028 Final SDBIP	N/A	N/A	Output	2	N/A	N/A	N/A	Timeous development of the 2027/2028 Final SDBIP by 30 June 2027	2027/2028 Final SDBIP	6U
Performance Management	Development of Performance Agreement for the Financial Year	7 Performance Agreements signed by Senior Managers	None	7 Performance Agreements signed by Senior Managers by 31 st July 2026	N/A	OpEx	N/A	Number of Performance Agreements Signed by Senior Managers	N/A	7 Performance Agreements Signed by Senior Managers by 31 st July 2026	Output	2	N/A	N/A	N/A	Performance Agreements Signed by Senior Managers	6V	
Performance Management	Development of Performance Agreement for the Financial Year	7 Performance Agreements signed by Senior Managers	None	7 Performance Agreements signed by Senior Managers by 31 st January 2027	N/A	OpEx	N/A	Number of Reviewed Performance Agreements Signed by Senior Managers	N/A	7 Reviewed Performance Agreements Signed by Senior Managers by 31 st January 2027	Output	2	N/A	7 Reviewed Performance Agreements Signed by Senior Managers by 31 st January 2027	N/A	Reviewed Performance Agreements Signed by Senior Managers	6W	
Performance Management	Senior managers' performance assessment conducted	Conduct performance assessments for 7 senior managers	Conduct performance assessments for 7 senior managers	Conduct performance assessments for 7 senior managers by 30 June 2027	N/A	OpEx	N/A	Number of Senior Managers' performance assessments conducted	N/A	N/A	Output	2	N/A	N/A	N/A	Conduct performance assessments for 7 senior managers by 30 June 2027	Performance Assessment Report	6X

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Quarterly projections of service delivery targets and performance indicators for each vote

KPA	Good Governance and Public Participation																	
Good Governance and Public Participation																		
Outcome 9																		
The administrative and financial capabilities of municipalities are enhanced																		
Functional Area / Development Priorities	Strategic Objective	Baseline 2025/2026			Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog									Q 1	Q 2	Q 3	Q 4		
Performance Management	Line Managers' performance assessment performed	Conduct performance assessment for 8 line managers	Conduct performance assessment for 8 line managers	Conduct performance assessment for 8 line managers by 30 June 2027	NA	OpEx	N/A	Number of Line Managers' performance assessments performed	N/A		Output	2	Conduct performance assessment for 8 line managers by 30 September 2026	Conduct performance assessment for 8 line managers by 31 December 2026	Conduct performance assessment for 8 line managers by 31 March 2027	Conduct performance assessment for 8 line managers by 30 June 2027	Performance Assessment Report	6Y
Effective financial management	To ensure effective financial management	100% contracts performance is monitored per department	100% contracts performance is monitored per department	None	100% contracts performance monitored per department by 30 June 2027	N/A	OpEx	% contracts performance monitored per department	N/A		Output	2	100% contracts performance monitored per department by 30 September 2026	100% contracts performance monitored per department by 31 December 2026	100% contracts performance monitored per department by 31 March 2027	100% contracts performance monitored per department by 30 June 2027	Assessment Report, Monthly progress reports, and invoices	6Z
Development of Newsletter	Good governance and public participation	2 Municipal newsletters published	2 Municipal newsletters published	None	4 Municipal newsletters published by 30 June 2027	N/A	OpEx	Number of municipal newsletters published	N/A		Output	2	1 Municipal newsletter published by 30 September 2026	1 Municipal newsletter published by 31 December 2026	1 Municipal newsletter published by 31 March 2027	1 Municipal newsletter published by 30 June 2027	Municipal newsletter	6AA
Good governance and public participation	To encourage public participation	168 Ward committee meetings coordinated	168 Ward committee Meetings coordinated	None	168 Ward Committee Meetings coordinated by 30 June 2027	N/A	R2 700 000	Number of Ward Committee meetings coordinated	N/A		Output	2	42 Ward Committee meetings coordinated by 30 September 2026	42 Ward Committee meetings coordinated by 31 December 2026	42 Ward Committee meetings coordinated by 31 March 2027	42 Ward Committee meetings coordinated by 30 June 2027	Attendance register and Minutes	6AB

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Quarterly projections of service delivery targets and performance indicators for each vote

KPA	Good Governance and Public Participation																
Good Governance and Public Participation																	
The administrative and financial capabilities of municipalities are enhanced																	
Outcome 9 Functional Area / Development Priorities	Output 6 Strategic Objective	Baseline 2025/2026			Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog								Q.1	Q.2	Q.3	Q.4		
To perform an oversight function and promote transparency	Improved level of corporate governance and compliance through efficient and effective standards, practices, and systems	Timeous submission of the 2024/2025 oversight report to the Legislature and the Auditor General of South Africa within seven (7) days after adoption	Timeous submission of the 2024/2025 oversight report to the Legislature and the Auditor General of South Africa within seven (7) days after adoption	None	N/A	OpEx	N/A	Timeous submission of the 2025/2026 oversight report to the Legislature and the Auditor General of South Africa within seven (7) days after adoption	N/A	Output	2	N/A	N/A	N/A	Timeous submission of the 2025/2026 oversight report to the Legislature and the Auditor General of South Africa within seven (7) days after adoption by 30 June 2027	Acknowledgement Letter	6AG
To perform an oversight function and promote transparency	Improved level of corporate governance and compliance through efficient and effective standards, practices, and systems	2 MPAC quarterly reports submitted to Council	2 MPAC quarterly reports submitted to Council	2 MPAC quarterly reports submitted to Council	N/A	OpEx	N/A	Number of MPAC quarterly reports submitted to Council	N/A	Output	2	1 MPAC quarterly reports submitted by 30 September 2026	1 MPAC quarterly reports submitted by 31 December 2026	1 MPAC quarterly reports submitted to Council by 31 March 2027	1 MPAC quarterly reports submitted to Council by 30 June 2027	Report and Council Resolution	6AH
Facilitate the provision of public amenities; housing	To monitor housing service/projects to improve access to services	2 Housing Program Meetings Attended	2 Housing Program Meetings Attended	None	N/A	OpEx	N/A	Number of Housing Program Meetings Attended	N/A	Output	3	1 Housing Program Meeting Attended by 30 September 2026	1 Housing Program Meeting Attended by 31 December 2026	1 Housing Program Meeting Attended by 31 March 2027	1 Housing Program Meeting Attended by 30 June 2027	Report, Attendance Register and Minutes	6AI

Quarterly projections of service delivery targets and performance indicators for each vote																		
KPA	Good Governance and Public Participation																	
Good Governance and Public Participation																		
Outcome 9	Output 6																	
The administrative and financial capabilities of municipalities are enhanced																		
Functional Area / Development Priorities	Strategic Objective	Baseline 2025/2026			Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog									Q 1	Q 2	Q 3	Q 4		
To promote customer feedback	To facilitate an effective relationship between the Municipality and the public	100% queries Or Complaints registered within 7 days after the reported incident date	100% queries Or Complaints registered within 7 days after the reported incident date	None	100% Queries or Complaints registered within 7 working days after the reported incident date by 30 June 2027	N/A	OpEx	N/A	% Queries or Complaints registered within 7 working days after the reported incident date	N/A	Output	2	100% Queries or Complaints registered within 7 working days after the reported incident date by 30 September 2026	100% Queries or Complaints registered within 7 working days after the reported incident date by 31 December 2026	100% Queries or Complaints registered within 7 working days after the reported incident date by 31 March 2027	100% Queries or Complaints registered within 7 working days after the reported incident date by 30 June 2027	Complaints Register and Report	6AJ
To promote customer feedback	To facilitate an effective relationship between the Municipality and the public	Queries or complaints are responded to within 30 days after the reported incident date	Queries or complaints are responded to within 30 days after the reported incident date	None	100% Queries or complaints are responded to within 30 days after the reported incident date	N/A	OpEx	N/A	% of queries or complaints responded to within 30 days after the reported incident date	N/A	Output	2	100% Queries or complaints are responded to within 30 days after the reported incident date	100% Queries or complaints are responded to within 30 days after the reported incident date	100% Queries or complaints are responded to within 30 days after the reported incident date	100% Queries or complaints are responded to within 30 days after the reported incident date	Complaints Register and Report	6AK
Advocacy for the rights of the elderly, children, and persons with disability	To support people with disabilities	4 Disability Program Supported per plan	4 Disability Program Supported per plan	None	4 Disability Programs Supported per plan by 30 June 2027	N/A	R10 000	N/A	Number of Disability Programs Supported per plan	N/A	Output	2	1 Disability Program Supported per plan by 30 September 2026	1 Disability Program Supported per plan by 31 December 2026	1 Disability Program Supported by 31 March 2027	1 Disability Program Supported per plan by 30 June 2027	Report, attendance register	6AL

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Quarterly projections of service delivery targets and performance indicators for each vote																		
KPA	Good Governance and Public Participation																	
Good Governance and Public Participation																		
Outcome 9	The administrative and financial capabilities of municipalities are enhanced																	
Functional Area / Developmental Priorities	Output 6	Baseline 2025/2026			Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog									Q 1	Q 2	Q 3	Q 4		
To promote youth development		To harness the potential of young people to enable them to play a meaningful role in society	4 Youth development Programs supported per plan	4 Youth development Programs supported per plan	None	4 Youth development Programs supported per plan by 30 June 2027	N/A	OpEx	N/A	Youth Development Programs supported per plan	N/A	2	1 Youth development Programs supported per plan by 31 September 2026	1 Youth development Programs supported per plan by 31 December 2026	1 Youth development Programs supported per plan by 31 March 2027	1 Youth development Programs supported per plan by 30 June 2027	Report, attendance register	6AM
To promote youth development		To take a Girl Child to a practical Work Environment	20 Girl Child taken to a practical work Environment	20 Girl Child taken to a practical work Environment	None	20 Children taken to practical work Environment by 30 June 2027	N/A	OpEx	N/A	Number of Children taken to the practical work environment	N/A	2	N/A	N/A	N/A	20 Children taken to practical work Environment by 30 June 2027	Report, attendance register	6AN
To develop and promote Community-Based Organizations		To support different organizations within the community	9 NGO's/ CBO's and Moral regeneration programs supported per plan	9 NGO's/ CBO's and Moral regeneration programs supported per plan	None	12 NGO's/ CBO's, Moral regeneration, and Social Cohesion programs supported per plan by 30 June 2027	N/A	R10 000	N/A	Number of NGO's/ CBO's and Moral regeneration programs supported per plan	N/A	2	3 NGO's/ CBO's and Moral regeneration programs supported per plan by 31 September 2026	3 NGO's/ CBO's and Moral regeneration programs supported per plan by 31 December 2026	3 NGO's/ CBO's and Moral regeneration programs supported per plan by 31 March 2027	3 NGO's/ CBO's and Moral regeneration programs supported per plan by 30 June 2027	Report, attendance register	6AO
To develop and promote Community-Based Organizations		To mobilize communities against the social impacts of HIV/Aids	4 HIV/Aids Program Awareness supported per plan	4 HIV/Aids Program Awareness supported per plan	None	4 HIV/Aids Programs supported per plan by 30 June 2027	N/A	OpEx	N/A	Number of HIV/Aids Programs supported per plan	N/A	2	1 HIV/Aids Programs supported per plan by 30 September 2026	1 HIV/Aids Programs supported per plan by 31 December 2026	1 HIV/Aids Programs supported per plan by 31 March 2027	1 HIV/Aids Programs supported per plan by 30 June 2027	Report, attendance register	6AP

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Quarterly projections of service delivery targets and performance indicators for each vote																		
KPA	Good Governance and Public Participation																	
Good Governance and Public Participation																		
Outcome 9																		
The administrative and financial capabilities of municipalities are enhanced																		
Functional Area / Development Priorities	Strategic Objective	Baseline 2025/2026			Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog									Q 1	Q 2	Q 3	Q 4		
Advocacy for the rights of the elderly	To support the elderly within the community	12 interventions conducted to support campaigns for advocacy of elderly rights, violence against women, and children, and LGBTQIA+	9 interventions conducted to support campaigns for advocacy of elderly rights, violence against women, and children, and LGBTQIA+	None	4 interventions conducted to support campaigns for advocacy of elderly rights by 30 June 2027	N/A	R10 000	N/A	Number of interventions conducted to support campaigns for advocacy of elderly rights	N/A	Output	2	1 intervention conducted to support campaigns for advocacy of elderly rights by 30 September 2026	1 intervention conducted to support campaigns for advocacy of elderly rights by 31 December 2026	1 intervention conducted to support campaigns for advocacy of elderly rights by 31 March 2027	1 intervention conducted to support campaigns for advocacy of elderly rights by 30 June 2027	Report, attendance register	6AQ
Advocacy for the rights of women	To support the women within the community	12 interventions conducted to support campaigns for advocacy of elderly rights, violence against women, and children, and LGBTQIA+	9 interventions conducted to support campaigns for advocacy of elderly rights, violence against women, and children, and LGBTQIA+	None	4 Interventions conducted to support campaigns for advocacy of violence against women, and LGBTQIA+ by 30 June 2027	N/A	OpEx	N/A	Number of interventions conducted to support campaigns for advocacy of violence against women, and LGBTQIA+	N/A	Output	2	1 intervention conducted to support campaigns for advocacy of violence against women, and LGBTQIA+ by 30 September 2026	1 intervention conducted to support campaigns for advocacy of violence against women, and LGBTQIA+ by 31 December 2026	1 intervention conducted to support campaigns for advocacy of violence against women, and LGBTQIA+ by 31 March 2027	1 intervention conducted to support campaigns for advocacy of violence against women, and LGBTQIA+ by 30 June 2027	Report, attendance register	6AR
Advocacy for the rights of women	To support the women within the community	12 interventions conducted to support campaigns for advocacy of elderly rights, violence against women, and children, and LGBTQIA+	9 interventions conducted to support campaigns for advocacy of elderly rights, violence against women, and children, and LGBTQIA+	None	4 Interventions conducted to support campaigns for advocacy of children by 30 June 2027	N/A	OpEx	N/A	Number of interventions conducted to support campaigns for the advocacy of children	N/A	Output	2	1 intervention conducted to support campaigns for advocacy of children by 30 September 2026	1 intervention conducted to support campaigns for advocacy of children by 31 December 2026	1 intervention conducted to support campaigns for advocacy of children by 31 March 2027	1 intervention conducted to support campaigns for advocacy of children by 30 June 2027	Report, attendance register	6AS

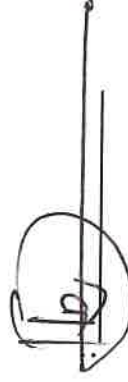
Quarterly projections of service delivery targets and performance indicators for each vote																		
KPA		Good Governance and Public Participation																
Good Governance and Public Participation																		
Outcome 9		Output 6																
The administrative and financial capabilities of municipalities are enhanced																		
Functional Area / Development Priorities	Strategic Objective	Baseline 2025/2026			Annual Performance Target 2026/2027	Revised Annual Target	Budget	Adjusted Budget	Key Performance Indicators	Revised Key Performance Indicators	KPI TYPE	Weighting %	Quarterly projections/process indicator				Portfolio of Evidence	Annexure
		Current status	Demand	Backlog									Q 1	Q 2	Q 3	Q 4		
		against women, children, and LGBTQIA+	against women, children, and LGBTQIA+		30 June 2027								September 2026	December 2026	March 2027	by 30 June 2027		
Making a difference in various villages	Support to Community Matsema	4 Community-initiated Matsema supported per plan	4 Community-initiated Matsema supported per plan	None	4 Community-initiated Matsema supported per plan by 30 June 2027	N/A	R20 000	N/A	Number of Community-initiated Matsema supported per plan	N/A	Output	2	1 Community-initiated Matsema supported per plan by 30 September 2026	1 Community-initiated Matsema supported per plan by 31 December 2026	1 Community-initiated Matsema supported per plan by 31 March 2027	1 Community-initiated Matsema supported per plan by 30 June 2027	Report, attendance register	6AT
Providing decent burials to disadvantaged families	To support needy families	100% Pauper Funerals assisted per request	100% Pauper Funerals assisted per request	None	100% Pauper Funerals assisted per request by 30 June 2027	N/A	R300 000	N/A	% Pauper Funerals assisted per request	N/A	Output	2	100% Pauper Funerals assisted by 30 September 2026	100% Pauper Funerals assisted by 31 December 2026	100% Pauper Funerals assisted by 31 March 2027	100% Pauper Funerals assisted by 30 June 2027	Report and Invoices	6AU

Signed and accepted by the Acting Director Planning and Development

Date

Signed by the Acting Municipal Manager on behalf of the Council

Date



: 24/07/2026



: 24/07/2026

ANNEXURE "B"

COMPETENCY FRAMEWORK STRUCTURE

The CCRs that are deemed to be most critical for the Employee's specific job as an agreement to between the Employer and Employee. Three obligatory CCRs indicated here are compulsory for the Municipal Manager:

Weighting of the Competencies = 60%

Competency required	Weighting %	Targets	Current level of competence rating is based on the competency assessment results (select from level 1 - 5)
1.1 Strategic Direction and Leadership	5%	5	3
1.2 People Management and Empowerment (compulsory)	5%	5	3
1.3 Program and Project Management	5%	5	3
1.4 Financial Management (compulsory)	5%	5	3
1.5 Change Management	5%	5	3
1.6 Client Orientation and Customer Focus (compulsory)	5%	5	3
1.7 Governance Leadership	5%	5	3
1.8 Moral Competence	5%	5	3

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Competency required	Weighting %	Targets	Current level of competence rating is based on the competency assessment results (select from level 1 - 5)
1.9 Planning and Organizing	4%	5	3
1.10 Analysis and Innovation	4%	5	3
1.11 Knowledge & Information Management	4%		3
1.12 Communication	5%		3
1.13 Results and Quality focus	3%		3
Total	60%		

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ANNEXURE "C"

CORE OCCUPATIONAL COMPETENCIES (COC)

Weighting of the Competencies = 40%

Competency required	Weighting %	Targets	Current level of competence (select from level 1 - 5)
2.1 Competence in Self - Management	5	5	3
2.2 Interpretation of and implementation within the legislative and national policy frameworks	10	5	3
2.3 Knowledge of developmental local government	5	5	3
2.4 Knowledge of Performance Management and reporting	5	5	3
2.5 Reporting Knowledge of global and South African specific political, social and economic contexts	5	5	3
2.6 Competence in policy conceptualization, analysis and implementation	5	5	3
2.7 Knowledge of more than one functional municipal field/ discipline	5	5	3
Grand Total	40%		

Name of Acting Municipal Manager: OLEBILE NTSIMANE Signature of Acting Municipal Manager:  Date: 24 July 2026

Name of Employee: LENTIKILE BOGODILE Signature of Employee:  Date: 24 July 2026

ANNEXURE "D"

PERSONAL DEVELOPMENT PLAN (PDP) Personal Development Plan of: **Mr. LENTIKILE BOGODILE** Compiled on: **19TH JUNE 2026**

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. Good Governance	The art of leadership Leading for strategic alignment From motivation to inspiration Principles and practices of good governance	Contract Management	Part Time study	12 Months	Ensuring that the organization receives the specific services, pricing, and quantities agreed upon.	Director Corporate Services
2. Land Use Management	Seamless regulations compliance and transition of policy to reality	Land use Management	Part Time Study	12 Months	Allowing land development applications legally and minimize costly procedural challenges or litigation	

Acting Municipal Manager's Signature:  Date Signed: 24 / July / 2026

Employee's Signature:  Date Signed: 24 / July / 2026