

PERFORMANCE AGREEMENT

BUSHBUCKRIDGE LOCAL MUNICIPALITY

Represented by

J NGOBENI

[HEREINAFTER REFERRED TO AS THE ACCOUNTING OFFICER/ MUNICIPAL MANAGER]

AND

L KHOZA

[HEREINAFTER REFERRED TO AS THE DIRECTOR OF CORPORATE SERVICES]

(FOR THE PERIOD 01 JULY 2025 UNTIL 30 JUNE 2026)

V. S.S.

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1. JOB DETAILS

Salary- Number	S010344
Location	Bushbuckridge Local Municipality
Occupational Classification	Executive
Designation	Director Corporate Services

2. PERFORMANCE AGREEMENT ENTERED INTO BY AND BETWEEN:

The Bushbuckridge Local Municipality herein represented by Jasper Ngobeni in his capacity as Municipal Manager (hereinafter referred to as the Employer or Supervisor)

And Lindiwe Khoza Employee of the Municipality (hereinafter referred to as the Employee)

WHEREBY IT IS AGREED AS FOLLOWS:

3. INTRODUCTION

- 3.1. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (4) 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."
- 3.2. 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.
- 3.3. 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.
- 3.4. The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B), and 57(5) of the Systems Act.

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4. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 4.1. 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.
- 4.2. Specify objectives and targets defined and agreed upon with the employee and 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.
- 4.3. Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement.
- 4.4. Monitor and measure performance against set targeted outputs.
- 4.5. Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to her job.
- 4.6. In the event of outstanding performance, appropriately reward the employee; and
- 4.7. 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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5. COMMENCEMENT AND DURATION

- 5.1. This Agreement will commence on (01 July 2025 -30 June 2026). Thereafter, a new Performance Agreement, Performance Plan, and Personal Development Plan shall be concluded between the parties for the next financial year portion thereof.
- 5.2. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at every year by not later than the beginning of each successive year.
- 5.3. This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 5.4. 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.
- 5.5. 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.

6. PERFORMANCE OBJECTIVES

- 6.1. The Performance Plan (Annexure A) sets out
 - 6.1.1. The performance objectives and targets that the Employee must meet; and
 - 6.1.2. The time frames within which those performance objectives and targets must be met.
- 6.2. 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.
 - 6.2.1. The key objectives describe the main tasks that need to be done.

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- 6.2.2. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 6.2.3. The target dates describe the timeframe in which the work must be achieved.
- 6.2.4. The weightings show the relative importance of the key objectives to each other.
- 6.3. 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.

7. PERFORMANCE MANAGEMENT SYSTEM

- 7.1. 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.
- 7.2. 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.
- 7.3. 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.
- 7.4. The Employee undertakes to actively focus on the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 7.5. 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.
 - 7.5.1. The Employee shall 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.





- 7.5.2.Each area of assessment will be weighted and will contribute a specific part to the total score.
- 7.5.3.KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 7.6. The Employee's assessment shall be based on her performance in terms of the outputs/outcomes (performance indicators) identified as per the 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:

OBJECTIVES LINKED TO KEY PERFORM Basic Service Delivery	5%
Local Economic Development	5%
Municipal Financial Viability and Management	10%
Municipal institution development and Transformation (Corporate Services)	70%
Good Governance and Public Participation	10%
TOTAL	100%

7.7. The CCRs will make up the other 20% of the Employee's assessment score. CCRs that are deemed to be most critical for the Employee's specific job should be selected (√) from the list below as agreed to between the Employer and Employee. Three of the CCRs are compulsory for Municipal Managers:

CORE MANAGERIAL COMPETENCIES		WEIGHT
Strategic Capability and Leadership	1	10%
People Management and empowerment	· ·	10%
Programme and Project Management	1	5%
Financial Management	· ·	10%
Change Leadership	· /	5%
Client Orientation and Customer Focus	· ·	10%
Governance Leadership	V	5%
CORE OCCUPATIONAL COMPETENCIES		
Moral Competence	V	5%
Planning and organising	V	10%
Analysis and Innovation	· ·	5%
Knowledge and Information Management	V	5%
Communication	V .	10%
Results and Quality Focus	-	10%
Total percentage		100%



8. EVALUATING PERFORMANCE

- 8.1. The Performance Plan (Annexure A) to this Agreement sets out -
 - 8.1.1. The standards and procedures for evaluating the Employee's performance; and
 - 8.1.2. The intervals for the evaluation of the Employee's performance.
- 8.2. 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.
- 8.3. 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.
- 8.4. The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 8.5. The annual performance appraisal will involve:
 - 8.5.1.Assessment of the achievement of results as outlined in the performance plan:
 - 8.5.1.1. 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.
 - 8.5.1.2 An indicative rating on the five-point scale should be provided for each KPA.
 - 8.5.1.3. 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.

8.5.2 Assessment of the CCRs

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- 8.5.2.1. Each CCR should be assessed according to the extent to which the specified standards have been met.
- 8.5.2.2. An indicative rating on the five-point scale should be provided for each CCR.
- 8.5.2.3. This rating should be multiplied by the weighting given to each CCR during the contracting process to provide a score.
- 8.5.2.4. 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.

8.5.3. Overall rating

- 8.5.3.1. An overall rating is calculated by using the applicable assessment-rating calculator. Such an overall rating represents the outcome of the performance appraisal.
- 8.6. The assessment of the performance of the Employee will be based on the following rating scale for KPAs and CCRs:

Key Performance Areas Rating Scale

Level	Class Interval	Description	R	atir	ıg			
		1 2	1	2	T	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 the 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.						

Level	Class Interval	Description	Ra	atin	g		
	200.800.000.000.00		1	2	3	4	5
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against all 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.					

Core Competency Rating Scale

Level	Class Interval	Description	Ra	iting			
	0.0000000000000000000000000000000000000		1	2	3	4	5
5	Supervisor	Sought out for deep, specialized expertise. Leads the direction of the entire organization. Defines models/theories of best practice.					
4	Advanced	Understands and applies more complex concepts and methods. Leads and directs people or groups of recognized specialists. Able to perform in-depth analysis.					
3	Competent	Independently develops and applies more advanced concepts and methods					
2	Basic Competence	Applies basic concepts and methods but requires supervision and coaching					
1	Not yet Completed	Demonstrates none of the guideline's components of the core competency					

- 8.7. For purposes of evaluating the annual performance of the Employee, an evaluation panel shall be constituted of the following persons:
 - 8.7.1.Municipal Manager.
 - 8.7.2. Chairperson of the performance and audit committee.
 - 8.7.3. Member of the mayoral or executive committee who is relevant to the specific department.
 - 8.7.4. Municipal Manager from another municipality; and

9. SCHEDULE FOR PERFORMANCE REVIEWS

9.1. The performance of each Employee in relation to her performance agreement shall be reviewed on the following dates, with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

: July - September 2025 First quarter : October - December 2025 Second quarter : January - March 2026 Third quarter Fourth quarter : April - June 2026

- 9.2. The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 9.3. Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 9.4. The Employer shall be entitled to review and make reasonable changes to Annexure "A" provisions from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 9.5. 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.

10. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

11. OBLIGATIONS OF THE EMPLOYER

The Employer shall -

- 11.1. Create an enabling environment to facilitate effective performance by the employee.
- 11.2. Provide access to skills development and capacity-building opportunities.
- 11.3. Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact the performance of the Employee.
- 11.4. On the request of the Employee delegate such powers reasonably required by the Employee to enable her to meet the performance objectives and targets established in terms of this Agreement; and
- 11.5. Make available to the Employee such resources as the Employee may require from time to time to assist her in meeting the performance objectives and targets established in terms of this Agreement.



12. CONSULTATION

- 12.1. The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others —
 - 12.1.1. A direct effect on the performance of any of the Employee's functions.
 - Commit the Employee to implement or to give effect to a decision made by the Employer, and
 - 12.1.3. A substantial financial effect on the Employer.
- 12.2. The Employer agrees to inform the Employee of the outcome of any decisions taken under the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

13. MANAGEMENT OF EVALUATION OUTCOMES

- 13.1. The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 13.2. 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:
 - 13.2.1. A score of 130% to 149% shall be awarded a performance bonus ranging from 5% to 9%; and
 - 13.2.2. A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
 - 13.2.3. BLM policy shall apply for rewarding good performance as adopted by the council.
- In the case of unacceptable performance, the Employer shall
 - Provide systematic remedial or developmental support to assist the Employee to improve her performance; and
 - 13.3.2. After appropriate performance counseling and provided the necessary guidance and/ or support as well as a reasonable time for performance improvement, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out her duties.



14. DISPUTE RESOLUTION

- 14.1. 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 —
 - 14.1.1. The MEC for local government in the province, within thirty (30) days of receipt of a formal dispute from the Employee, or
 - 14.1.2. Any other person appointed by the MEC.
 - 14.1.3. 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.
- 14.2. If the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

15. GENERAL

- 15.1. 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.
- 15.2. Nothing in this agreement diminishes the obligations, duties, or accountabilities of the Employee in terms of her contract of employment, or the effects of existing or new regulations, circulars, policies, directives, or other instruments.
- 15.3. The performance assessment results of the employee shall be submitted to the MEC responsible for local government in the relevant province, as well as the national minister responsible for local government.



16. SIGNING

Thus, done and signed at BLM H/O on this the 16 of JULY 2025.

AS WITNESSES:

1. EMPLOYEE

2. EMPLOYEE

AS WITNESSES:

MUNICIPAL MANAGER

17. Annexures

17.1.	Annexure A: Per	formance Plan

- 17.2. Annexure B: Personal Development Plan
- 17.3. Annexure C: Declaration of Interest

ANNEXURE A PERFORMANCE PLAN

PERFORMANCE PLAN FOR 2025/2026

Section 25 (1)-(4) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006, states that a performance plan sets out the performance objectives and targets, as well as the time frames within which such have to be met.

The performance objectives and targets reflected in this performance plan 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 municipality. The plan shall include key objectives; key performance indicators; target dates, and weightings.

The performance plan describes:

- . The key objectives describe the main tasks that need to be done.
- The key performance indicators that provide the details of the evidence to be provided to show that a key objective has been achieved.
- The target dates that describe the timeframe in which the work must be achieved.
- The weightings show the relative importance of the key objectives to each other.

The employee's performance shall, in addition, be measured in terms of contributions to the goals and strategies set out in the employer's Integrated Development Plan.

Section 26 (5) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006, stipulates that the criteria upon which the performance of the employee must be assessed consist of two components:

- Key Performance Areas Weighs 80%
- Core Competency Requirement Weighs 20%

The plan is highlighted in the Summary Below:

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Summary of the SDBIP Key Performance Areas 2025/2026

Municipal KPA	I KPA	Corporate Services										
2019-25	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	and Deve	lopmental S	tate							
Municipal Priority	I Priority	Institutional										
Strategic Goal	Goal	To build a capable and high-performing municipality	and high-	performing t	municipality							
KPI No	FunctionalArea	Key Performance Indicator	Budget	Budget (Rands)	Baseline	Annual	~	Quarterly Targets 2025/2026	ets 2025/2026	70.5	Portfolio of Evidence	Responsible Manager
			Capex	Opex		500000	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.2.1	Skills development	Number of staff trained as per WSP.		3 547 173	132 staff trained as per WSP in 2024/2025	150 staff to be trained as per WSP	25 staff to be trained asper WSP	50 staff to be trained as per WSP	50 staff to be trained as per WSP	25 staff to be trained as per WSP	List of Officials trained, Attendance registers, and Training reports.	Director: Corporate Services
3.4.2.2	Workplace Skills Plan	Development and submission of a Workplace Skills Plan (WSP) to LGSETA			1 WSP submitted to LGSETA in 2024/2025	2026/2027 WSP to be developed and submitted to LGSETA by April 2026				Submission of 2026/2027 WSP to LGSETA	Work Skills Plan, Proof of submission to LGSETA	Director: Corporate Services
3.4.2.3	Labour Relations Management (Disciplinary enquiries/grievance s	% completion of current misconduct cases and submittedto CoGHSTA			04 reports on Misconduct cases submitted to CoGHSTA in 2024/2025	100% completion of current misconduct cases and submittedto CoGHSTA	25% completion of current misconduct cases and submittedto CoGHSTA	50% completion of current misconduct cases and submittedto CoGHSTA	75% completion of current misconduct cases and submittedto CoGHSTA	100% completion of current misconduct cases and submittedto CoGHSTA	Progress Report on misconduct cases and proof of submission to CoGHSTA and Proof Submission	Director: Corporate Services
3.4.2.4	EE annualreport.	Number of EE Reports to the Department of Employment and Labour by the due date.			1 EE Report submitted to the Department of Employment and Labour by 31 December	1 EE Report to be submitted to the Dept of Employment and Labour		1 EE Report to department of employment and labour			EE Annual Report and Proof of Submission	Director; Corporate Services

Bushbuckridge Local Municipality: FY 2025/2026
Performance Agreement: L. Khoza

Municipal KPA	al KPA	Corporate Services	w									
2019-25	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	, and Deve	dopmental S	State							
Municipa	Municipal Priority	Institutional										
Strategic Goal	: Goal	To build a capable and high-performing muni	and high	performing	municipality							
KPI No	FunctionalArea	Key Performance Indicator	Budget	Budget (Rands)	Baseline	Annual	× 0	Quarterly Targets 2025/2026	ts 2025/2026	000	Portfolio of Evidence	Responsible Manager
			Capex	opex			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
					2024							
3,4,2,5	Council	Number of ordinary council sittings held		240 000	04 ordinary council meetings held in 2024/2025	04 ordinary council sittings	1 ordinary council sitting	1 ordinary council sitting	1 ordinary council sitting	1 ordinary council sitting	Invitation, attendance registers, Minutes of the Meeting	Manager: Council Support.
3.4.2.6	Mayoral	Number of Mayoral Imbizo held		710 000	04 Mayoral Imbizo was held in 2024/2025	04 Mayoral Imbizo to be held	1 Mayoral Imbizo	1 Mayoral Imbizo	1 Mayoral Imbizo	1 Mayoral Imbizo	Invitations and Attendance registers	Director: Corporate Services
3.4.2.7	Wellness Programmes	Number of Employee Wellness Programs implemented.			4 Wellness Programme conducted by 30 June 2025	Conduct 4 Wellness Programmes by 30 June 2026	1 Wellness Programme	1 Wellness Programme	f Welhess Programme	1 Weliness Programme	Invitations, Agenda / Programme, Attendance Register and Report	Director: Corporate Services
3.4.2.8	Fleet Management	Purchase of heavy machinery (Low Bed & jet patcher) by 30 June 2026	2 000 000 9		2 heavy machinery vehicles purchased in 2024/2025 (Low Bed & jet patcher)	Purchase of heavy machinery (02 water tankers and 01 double cab) by 30 June 2026	Preparation of tender document	Advertisement	Purchase of heavy machinery (02 water tankers and 01 double-cab)		Tender document, Advert, Requisition, invoice, and delivery note	Manager. Fleet Management
3.4.2.9	Fleet Management	Procurement of utility vehicles	1 000 000		New Target	Procurement of Public Participation Truck by 30 June 2026	Advertiseme nt for tender		Purchase of public participation truck		Advert, invoice, and delivery note	Manager: Fleet Management



Municipal KPA	II KPA	Corporate Services	45									
2019-25	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	, and Deve	lopmental S	tate							
Municipa	Municipal Priority	Institutional										
Strategic Goal	Goal	To build a capable and high-performing municipality	and high-	performing	municipality							
KPINo	FunctionalArea	Key Performance Indicator	Budget	Budget (Rands)	Baseline	Annual Target	J	Quarterly Targets 2025/2026	4s 2025/2026	261	Portfolio of Evidence	Responsible Manager
			Capex	Opex		ą.	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.5.2.28	Performance Management	Compliance to the Municipal Individual Performance Management Framework		,	5 Performance compacts developed and assessed in 2022/2023	Individual Performance Management activities conducted for 5 employees reporting to the Director by 30 June 2026	S performance compacts developed for 2025/2026 and conduct Q4 performance assessment s (scoring)	Conduct Q1 Performance review	Conduct Q2 Performance assessment (Scoring)	Conduct 03 Performance review	Signed and assessed performance compacts and register	Director Corporate Services
3.5.2.29	Risk Management	Number of comprehensive risk management reports produced, analyzing risks and mitigation strategies			04 risk management reports submitted.	Produce 4 quarterly risk management reports by 30 June 2026	1 risk managemen report	1 risk management report	1 risk management report	1 risk management report	Risk Reports	Director Corporate Services
3.6.2.30	Procurement	Procurement plans and reports on the implementation of the procurement plan.			Procurement plan was submitted to SCM, and the implementation n of the plan was monitored	Procurement the reports on the implementation of the procurement t plan t plan conducted by 30 June	Submission of procurement plan to supply chain by 30 September 2025		Report on Implementati on of Procurement Plan	Report on Implementatio n of Procurement Plan	Procurement plans and list of requisitions	Director Corporate Services
3.5.2.31	Implementati on of Council Resolutions	Number of reports on the implementation of council resolutions			04 reports on the implementatio n of council resolutions	04 reports on the implementati on of council resolutions	1 report on implementat ion of Council resolution	1 report on implementatio n of Council resolution	1 report on implementati on of Council resolution	1 report on implementatio n of Council resolution	Register of council resolution	Director Corporate Services

Bushbuckridge Local Municipality: FY 2024/2025
Performance Agreement: L. Khoza

Municipal KPA	I KPA	Corporate Services	40									
2019-25	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	, and Deve	lopmental St	ate							
Municipal Priority	I Priority	Institutional										
Strategic Goal	Goal	To build a capable and high-performing mun	and high-	performing n	nunicipality							
KPI No	FunctionalArea	Key Performance Indicator	Budget	Budget (Rands)	Baseline	Annual Target		Quarterly Targets 2025/2026	its 2025/2026		Portfolio of Evidence	Responsible Manager
			Capex	xedo	7	200	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.5.2.31	Human Resources Management	Contribution to Skill Development Plan			New Target	Submission of departmental skill development meeds by 30 March 2025			Submission of departmental skill development needs to Skills Office		Signed off the skills plan	Director Corporate Services
3.5.2.32	Human Resources Management	Number of departmental meetings held			departmental departmental meetings were held in 2024/2025	Sonduct 12 lepartmental neetings	3 Department al Meetings	3 Departmental Meetings	3 Departmental Meetings	3 Departmental Meetings	Invitation, Agenda, minutes of themeetings, and attendance register	Director Corporate Services

Bushbuckridge Local Municipality: FY 2024/2025
Performance Agreement L. Khoza

ANNEXURE B

PERSONAL DEVELOPMENT PLAN



PERSONAL DEVELOPMENT PLAN (PDP) FY 2025/2026



DIRECTORATE	Corporate Services
JOB TITLE	Director: Corporate Services
EMPLOYEE	L. Khoza

PURPOSE	To enhance skills and compete manner	encies to execute the respon	sibilities in an effective
AREA IDENTIFIED FOR DEVELOPMENT	OBJECTIVE OF DEVELOPMENT	TYPE OF INTERVENTION (ON- THE-JOB TRAINING, BURSARY, COURSES	TIME FRAME (TARGETED QUARTER)
rangement vangement	Improvo manog and readership SKILIS	± Courses	Finances and Tim's off
LLB	reday knowled	Bursaky	Zinanus

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ANNEXURE C

DISCLOSURE OF INTEREST





Bushbuckridge Local Municipality

DISCLOSURE OF INTERESTS FORM

In terms of the supply chain management policy, Section 46 2(a) an official or any other role player involved in implementation of this must, declare to the accounting officer details of any private or business interests which that person, or any close member, partner, or associate may have in any proposed procurement or disposal process of or in any award of a contract by the municipality

it are arresingness					
(Full names: L \r	40 ING	KHOZA)		
(Identity Number: _	79100	0411370	87)		
Residing at 29	ROSLE	DELLE	MB	angera	1900

I, the undersigned.

Do hereby declare that the information contained herein fall within my personal knowledge and are to the best of my knowledge complete, true, and correct; and

Further declare my financial interests, non-executive directorship previously or currently held and remunerative work, consultancy and retainership positions held as follows:

Number of Shares/Member's Interest	Value of Shares/ Member's	Name of Institution or Business
100 %	Interest	Entity .
100 /6	0	metanoia Training
		are water and

2. NON-	-EXECUTIVE DIRECTORSHIP
Name of Company	Period
1.	. 210
2.	1-(D) Ale
3.	200
4. Corox	allo
5.	

The state of the state of

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Name of Company& Occupation	Type of Business	Rand amount per month	Period
1.			
2.	. 00)	110	
3.	OF ALDOI	Cable	
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	ter, brother in terms of section 42.2)
Name of Company	Relationship
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2 - 1 - 1 - 0	- >> 110
3.	DIDIT Calole
4.	10
5.	

5. CRIM	IINAL RECORD
Type of Offence	Dates/Term of Sentence
1.	
2. K. Dt Q	100110961-8
3.	121

And further declare that.

- a. I am South African citizen and ordinarily resident in the Republic.
- b. I was never declared insolvent and I am not an un-rehabilitated insolvent.
- c. I am not disqualified under any law from practicing any profession.
- d. I was never convicted of fraud, or any other offence involving dishonesty and sentenced to a fine or imprisonment or both.
- e. I was never at any time been removed from an office of trust on account of breach of a fiduciary duty.

Signature of Nominee:
Full Names: LINDIUE KHOOA

SWORN to and SIGNED before me at BLM on this June day of 2025

The deponent having acknowledged that he knows and understands the contents of this affidavit, that the contents are true, and that he has no objection to taking this oath and that he considers the oath to be binding on his/her conscience.

Z:

NOTES TO DISCLOSURE OF INTERESTS FORM

The following notes provide guidance for completing the relevant parts of the disclosure of interest form

Note 1 - Shares and Financial Interests in a Business Entity

Disclose shares and other financial interests held in any private, public company, partnership, close corporation or any other corporate body recognized by law.

- A share is any investment that provides a dividend, including unit trusts, equities and government bonds.
- Value refers to the current rand value of the shares.

Note 2 - Non-Executive Directorship

Disclose all non-executive directorship.

Note 3 - Remunerated Work, Consultancies and Retainerships

Disclose all remunerated work and employment.

- > Remuneration means the receipt of benefits in cash or in kind.
- > Work means rendering a service for which the person receives remuneration.
- A public service official must obtain the approval of his/her Minister for performing remunerated work outside the public service.

Disclose any interests in any consulting firm or company that provides advice or professional services.

- > Name of client and nature of consultancy or retainership.
- > Type of business activity
- > Value of benefits derived may refer to benefits in cash or in kind.



PERFORMANCE AGREEMENT

BUSHBUCKRIDGE LOCAL MUNICIPALITY

Represented by

J NGOBENI

[HEREINAFTER REFERRED TO AS THE ACCOUNTING OFFICER/ MUNICIPAL MANAGER]

AND

A.M MNISI

[HEREINAFTER REFERRED TO AS THE **DIRECTOR**: **COMMUNITY SERVICES**]

(FOR THE PERIOD 01 JULY 2025 UNTIL 30 JUNE 2026)

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1. JOB DETAILS

Salary- Number	S010318
Location	Bushbuckridge Local Municipality
Occupational Classification	Executive
Designation	Director Community Services

2. PERFORMANCE AGREEMENT ENTERED INTO BY AND BETWEEN:

The Bushbuckridge Local Municipality, represented by J Ngobeni in his capacity as Municipal Manager (hereinafter referred to as the Employer or Supervisor)

And Aubrey Mlungisi Mnisi, Employee of the Municipality (hereinafter referred to as the Employee)

WHEREBY IT IS AGREED AS FOLLOWS:

3. INTRODUCTION

- 3.1. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (4) 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."
- 3.2. 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.
- 3.3. 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.
- 3.4. The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B), and 57(5) of the Systems Act.

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4. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 4.1. 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.
- 4.2. Specify objectives and targets defined and agreed upon with the employee and 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.
- 4.3. Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement.
- 4.4. Monitor and measure performance against set targeted outputs.
- 4.5. Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his job.
- 4.6. In the event of outstanding performance, appropriately reward the employee; and
- 4.7. Give effect to the employer's commitment to a performance-oriented relationship with its employees in attaining equitable and improved service delivery.

5. COMMENCEMENT AND DURATION

- 5.1. This Agreement will commence on 01 July 2025 and will remain in force until 30 June 2026. Thereafter, a new Performance Agreement, Performance Plan, and Personal Development Plan shall be concluded between the parties for the next quarter of the financial year portion thereof.
- 5.2. 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 every quarter by not later than the beginning of each successive quarter of the year.
- 5.3. This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 5.4. 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.
- 5.5. 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.

6. PERFORMANCE OBJECTIVES

- 6.1. The Performance Plan (Annexure A) sets out
 - 6.1.1. The performance objectives and targets that the Employee must meet, and
 - 6.1.2. The time frames within which those performance objectives and targets must be met.
- 6.2. 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.
 - 6.2.1. The key objectives describe the main tasks that need to be done.



- 6.2.2. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 6.2.3. The target dates describe the timeframe in which the work must be completed.
- 6.2.4. The weightings show the relative importance of the key objectives to each other.
- 6.3. 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.

7. PERFORMANCE MANAGEMENT SYSTEM

- 7.1. 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.
- 7.2. 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.
- 7.3. 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.
- 7.4. The Employee undertakes to actively focus on the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 7.5. 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.
 - 7.5.1. The Employee shall 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.



- 7.5.2.Each area of assessment will be weighed and will contribute a specific part to the total score.
- 7.5.3.KPAs covering the main areas of work will account for 80%, and CCRs will account for 20% of the final assessment.
- 7.6. The Employee's assessment shall be based on his performance in terms of the outputs/outcomes (performance indicators) identified as per the 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:

Basic Service Delivery	5%
Municipal Institution Development and Transformation	75%
Local Economic Development	5%
Municipal Financial Viability and Management	5%
Good Governance and Public Participation	10%
TOTAL	100%

7.7. The CCRs will make up the other 20% of the Employee's assessment score. CCRs that are deemed to be most critical for the Employee's specific job should be selected (√) from the list below as agreed to between the Employer and Employee. Three of the CCRs are compulsory for Municipal Managers:

CORE MANAGERIAL COMPETENCIES		WEIGHT	
Strategic Capability and Leadership	· /	10%	
People Management and empowerment	· ·	10%	
Programme and Project Management	· ·	5%	
Financial Management	· /	10%	
Change Leadership	V	5%	
Client Orientation and Customer Focus	· /	10%	
Governance Leadership	V	5%	
CORE OCCUPATIONAL COMPETENCIES		-	
Moral Competence		5%	
Planning and organising	V	10%	
Analysis and Innovation	V	5%	
Knowledge and Information Management	· ·	5%	
Communication	V	10%	
Results and Quality Focus	V	10%	
Total percentage	-	100%	

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8. EVALUATING PERFORMANCE

- 8.1. The Performance Plan (Annexure A) to this Agreement sets out -
 - 8.1.1. The standards and procedures for evaluating the Employee's performance; and
 - 8.1.2. The intervals for the evaluation of the Employee's performance.
- 8.2. 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.
- 8.3. 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.
- 8.4. The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 8.5. The annual performance appraisal will involve:
 - 8.5.1. Assessment of the achievement of results as outlined in the performance plan:
 - 8.5.1.1. 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.
 - An indicative rating on the five-point scale should be provided for each KPA.
 - 8.5.1.3. 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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8.5.2. Assessment of the CCRs

- 8.5.2.1. Each CCR should be assessed according to the extent to which the specified standards have been met.
- 8.5.2.2. An indicative rating on the five-point scale should be provided for each CCR:
- 8.5.2.3. This rating should be multiplied by the weighting given to each CCR during the contracting process to provide a score.
- 8.5.2.4. 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.

8.5.3. Overall rating

- 8.5.3.1. An overall rating is calculated by using the applicable assessment-rating calculator. Such an overall rating represents the outcome of the performance appraisal.
- 8.6. The assessment of the performance of the Employee will be based on the following rating scale for KPAs and CCRs:

Key Performance Areas Rating Scale

Level	Class Interval	Description	Rating				
		401 100 mm -	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 the 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.					

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Level	Class Interval	Description	R	atir	ng		
			1	2	T	3 4	4 !
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved fully effective results against all 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.					

Core Competency Rating Scale

Level	Class Interval	Description	Ra	ating			
			1	2	3	4	5
5	Supervisor	Sought out for deep, specialized expertise. Leads the direction of the entire organization. Defines models/theories of best practice.					
4	Advanced	Understands and applies more complex concepts and methods. Leads and directs people or groups of recognized specialists. Able to perform in-depth analysis.					
3	Competent	Independently develops and applies more advanced concepts and methods					
2	Basic Competence	Applies basic concepts and methods but requires supervision and coaching					
1	Not yet Completed	Demonstrates none of the guideline's components of the core competency					

- 8.7. For purposes of evaluating the annual performance of the Employee, an evaluation panel shall be constituted of the following persons:
 - 8.7.1. Municipal Manager.
 - 8.7.2. Chairperson of the performance and audit committee.
 - 8.7.3.A member of the mayoral or executive committee who is relevant to the specific department.
 - 8.7.4. Municipal Manager from another municipality; and



9. SCHEDULE FOR PERFORMANCE REVIEWS

9.1. 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 2025 Second quarter : October - December 2025 Third quarter : January - March 2026 Fourth quarter : April - June 2026

- 9.2. The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 9.3. Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 9.4. The Employer shall be entitled to review and make reasonable changes to Annexure "A" provisions from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 9.5. 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.

10. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

11. OBLIGATIONS OF THE EMPLOYER

The Employer shall -

- 11.1. Create an enabling environment to facilitate effective performance by the employee.
- 11.2. Provide access to skills development and capacity-building opportunities.
- 11.3. Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee.
- 11.4. 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
- 11.5. Make available to the Employee such resources as the Employee may require from time to time to assist him to meet the performance objectives and targets established in terms of this Agreement. Any variance with regard to the resource allocated will be adjusted during budget adjustment.

12. CONSULTATION

- 12.1. The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others —
 - 12.1.1. A direct effect on the performance of any of the Employee's functions.
 - Commit the Employee to implement or to give effect to a decision made by the Employer; and
 - 12.1.3. A substantial financial effect on the Employer.
- 12.2. 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.

13. MANAGEMENT OF EVALUATION OUTCOMES

- 13.1. The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 13.2. 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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- 13.2.1. A score of 130% to 149% shall be awarded a performance bonus ranging from 5% to 9%; and
- 13.2.2. A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 13.2.3. BLM policy shall apply for rewarding good performance as adopted by the council.
- 13.3. In the case of unacceptable performance, the Employer shall -
 - Provide systematic remedial or developmental support to assist the Employee to improve his performance; and
 - 13.3.2. After having provided the necessary guidance and/or support as well as a reasonable time for performance improvement, 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.

14. DISPUTE RESOLUTION

- 14.1. 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 —
 - 14.1.1. The MEC for local government in the province, within thirty (30) days of receipt of a formal dispute from the Employee; or
 - 14.1.2. Any other person appointed by the MEC.
 - 14.1.3. 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.
- 14.2. In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.



15. GENERAL

- 15.1. 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.
- 15.2. 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.
- 15.3. The performance assessment results of the employee shall be submitted to the MEC responsible for local government in the relevant province, as well as the national minister responsible for local government.

16. SIGNING

Thus, done and signed at Bushbucknows on this the 4 of July 2025

AS WITNESSES:

EMPLOYEE

AS WITNESSES:

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MUNICIPAL MANAGER

17. Annexures

- 17.1. Annexure A: Performance Plan
- 17.2. Annexure B: Personal Development Plan
- 17.3. Declaration of Personal Interest



ANNEXURE A PERFORMANCE PLAN

PERFORMANCE PLAN FOR 2025-2026

Section 25 (1)-(4) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers are directly accountable to the Municipal Manager. Regulation 805 of 2006 states that the performance plan sets out the objectives and targets, as well as the time frames within which such have to be met.

The performance objectives and targets reflected in this performance plan 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 municipality. The plan shall include key objectives, key performance indicators, target dates, and weightings.

The performance plan describes:

- The key objectives describe the main tasks that need to be done.
- The key performance indicators that provide the details of the evidence to be provided to show that a key objective has been achieved.
- . The target dates that describe the timeframe in which the work must be achieved.
- The weightings show the relative importance of the key objectives to each other.

The employee's performance shall, in addition, be measured in terms of contributions to the goals and strategies set out in the employer's Integrated Development Plan.

Section 26 (5) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006, stipulates that the criteria upon which the performance of the employee must be assessed consist of two components:

- Key Performance Areas Weighs 80%
- Core Competency Requirement Weighs 20%

The plan is highlighted in the Summary Below:

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ANNEXURE A PERFORMANCE PLAN

SUMMARY OF PERFORMANCE PLAN - 2025/2026

Municipal KPA	KPA		Community Services	y Services								
2019-25 N	2019-25 MTSF Priority		Social Sec	urity, educal	Social Security, education, Skills, and Health (3 & 4)	Health (3 & 4)						
Municipal Priority	Priority		Improve s	ound public	safety and com	Improve sound public safety and community welfare.						
Strategic Goal	Goal		Mobilize n	sources for	an improved a	Mobilize resources for an improved and conducive environment, public safety, and community welfare.	vironment, pu	ıblic safety, an	d community	welfare.		
ON ION	Functional Area	Key Performance	Budge	Budget (Rands)	Baseline	Annual Target		Quarterly Tan	Quarterly Targets 2025/2026	72.0	Portfolio of	Responsible
			Opex	Сарех			Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3.4.1.1	Arts, Culture, and Recreation	Number of Sports, arts, and culture programmes are conducted	380 000		13 Programs/even is to be conducted in 2024/2025	Conduct 4 sports, arts, and culture programs/events in the 2025/2026 FY	programlevent	program/event program/even	program/event	programieven t	Program invitation, attendance registers, and Pictures	Manager: Sports, Arts, Culture, and Recreation
3,4.1.2	Community Bursary	Finalization of the awarding of Bursaries to students by the Council	3 310 000		Student bursary awards were finalised and approved by council by 30 June 2025	All eligible student bursary awards finalized and approved by the Council by 30 June 2026	2025 Bursary Progress report to council	bursary advertisement	Shortisting and awarding of bursaries	Bursary Progress Report and Bursary Committee Meeting	Report, Advert, Bursary Committee Minutes, Attendance Registers, and	Director; Community Services
3413	Affairs on Vuinerable Groups	Programmes Conducted for Vulnerable Groups (Gender, Children, Elderly, and Disability)	790 000		5 Vulnerable Groups GBVF events/program s implemented	5 programmes to be implemented by 30 June 2026	1 programme (Disability Forums/ Gender- Based Violence and Femicide (GBVF))	2 programmes (Disability Month/GBVF programmes /Children's/O/ der Persons Day)	1 programme (Human rights event/GBVF programme/ Childran's dialogue)	f programme (GBVF /disability programmes)	Invitations, programme, and Attendance Registers for programmes/e vents achieved	Manager Social Development





Municipal KPA	KPA		Communit	Community Services								
2019-25 M	2019-25 MTSF Priority		Social Sec	Social Security, education,		Skills, and Health (3 & 4)						
Municipal Priority	Priority		Improve s	ound public	safety and cor	Improve sound public safety and community welfare.						
Strategic Goal	Goal		Mobilize n	sources for	an improved	Mobilize resources for an improved and conducive environment, public safety, and community welfare.	vironment, pu	blic safety, an	dinumunity o	welfare.		
Q Id	Functional Area	Key Performance	Budge	Budget (Rands)	Georgia	Annual Target		Quarterly Tan	Quarterly Targets 2025/2026		Portfolio of	Responsible
		Indicator	Орех	Capex	au maren e		Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3414	Indigent Services: Policy	Review and approval of the updafed Indigent Policy by Council	150 000	,	Indigent policy approved by 2025/2026	The ravised Indigent Policy reviewed, finalized, and formally approved by the Council by 30 June 2026		Finalize draft policy and submit for internal review	Present policy draft to Council for preliminary feedback and amendments.	Final Council approval of the Indigent Register by 30 June 2026	O2 marked-up draft showing changes O3: council minutes, noting the policy O4: Approved policy and council resolution	Director. Community Services
3.41.5	Indigent Services	Processing and updating of indigent applications for Council approval			Indigent Register approved by 2025/2026	All valid indigent applications captured, verified, and the updated indigent register submitted for Council approval by 30 June 2026	Capture 100 of % application received	Capture 100 of % application received	Finalize the draft updated indigent register	Submit the final updated indigent register to Council for approval by 30 June 2026	Q1 Q2& Q3: Progress reports – summarizing the applications processed Q4- Updated register PS- Council resolution	Director: Community Services
3.4.1.6	Library Services	Number of Library Outreach Programs Conducted	163 000		71 Library programmes conducted in 2024/2025	Conduct 72 library programs	18 Library Programs	18 Library Programs	18 Library Programs	18 Library Programs	Invitations, Attendance Register, Pictures	Manager Library Services
3.4.1.7	Library Services	Number of library events conducted.			4 Library events conducted in 2024/2025	Conduct 5 library 2 library events 2 library events.	2 Ibrary events	2 library events	2 lbrary events	2 library events	Attendance Register, Pictures	Manager Library Services

Municipal KPA	I KPA		Communit	Community Services								
2019-25 A	2019-25 MTSF Priority		Social Sec	Social Security, education, S	ition, Skills, and	kills, and Health (3 & 4)						
Municipal Priority	l Priority		Improve s	Improve sound public safety		and community welfare.						
Strategic Goal	Goal		Mobilize n	Mobilize resources for an im	r an improved a	proved and conducive environment, public safety, and community welfare.	vironment, pi	ublic safety, a	nd community	welfare.		
9	Functional Area	Key Performance	Budge	Budget (Rands)	Receline	Annual Target		Quarterly Tar	Quarterly Targets 2025/2026	88	Portfolio of	Responsible
S L		indicator	Opex	Capex	Deposition	a .	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3.4.1.8	Disaster Awareness	Number of Disaster awareness campaigns conducted	170 000		4 Disaster awareness campaigns were conducted in 2024/2025	Conduct 4 disaster awareness campaigns by 30 June 2026	1 Disaster Awareness Campaign	1 Disaster Awareness Campaign	1 Disaster Awareness Campaign	1 Disaster Awareness Campaign	Invitation, Programme, attendance registers	Fire & Rescue and Disaster Manager
3.4.1.9	Disaster Forum	Number of Disaster advisory forums conducted			4 disasters Advisory forum meetings were held in 2024/2025	4 disaster advisory forum meetings	1 Disaster Advisory Forum	1 Disaster Advisory Forum	1 Disaster Advisory Forum	1 Disaster Advisory Forum	Minutes and attendance register	Fire & Rescue and Disaster Manager
3.4.1.10	Fire and Rescue - Inspection	Number of fire impections conducted	230 000	Z.	316 Fire inspections conducted in 2024/2025	Conduct 200 fire inspections.	50 fire inspections	50 fire inspections	50 fire inspections	50 fire inspections	Report and Fire compliance certificates	Chief Fire & Rescue and Disaster Management
3.4.1.11	Fire and rescue	Fire and rescue incident calls received and attended			4 reports issued for incident calls received and attended to in 2024/2025	Issue 4 reports on fire and rescue incident calls received and attended as per Fire and Rescue SOP	1 report	1 report	1 report	1 report	Reports on incidents register in the SQP	Chief Fire & Rescue and Disaster Management
3.4.1.12	Road Traffic Services	Number of Summonses Issued			4643 Summons issued in 2024/2025	5,000 summonses	1250 summonses	1250 summonses	1250 summonses	1250 summonses	Summon Statistics report	Chief Traffic Officer

Bushbuckridge Local Municipality: FY 2025/2026 Performance Agreement: Mr. A.M Mnisi



Municipal KPA	I KPA		Communit	Community Services								
2019-25 N	2019-25 MTSF Priority		Social Sec	surity, educa	tion, Skills, and	Social Security, education, Skills, and Health (3 & 4)						
Municipal Priority	Priority		Improve s	Improve sound public safety	safety and con	, and community welfare.						
Strategic Goal	Goal		Mobilize n	esources for	an improved a	Mobilize resources for an improved and conducive environment, public safety, and community welfare.	wironment, pu	ıblic safety, ar	d community	welfare.		
9	Functional Area	Key Performance	Budge	Budget (Rands)	Bacolino	Annual Target		Quarterly Tan	Quarterly Targets 2025/2026		Portfolio of	Responsible
		- Consolination of the Consoli	Opex	Capex			Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3.4.1.13	Road Traffic Services	Number of CCTV cameras installed on R40		3 500 000	New Target	Installation of 8 CCTV cameras by 30 June 2026	Specifications	appointment	Installation of 4 CCTV cameras	Installation of 4 CCTV cameras	Q1: Draft specifications Q2: Appointment letter Report on ristalled cameras, Pictures	Chief Traffic Officer
3,4,1,14	Traffic Enforcement	Number of Road Safety Operations (Roadbiocks) Conducted			34 roads and safety operations (Roadblocks) conducted in 2024/2025	12 roadblocks	3 roadblocks	3 roadblocks	3 roadblocks	3 roadblocks	Roadblock Statistics report and pictures	Chief Traffic Officer
3.4.1.15	DLTC and Registry Authority	Revenue amount collected by all DLTC	,	,	R42, 9 million DLTC revenue collected in 2024/2025	Collect revenue of R50 million in 2025/2026 FY	12,5 million	12,5 millon	12,5 million	12,5 milion	Enatis RD reports	Chief Licensing Officer
3.4.1.16	DLTC and Registry Authority	Number of learners and drivers tested in all DLTCs			17 732 Learners & drivers tested in 2024/2025	26,000 learners	6500 learners	6500 learners	6500 learners	6500 learners	Enatis RD reports	Chief Licensing Officer
3.5.1.14	Performance Management	Compliance to the Municipal Individual Réman Management Framework			7 Performance compacts developed and assessed in 2024/2025	Individual Performance Management activities conducted for 9 employees reporting to the Director by 30	9 performance compacts developed for 2025/2026 and conduct Q4 performance assessments	Conduct Q1 Performance review	Conduct Q2 Performance assessment (Scoring)	Conduct Q3 Performance review	Signed and assessed performance compacts and register	Director Community Services

Bushbuckridge Local Municipality: FY 2025/2026 Performance Agreement: Mr. A.M Mnisi

Municipal KPA	KPA		Communi	Community Services								
2019-25 N	2019-25 MTSF Priority		Social Sec	curity, educa	tion, Skills, and	Social Security, education, Skills, and Health (3 & 4)						
Municipal Priority	Priority		Improve s	Improve sound public safety	-	and community welfare.						
Strategic Goal	Goal		Mobilize	Mobilize resources for an im		proved and conducive environment, public safety, and community welfare.	vironment, pu	iblic safety, an	d community	welfare.		
9	Functional Area	Key Performance	Budg	Budget (Rands)	Receiled	Annual Target	<i>20</i>	Quarterly Targ	Quarterly Targets 2025/2026	82	Portfolio of	Responsible
2		indicator	xado	Capex	0		Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
						June 2026	(scoring)					
3.5.1.15	Risk Management	Number of comprehensive risk management reports produced, analyzing risks and mitigation strategies.			04 risk management reports submitted.	Produce 4 quarterly risk management reports by 30 June 2026	1 risk management report	f risk management report	f risk management report	1 risk management report	Risk Reports	Director Corporate Services
3,5,1,16	Procurement	Procurement Plans and reports on the implementation of the procurement plan.			Procurement Plan was submitted to SCM, and the implementatio n of the plan was monitored	Procurement Plans and reports on the implementation of the procurement plan conducted by 30 June 2026	Submission of procurement plan to supply chain by 30 September 2025	ge.	Report on Implementatio n of Procurement Plan	Report on Implementati on of Procurement Plan	Procurement plans and list of requisitions	Director Community Services
3.5.1.17	Implementation of Council Resolutions	Number of reports on the implementation of council resolutions			D4 reports on the implementation of council resolutions	04 reports on the implementation of council resolutions	1 report on implementatio n of Council resolution	1 report on implementatio n of Council resolution	1 report on Implementatio n of Council resolution	1 report on implementati on of Council resolution	Register of council resolution	Director Community Services
3.5.1.18	Human Resources Management	Contribution to Skill Development Plan			New Target	Submission of departmental skill development needs by 30 March 2025			Submission of departmental skill development needs to Skills Office		Signed off the skills plan	Director Community Services

Municipal KPA	KPA		Community	Community Services								
2019-25 N	2019-25 MTSF Priority		Social Sec	Social Security, education,	tion, Skills, and	Skills, and Health (3 & 4)						
Municipal Priority	Priority		Improve s	ound public	safety and con	Improve sound public safety and community welfare.						
Strategic Goal	Goal		Mobilize	esources for	an improved a	Mobilize resources for an improved and conducive environment, public safety, and community welfare.	wironment, pu	blic safety, an	d community	welfare.		
QV ION	Functional Area	Key Performance	Budg	Budget (Rands)	Raealine	Annual Target		Quarterly Tan	Quarterly Targets 2025/2026	25%	Portfolio of	Responsible
			Opex	Capex		S	Quarter 1	Quarter 2 Quarter 3	Quarter 3	Quarter 4	Evidence	Manager
3.5.1.19	Human Resources Management	Number of departmental meetings conducted per year	4		12 departmental d meetings were m held in 2024/2025	Conduct 12 departmental meetings	3 Departmental Meetings	3 Departmental Meetings	3 Departmental Meetings	3 Departmental Meetings	Invitation, Agenda, minutes of the meetings, and attendance register	Director Community Services

ANNEXURE B

PERSONAL DEVELOPMENT PLAN



PERSONAL DEVELOPMENT PLAN (PDP) FY 2025/2026



DIRECTORATE	Community Services
JOB TITLE	Director
EMPLOYEE	Aubrey Mlungisi Mnisi

PURPOSE	To enhance skills and compete manner	encies to execute the respons	sibilities in an effective
AREA IDENTIFIED FOR DEVELOPMENT	OBJECTIVE OF DEVELOPMENT	TYPE OF INTERVENTION (ON- THE-JOB TRAINING, BURSARY, COURSES	TIME FRAME (TARGETED QUARTER)
Doctorate Business Administration	Enhance Decision making, good governmence and maccountability	Bursary Doctorale	3 years.
municipal Deselopment Peogram		short Course	6 moutus.

ANNEXURE C

DISCLOSURE OF INTEREST



PERFORMANCE AGREEMENT

BUSHBUCKRIDGE LOCAL MUNICIPALITY

Represented by

J NGOBENI

[HEREINAFTER REFERRED TO AS THE ACCOUNTING OFFICER/ MUNICIPAL MANAGER]

AND

F. S TIMBA

[HEREINAFTER REFERRED TO AS THE DIRECTOR EDPE] (FOR THE PERIOD 01 JULY 2025 UNTIL 30 JUNE 2026)



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5.	COMMENCEMENT AND DURATION
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7.	PERFORMANCE MANAGEMENT SYSTEM
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1. JOB DETAILS

Salary- Number	S010343
Location	Bushbuckridge Local Municipality
Occupational Classification	Executive
Designation	Director EDPE

2. PERFORMANCE AGREEMENT ENTERED INTO BY AND BETWEEN:

The Bushbuckridge Local Municipality herein represented by Jasper Ngobeni in his capacity as Municipal Manager (hereinafter referred to as the Employer or Supervisor)

And Flominah Sesani Timba Employee of the Municipality (hereinafter referred to as the Employee)

WHEREBY IT IS AGREED AS FOLLOWS:

3. INTRODUCTION

- 3.1. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (4) 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."
- 3.2. The Systems Act, reads 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.
- 3.3. 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.
- 3.4. The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B), and 57(5) of the Systems Act.

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4. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 4.1. 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.
- 4.2. Specify objectives and targets defined and agreed upon with the employee and 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.
- 4.3. Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement.
- 4.4. Monitor and measure performance against set targeted outputs.
- 4.5. Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to her job.
- 4.6. In the event of outstanding performance, appropriately reward the employee; and
- 4.7. Give effect to the employer's commitment to a performance-orientated relationship with its employees in attaining equitable and improved service delivery.



5. COMMENCEMENT AND DURATION

- 5.1. This Agreement will commence on 01 July 2025 -30 June 2026. Thereafter, a new Performance Agreement, Performance Plan, and Personal Development Plan shall be concluded between the parties for the next financial year portion thereof.
- 5.2. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at every year by not later than the beginning of each successive year.
- 5.3. This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 5.4. 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.
- 5.5. 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.

6. PERFORMANCE OBJECTIVES

- 6.1. The Performance Plan (Annexure A) sets out
 - 6.1.1. The performance objectives and targets that must be met by the Employee, and
 - 6.1.2. The time frames within which those performance objectives and targets must be met.
- 6.2. 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.
 - 6.2.1. The key objectives describe the main tasks that need to be done.

5 5 9

- 6.2.2. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 6.2.3. The target dates describe the timeframe in which the work must be achieved.
- 6.2.4. The weightings show the relative importance of the key objectives to each other.
- 6.3. 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.

7. PERFORMANCE MANAGEMENT SYSTEM

- 7.1. 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.
- 7.2. 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.
- 7.3. 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.
- 7.4. The Employee undertakes to actively focus on the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 7.5. 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.
 - 7.5.1. The Employee shall 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.

- 7.5.2.Each area of assessment will be weighted and will contribute a specific part to the total score.
- 7.5.3.KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 7.6. The Employee's assessment shall be based on her performance in terms of the outputs/outcomes (performance indicators) identified as per the 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:

OBJECTIVES LINKED TO KEY PERFORM	IANCE AREAS -80%
Basic Service Delivery	5%
Local Economic Development	65%
Municipal Institution Development and Transformation	10
Municipal Financial Viability and Management	10%
Good Governance and Public Participation	10%
TOTAL	100%

7.7. The CCRs will make up the other 20% of the Employee's assessment score. CCRs that are deemed to be most critical for the Employee's specific job should be selected (√) from the list below as agreed to between the Employer and Employee. Three of the CCRs are compulsory for Municipal Managers:

CORE MANAGERIAL COMPETENCIES		WEIGHT
Strategic Capability and Leadership	·	10%
People Management and empowerment	· ·	10%
Programme and Project Management	1	5%
Financial Management	1	10%
Change Leadership	1	5%
Client Orientation and Customer Focus	1	10%
Governance Leadership	1	5%
CORE OCCUPATIONAL COMPETENCIES		
Moral Competence	V	5%
Planning and organising	V	10%
Analysis and Innovation	/	5%
Knowledge and Information Management	/	5%
Communication	/	10%
Results and Quality Focus	1	10%



COMPETENCY REQUIREMENTS FOR EMPLOY	EES	
CORE MANAGERIAL COMPETENCIES		WEIGHT
Total percentage	-	100%

8. EVALUATING PERFORMANCE

- 8.1. The Performance Plan (Annexure A) to this Agreement sets out -
 - 8.1.1. The standards and procedures for evaluating the Employee's performance; and
 - 8.1.2. The intervals for the evaluation of the Employee's performance.
- 8.2. 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.
- 8.3. 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.
- 8.4. The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 8.5. The annual performance appraisal will involve:
 - 8.5.1. Assessment of the achievement of results as outlined in the performance plan:
 - 8.5.1.1. 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.
 - An indicative rating on the five-point scale should be provided for each KPA.
 - 8.5.1.3. 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.



8.5.2. Assessment of the CCRs

- 8.5.2.1. Each CCR should be assessed according to the extent to which the specified standards have been met.
- 8.5.2.2. An indicative rating on the five-point scale should be provided for each CCR.
- 8.5.2.3. This rating should be multiplied by the weighting given to each CCR during the contracting process to provide a score.
- 8.5.2.4. 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.

8.5.3. Overall rating

- 8.5.3.1. An overall rating is calculated by using the applicable assessment-rating calculator. Such an overall rating represents the outcome of the performance appraisal.
- 8.6. The assessment of the performance of the Employee will be based on the following rating scale for KPAs and CCRs:

Key Performance Areas Rating Scale

Level	Class Interval	Description	Ra	ating	g		
			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 the 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.					



Level	Class Interval	Description	R	atin	g		
			1	2	3	4	1.5
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved fully effective results against all 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.					

Core Competency Rating Scale

Level	Class Interval	Description	Ra	ating	1		
			1	2	3	4	5
5	Supervisor	Sought out for deep, specialized expertise. Leads the direction of the entire organization. Defines models/theories of best practice.					
4	Advanced	Understands and applies more complex concepts and methods. Leads and directs people or groups of recognized specialists. Able to perform in-depth analysis.					
3	Competent	Independently develops and applies more advanced concepts and methods					
2	Basic Competence	Applies basic concepts and methods but requires supervision and coaching					
1	Not yet Completed	Demonstrates none of the guideline's components of the core competency					

8.7. For purposes of evaluating the annual performance of the Employee, an evaluation panel shall be constituted of the following persons:

F.S 10 Stg.

- 8.7.1. Municipal Manager.
- 8.7.2. Chairperson of the performance and audit committee.
- 8.7.3. Member of the mayoral or executive committee who is relevant to the specific department.
- 8.7.4. Municipal Manager from another municipality; and

9. SCHEDULE FOR PERFORMANCE REVIEWS

9.1. The performance of each Employee in relation to her performance agreement shall be reviewed on the following dates, with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

First quarter : July – September 2025
Second quarter : October – December 2025
Third quarter : January – March 2026
Fourth quarter : April – June 2026

- 9.2. The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 9.3. Performance feedback shall be based on the Employer's assessment of the Employee's
- 9.4. The Employer shall be entitled to review and make reasonable changes to Annexure "A" provisions from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 9.5. 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.

10. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.



11. OBLIGATIONS OF THE EMPLOYER

The Employer shall -

- 11.1. Create an enabling environment to facilitate effective performance by the employee.
- 11.2. Provide access to skills development and capacity-building opportunities.
- 11.3. Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee.
- 11.4. On the request of the Employee delegate such powers reasonably required by the Employee to enable her to meet the performance objectives and targets established in terms of this Agreement; and
- 11.5. Make available to the Employee such resources as the Employee may require from time to time to assist her to meet the performance objectives and targets established in terms of this Agreement.

12. CONSULTATION

- 12.1. The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others —
 - 12.1.1. A direct effect on the performance of any of the Employee's functions.
 - Commit the Employee to implement or to give effect to a decision made by the Employer, and
 - 12.1.3. A substantial financial effect on the Employer.
- 12.2. The Employer agrees to inform the Employee of the outcome of any decisions taken under the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

13. MANAGEMENT OF EVALUATION OUTCOMES

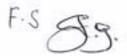
- 13.1. The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 13.2. A performance bonus of between 5% to 14% of the total remuneration package may be paid to the Employee in recognition of outstanding performance to be constituted as follows:



- 13.2.1. A score of 130% to 149% shall be awarded a performance bonus ranging from 5% to 9%; and
- 13.2.2. A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 13.2.3. BLM policy shall apply for rewarding good performance as adopted by the council.
- In the case of unacceptable performance, the Employer shall
 - Provide systematic remedial or developmental support to assist the Employee to improve her performance; and
 - 13.3.2. After appropriate performance counseling and providing the necessary guidance and/or support as well as a reasonable time for performance improvement, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out her duties.

14. DISPUTE RESOLUTION

- 14.1. 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 —
 - 14.1.1. The MEC for local government in the province, within thirty (30) days of receipt of a formal dispute from the Employee, or
 - 14.1.2. Any other person appointed by the MEC.
 - 14.1.3. 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.
 - 14.2. If the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.



15. GENERAL

- 15.1. 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.
- 15.2. Nothing in this agreement diminishes the obligations, duties, or accountabilities of the Employee in terms of her contract of employment, or the effects of existing or new regulations, circulars, policies, directives, or other instruments.
- 15.3. The performance assessment results of the employee shall be submitted to the MEC responsible for local government in the relevant province, as well as the national minister responsible for local government.

16. SIGNING

Thus, done and signed at BLM (HEAD OFFICE) on this the 16th of JULY 2025.

AS WITNESSES:

1. EMPLOYEE

AS WITNESSES:

MUNICIPAL MANAGER

17. Annexures

- 17.1. Annexure A: Performance Plan
- 17.2. Annexure B: Personal Development Plan
- 17.3. Annexure C: Declaration of Personal Interest

ANNEXURE A PERFORMANCE PLAN



PERFORMANCE PLAN FOR 2025/2026

Section 25 (1)-(4) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006 refers that a performance plan sets out the performance objectives and targets, as well as the time frames within which such have to be met.

The performance objectives and targets reflected in this performance plan 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 municipality. The plan shall include key objectives; key performance indicators; target dates and weightings.

The performance plan describes:

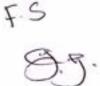
- The key objectives describe the main tasks that need to be done.
- . The key performance indicators that provide the details of the evidence to be provided to show that a key objective has been achieved.
- The target dates that describe the timeframe in which the work must be achieved.
- The weightings show the relative importance of the key objectives to each other.

The employee's performance shall, in addition, be measured in terms of contributions to the goals and strategies set out in the employer's Integrated Development Plan.

Section 26 (5) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006, stipulate that the criteria upon which the performance of the employee must be assessed consist of two components:

- Key Performance Areas Weighs 80%
- Core Competency Requirement Weighs 20%

The plan is highlighted in the Summary Below:



2019-2	2019-25 MTSF Priority	Economic transformation and job creation, Spatial planning, Human Settlement and Local Government Infrastructure, Rural Development, and Human Settlements Land Use Management and Spatial Transformation	mation and j	ob creation, atial Transfo	Spatial plans rmation	ning, Human Sett	dement and Lo	ocal Governm	ent infrastruci	ture, Rural Des	velopment, and	Human
Municipa	Municipal Priority	Economic growth and Job creation.	and Job crea	stion.								
Strategic Goal	: Goal	Sustainable economic growth and job creation	mic growth.	and job crea	tion							
KDINO	Functional Area	Key Performance	Bur (Ra	Budget (Rands)	Baseline	Annual Tarnet		Quarterly Ta	Quarterly Targets 2025/2026	92	Portfolio of Evidence	Responsible Manager
		ndicator	Capex	Opex		on the same	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.3.1	MSMEs Support and Capacity Building Programme	Number of businesses MSMEs participating capacity-building programme		160 000	510 SMMEs supported in 2024/2025	300 MSMEs to be supported	75 MSMEs to be Supported	75 MSMEs to be Supported	75 MSMEs to be Supported	75 MSMEs to be Supported	Reports and attendance registers	Manager. Local Economic Development
6.6.	Local Economic Development Job Creation	Number of jobs created from economic projects, programmes, and MSMEs			4 975 Jobs Created in 2024/2025	Create 800 jobs 200 jobs	200 jobs	200 jobs	200 jobs	200 jobs	Reports and List of Jobs Created	Manager: Local Economic Development
3,4.3,6	Local Economic Development Strategy	Review of the LED Strategy		1 000 000	LED Strategy developed and approved by Council (2020 – 2025). Due for review	Draft LED Strategy by 30 June 2026			Inception report of the LED Strategy review	Draft LED Strategy review	Q3: Inception Report, Q4 Daft LED strategy review	Manager: Local Economic Development
3.4.3.7	Business Licensing (Backlog)	Number of backlogged business licenses processed and issued			1052 applications received in 2024/2025	Process and issue business licenses to 1052 businesses	Process and Issue 263 business Licenses	Process and Issue 263 business Licenses	Process and issue 263 business	Process and issue 263 business Licenses	Reports and list of business issued licenses issued	Manager: Local Economic Development



2019-2	2019-25 MTSF Priority	Economic transformation and job creation, Spatial planning, Human Settlement and Local Government Infrastructure, Rural Development, and Human Settlements Land Use Management and Spatial Transformation	nation and Jo nent and Spa	ob creation,	Spatial plant mation	ing, Human Sett	lement and L	ocal Governm	nent Infrastruc	ture, Rural Der	velopment, and	luman
Municipa	Municipal Priority	Economic growth and Job creation.	and Job crea	tion.								
Strategic Goal	Goal	Sustainable economic growth and job creation	mic growth a	nd job creat	ion							
N I O	FunctionalArea	Key Performance	Budget (Rands)	get ids)	Bacellao	Americal Toront		Quarterly Ta	Quarterly Targets 2025/2026	9:	Portfolio of Evidence	Responsible Manager
		marcator	Capex	хәбо		of the second	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.3.8	Processing of new business license applications	Number of new business license applications processed			60 business licenses processed in 2024/2025	60 business license applications processed	15 business license applications processed	15 business license applications processed	15 business license applications processed	15 business license applications processed	Reports and list of business licenses issued	Manager. Local Economic Development
3.4.3.9	Business Licensing	Number of trading - licenses to be renewed			137 licenses renewed in 2024/2025	350 licenses renewed by 30 June 2026	85 business licenses renewed	65 business licenses renewed	110 business licenses renewed	110 business licenses renewed	Report and list of business licenses renewed	Manager: Local Economic Development
3.4.3.10	Business	Number of businesses inspections conducted			11 Operations and 750 inspections conducted in 2024/2025	800 inspections conducted	200 inspections conducted	200 inspections conducted	200 inspections conducted	200 inspections conducted	Reports and List of businesses inspected	Manager: Local Economic Development
3.4.3.11	Business	Number of joint business compliance operations successfully conducted with bylaw enforcement officers			11 Operations conducted	Conduct 8 collaborative business compliance operations with bylaw officers by [end of fiscal	02 Collaborative Business Compliance Operations	02 Collaborative Business Compliance Operations	02 Collaborative Business Compliance Operations	02 Collaborative Business Compliance Operations	Attendance registers	Manager: Local Economic Development

Bushbuckridge Local Municipality: FY 2025/2026 Performance Agreement, F.S Timba

2019-2	2019-25 MTSF Priority	Economic transformation and job creation, Spatial planning, Human Settlement and Local Government Infrastructure, Rural Development, and Human Settlements Land Use Management and Spatial Transformation	mation and j nent and Spo	ob creation, stial Transfo	Spatial plann rmation	ing, Human Sett	ement and Lo	ocal Governm	ent infrastruci	ture, Rural Dev	velopment, and	fuman
Municipa	Municipal Priority	Economic growth and Job creation.	and Job crea	tion.								
Strategic Goal	Goal	Sustainable economic growth and job creation	mic growth	and job crea	tion							
	FunctionalArea	Key Performance	Bur (Ra	Budget (Rands)	Baseline	Annual Tarnet	347	Quarterly Tar	Quarterly Targets 2025/2026	9	Portfolio of Evidence	Responsible Manager
N LAN		Indicator	Capex	Opex	amaend	200	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
34.3.12	BBR Growth and Development Plan	Development of Economic Development Plans		000 000	New Target	Developed Tourism and Agricultural Strategies by June 2026	Development of Terms of Reference		Draft strategies approved by Council	Public participation and final approved strategies	Q1 – ToRs, Q3 – Draft strategies approved by Council, Q4 – Public participation and final approved strategies	Manager: Local Economic Development
3.4.3.13	Events on - outreach and campaigns	Number of awareness campaigns held for a clean and safe environment.		400 000	Awareness on clean and safe environment campaign held in 2024/2025	4 Awareness 1 campaign was Awarenes held in a clean campaign and safe environment by 30 June 2026	1 Awareness campaign	f Awareness campaign	1 Awareness campaign	1 Awareness campaign	Reports and attendance registers	Manager. Environmental
3.4.3.14	Ensure Number quality standards buildings are applied in plans app Building Construction Projects	Number of buildings plans approved			98 building Plans approved in 2024/2025	100 building plans approved	25 building plans approved	25 building plans approved	25 building plans approved	25 building plans approved	Building Plan Register	Manager. Human Settlements

Bushbuckridge Local Municipality: FY 2025/2026 Performance Agreement: F.S Timba

2019-2	2019-25 MTSF Priority	Economic transformation and job creation, Spatial Settlements Land Use Management and Spatial Transformation	ment and Spa	ob creation, itial Transfo		ing, namen our	A PURE WITH THE	ocal Governme	ent infrastruci	ure, nural per	planning, Human Settlement and Local Government Infrastructure, Kural Development, and Human	Human
Municipa	Municipal Priority	Economic growth and Job creation.	and Job crea	tion.								
Strategic Goal	Goal	Sustainable economic growth and job creation	omic growth a	and job crea	tion							
N I N	FunctionalArea	Key Performance	Bud (Rar	Budget (Rands)	Baseline	Annual Target	9	Quarterly Tan	Quarterly Targets 2025/2026	9	Portfolio of Evidence	Responsible Manager
2	E	naicator	Capex	Opex		P	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.3.15	Waste Collection	% of waste bins distributed to reduce waste backlog			2000 Waste bins distributed to reduce waste backlog in 2024/2025	1000 waste bins distributed	250 waste bins distributed	250 waste bins distributed	250 waste bins distributed	250 waste bins distributed	Reports and distribution List	Manager: Solid Wasse Management
3.4.3.16	Waste Collection (MIG)	Purchasing of Waste collection trucks (one skip loader and one compactor	3 000 000		New Programme	Purchasing of Waste collection trucks (one skip loader and one compactor			Purchasing of Waste collection trucks (one skip loader and one compactor		Invoice and Delivery note	Manager: Solid Waste Management
3.5.3.41	Performance Management	Compliance to the Municipal Individual Performance Management Framework			7 Performance compacts developed and assessed in 2024/2025	Individual Performance Management activities conducted for 6 employees reporting to the Director by 30 June	6 performance compacts developed for 2025/2026 and conduct Q4 performance assessments (scoring)	Conduct Q1 Performance review	Conduct Q2 Performance assessment (Scoring)	Conduct Q3 Performance review	Signed, reviewed, and assessed performance compacts and register	Director. EDPE

Bushbuckridge Local Municipality: FY 2025/2026 Performance Agreement F.S Timba

2019-2	2019-25 MTSF Priority	Settlements Land Use Management and Spatial Transformation	nent and Spa	tial Transfo	mation					and the same	and desired	- Indiana
Municipal Prio	Municipal Priority	Containable according and Job creation.	and Job crea	non.	ion							
and and	Functional Area	Key Performance	Budget (Rands)	get ds)				Quarterly Tar	Quarterly Targets 2025/2026	9	Portfolio of Evidence	Responsible Manager
ON I A		andicator	Capex	Opex	Dascille	Annual Larger	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.5.3.42	Risk Management	Number of comprehensive risk management reports produced, analyzing risks and mitigation strategies.			04 risk managemen t reports submitted.	04 risk Produce 4 managemen quarterly risk t reports management submitted. reports by 30 June 2026	1 risk management report	f risk management report	f risk management management report report	nrisk management report	Risk Reports	Director: EDPE
3.5.3.43	Procurement	Procurement Plans and reports on the implementation of the procurement plan.			Procurement of the plan was submitted to SCM, and the implementation of the plan was monitored	Procurement Plans and reports on the implementation of the procurement plan conducted by 30 June 2026	Submission of procurement plan to supply chain by 30 September 2025		Report on Implementatio n of Procurement Plan	Report on Report on Implementatio Implementatio n of nordernement Procurement Plan Plan	Procurement plans and list of requisitions	Director. EDPE
3.5.3.44	Implementation of Number of reports Council on the Resolutions implementation of council resolutions	Number of reports on the implementation of council resolutions			04 reports 04 reports on the implementation of council resolutions resolutions	04 reports on the 1 report on implementation of council on of Counresolutions resolution	1 report on implementati on of Council resolution	1 report on Implementati on of Council resolution	9	f report on implementatio n of Council resolution	Register of council resolution	Director EDPE

Bushbuckridge Local Municipality: FY 2025/2026 Performance Agreement F.S Timba

2019-2	2019-25 MTSF Priority	Economic transformation and job creation, Spatial Settlements Land Use Management and Spatial Transformation	mation and joint and Joint and Spa	ob creation, tial Transfo	Spatial plann rmation	planning, Human Settlement and Local Government infrastructure, Rural Development, and Human	lement and Lo	cal Governm	ent infrastruct	die, Russi cer	elopment, and	luman
Municipa	Municipal Priority	Economic growth and Job creation.	and Job crea	tion.								
Strategic Goal	Goal	Sustainable economic growth and job creation	mic growth a	nd job creat	tion							
KPINO	FunctionalArea	Key Performance	Budget (Rands)	get ids)	Baseline	Annual Target	9	Quarterly Tax	Quarterly Targets 2025/2026	9	Portfolio of Evidence	Responsible Manager
		in the same	Capex	Opex			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.5.3.45	Human Resources Contribution to Skill Developm Plan	Contribution to Skill Development Plan			New Target	Submission of departmental skill development needs by 30 March 2025			Submission of departmental skill development needs to Skills Office.		Signed off the skills plan	Director EDPE
3.5.3.46	Management department Management department meetings conducted i	Number of departmental meetings conducted per year			12 departmenta Imeetings were held in 2024/2025	12 Conduct 12 departmenta departmental imeetings meetings were held in 2024/2025	3 Departmental Meetings	3 Departmenta I Meetings	3 3 Invitation Departmental Departmental Departmental Agenda, Meetings I Meetings Meetings minutes meeting attendar	3 Departmental Meetings	Irrytation, Agenda, minutes of the meetings, and attendance	Director: EDPE

Bushbuckridge Local Municipality: FY 2025/2026 Performance Agreement: F.S Timba

ANNEXURE B

PERSONAL DEVELOPMENT PLAN

PERSONAL DEVELOPMENT PLAN (PDP) FY 2025/2026



DIRECTORATE	Economic Development, Planning, and Environmental
JOB TITLE	Director: EDPE
EMPLOYEE	F.S. Timba

PURPOSE	To enhance skills and compet manner	encies to execute the respor	nsibilities in an effective
AREA IDENTIFIED FOR DEVELOPMENT	OBJECTIVE OF DEVELOPMENT	TYPE OF INTERVENTION (ON- THE-JOB TRAINING, BURSARY, COURSES	TIME FRAME (TARGETED QUARTER)
SMOVE DEV	To foster Economic growth and Job creation by supporting the establishment, growth as a sustainability	Courses	2nd Quarter
Tourism Development	Economic GLOWIH	Courses	4th Quarter

ANNEXURE C

DISCLOSURE OF INTEREST



Bushbuckridge Local Municipality

DISCLOSURE OF INTERESTS FORM

In terms of the supply chain management policy, Section 46 2(a) an official or any other role player involved in implementation of this must, declare to the accounting officer details of any private or business interests which that person, or any close member, partner, or associate may have in any proposed procurement or disposal process of or in any award of a contract by the municipality

B. Albania			
1 mo	unde	rsigned,	
1, 010	unue	i aluliou,	ĕ

(Full names: FLOMIMAH S TIMBA)

(Identity Number: 67 09030547 087)

Residing at 1790 DWARSLOOP BUSHBUCKRIDGE

Do hereby declare that the information contained herein fall within my personal knowledge and are to the best of my knowledge complete, true, and correct; and

Further declare my financial interests, non-executive directorship previously or currently held and remunerative work, consultancy and retainership positions held as follows:

1. SHARES 8	OTHER FINANCIAL INTERESTS	S IN A BUSINESS ENTITY
Number of Shares/Member's Interest	Value of Shares/ Member's Interest	Name of Institution or Business Entity
H/A	NA	MIA

2. NON-E	XECUTIVE DIRECTORSHIP
Name of Company	Period
1.	
2.	N/ /n
3.	17/1
4.	
5.	

Name of Company& Occupation	Type of Business	Rand amount per month	Period
1.	+1/2		7
2.	11/14	1 / //	+
3.	1		/
4.			
5.			

	er, sister, brother in terms of section 42.2)
Name of Company	Relationship
1.	
2. 11/2	1 1 1 2
3.	17/12
4.	0 / / /
5.	

	5. CRIMINAL RECORD	
Type of Offence	Dates/Term of Sentence	
1. 1/1	L1 1 A	
2.		
3.		

And further declare that.

- a. I am South African citizen and ordinarily resident in the Republic.
- I was never declared insolvent and I am not an un-rehabilitated insolvent.
- c. I am not disqualified under any law from practicing any profession.
- d. I was never convicted of fraud, or any other offence involving dishonesty and sentenced to a fine or imprisonment or both.
- e. I was never at any time been removed from an office of trust on account of breach of a fiduciary duty.

Signature of Nominee:		
Full Names: FLOMINAH	S	TIMBA

SWORN to and SIGNED before me at BLM on this June day of 2025.

The deponent having acknowledged that he knows and understands the contents of this affidavit, that the contents are true, and that he has no objection to taking this oath and that he considers the oath to be binding on his/her conscience.

F.S

NOTES TO DISCLOSURE OF INTERESTS FORM

The following notes provide guidance for completing the relevant parts of the disclosure of interest form

Note 1 - Shares and Financial Interests in a Business Entity

Disclose shares and other financial interests held in any private, public company, partnership, close corporation or any other corporate body recognized by law.

- A share is any investment that provides a dividend, including unit trusts, equities and government bonds.
- Value refers to the current rand value of the shares.

Note 2 - Non-Executive Directorship

Disclose all non-executive directorship.

Note 3 - Remunerated Work, Consultancies and Retainerships

Disclose all remunerated work and employment.

- Remuneration means the receipt of benefits in cash or in kind.
- Work means rendering a service for which the person receives remuneration.
- A public service official must obtain the approval of his/her Minister for performing remunerated work outside the public service.

Disclose any interests in any consulting firm or company that provides advice or professional services.

- Name of client and nature of consultancy or retainership.
- Type of business activity
- Value of benefits derived may refer to benefits in cash or in kind.





PERFORMANCE AGREEMENT

BUSHBUCKRIDGE LOCAL MUNICIPALITY

Represented by

J NGOBENI

[HEREINAFTER REFERRED TO AS THE ACCOUNTING OFFICER/ MUNICIPAL MANAGER]

AND

T.M MATHABATHA

[HEREINAFTER REFERRED TO AS THE CHIEF FINANCIAL OFFICER] (FOR THE PERIOD 01 JULY 2025 UNTIL 30 JUNE 2026)

J9. N

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3.	Introduction	
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17.1	.Annexure A: Performance Plan	
	2. Annexure B: Personal Development Plan	

1. JOB DETAILS

Salary- Number	S010319
Location	Bushbuckridge Local Municipality
Occupational Classification	Executive
Designation	CF0

2. PERFORMANCE AGREEMENT ENTERED INTO BY AND BETWEEN:

The Bushbuckridge Local Municipality, herein represented by Jasper Ngobeni in his capacity as Municipal Manager (hereinafter referred to as the Employer or Supervisor)

And Thembisile Mary-Anne Mathabatha, Employee of the Municipality (hereinafter referred to as the Employee)

WHEREBY IT IS AGREED AS FOLLOWS:

3. INTRODUCTION

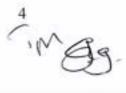
- 3.1. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (4) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties."
- 3.2. The Systems Act, reads with the 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.
- 3.3. 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.
- 3.4. The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B), and 57(5) of the Systems Act.

59.

4. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 4.1. 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.
- 4.2. Specify objectives and targets defined and agreed upon with the employee and 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.
- 4.3. Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement.
- 4.4. Monitor and measure performance against set targeted outputs.
- 4.5. Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to her job.
- 4.6. In the event of outstanding performance, appropriately reward the employee; and
- 4.7. Give effect to the employer's commitment to a performance-oriented relationship with its employees in attaining equitable and improved service delivery.



5. COMMENCEMENT AND DURATION

- 5.1. This Agreement will commence on 01 July 2025 and will remain in force until 30 June 2026, thereafter a new Performance Agreement, Performance Plan, and Personal Development Plan shall be concluded between the parties for the next financial year.
- 5.2. The parties will review the provisions of this Agreement during the month of June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at every quarter by not later than the beginning of each successive quarter of the year.
- 5.3. This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 5.4. 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.
- 5.5. 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.

6. PERFORMANCE OBJECTIVES

- 6.1. The Performance Plan (Annexure A) sets out
 - 6.1.1. The performance objectives and targets that must be met by the Employee, and
 - 6.1.2. The time frames within which those performance objectives and targets must be met.
- 6.2. 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.
 - 6.2.1. The key objectives describe the main tasks that need to be done.

S.5.1 M

- 6.2.2. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 6.2.3. The target dates describe the timeframe in which the work must be achieved.
- 6.2.4. The weightings show the relative importance of the key objectives to each other.
- 6.3. 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.

7. PERFORMANCE MANAGEMENT SYSTEM

- 7.1. 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.
- 7.2. 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.
- 7.3. 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.
- 7.4. The Employee undertakes to actively focus on the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 7.5. 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.
 - 7.5.1. The Employee shall 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.

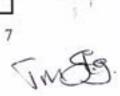


- 7.5.2.Each area of assessment will be weighted and will contribute a specific part to the total score.
- 7.5.3.KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 7.6. The Employee's assessment shall be based on her performance in terms of the outputs/outcomes (performance indicators) identified as per the 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:

Basic Service Delivery	5%
Municipal Financial Viability and Management	70%
Local Economic Development	5%
Municipal institution development and Transformation	10%
Good Governance and Public Participation	10%
TOTAL	100%

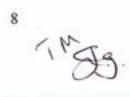
7.7. The CCRs will make up the other 20% of the Employee's assessment score. CCRs that are deemed to be most critical for the Employee's specific job should be selected (v) from the list below as agreed to between the Employer and Employee. Three of the CCRs are compulsory for Municipal Managers:

CORE MANAGERIAL COMPETENCIES		WEIGHT
Strategic Capability and Leadership	· /	10%
People Management and empowerment	1	10%
Programme and Project Management	1	5%
Financial Management	· /	10%
Change Leadership	1	5%
Client Orientation and Customer Focus	-	10%
Governance Leadership	1	5%
CORE OCCUPATIONAL COMPETENCIES		
Moral Competence	· /	5%
Planning and organising	V .	10%
Analysis and Innovation	· ·	5%
Knowledge and Information Management	1	5%
Communication	1	10%
Results and Quality Focus	1	10%
Total percentage	-	100%



8. EVALUATING PERFORMANCE

- The Performance Plan (Annexure A) to this Agreement sets out
 - 8.1.1. The standards and procedures for evaluating the Employee's performance; and
 - 8.1.2. The intervals for the evaluation of the Employee's performance.
- 8.2. 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.
- 8.3. 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.
- 8.4. The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 8.5. The annual performance appraisal will involve:
 - 8.5.1. Assessment of the achievement of results as outlined in the performance plan:
 - 8.5.1.1. 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.
 - 8.5.1.2. An indicative rating on the five-point scale should be provided for each KPA.
 - 8.5.1.3. 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.



8.5.2. Assessment of the CCRs

- 8.5.2.1. Each CCR should be assessed according to the extent to which the specified standards have been met.
- 8.5.2.2. An indicative rating on the five-point scale should be provided for each CCR.
- 8.5.2.3. This rating should be multiplied by the weighting given to each CCR during the contracting process to provide a score.
- 8.5.2.4. 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.

8.5.3. Overall rating

- 8.5.3.1. An overall rating is calculated by using the applicable assessment-rating calculator. Such an overall rating represents the outcome of the performance appraisal.
- 8.6. The assessment of the performance of the Employee will be based on the following rating scale for KPAs and CCRs:

Key Performance Areas Rating Scale

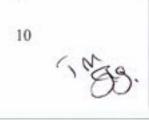
Level	Class Interval	Description	R	ating	9		
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved the above fully effective results against all performance criteria and indicators as specified 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.					

Level	Class Interval	Description	Ra	ting	g		
			1	2	3	4	5
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.				-	
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved fully effective results against all 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.					

Core Competency Rating Scale

Level	Class Interval	Description	Ra	iting	1		
			1	2	3	4	5
5	Supervisor	Sought out for deep, specialized expertise. Leads the direction of the entire organization. Defines models/theories of best practice.					
4	Advanced	Understands and applies more complex concepts and methods. Leads and directs people or groups of recognized specialists. Able to perform in-depth analysis.					
3	Competent	Independently develops and applies more advanced concepts and methods					
2	Basic Competence	Applies basic concepts and methods but requires supervision and coaching					
1	Not yet Completed	Demonstrates none of the guideline's components of the core competency					

8.7. For purposes of evaluating the annual performance of the Employee, an evaluation panel shall be constituted of the following persons:



8.7.1. Municipal Manager.

8.7.2. Chairperson of the performance and audit committee.

8.7.3. Member of the mayoral or executive committee who is relevant to the specific

department.

8.7.4. Municipal Manager from another municipality; and

9. SCHEDULE FOR PERFORMANCE REVIEWS

9.1. The performance of the in relation to her performance agreement shall be reviewed on

the following dates, with the understanding that reviews in the first and third quarter may

be verbal if performance is satisfactory:

First quarter

: July - September 2025

Second quarter

: October – December 2025 : January – March 2026 : April – June 2026

Third quarter Fourth quarter

9.2. The Employer shall keep a record of the mid-year review and annual assessment

meetings.

9.3. Performance feedback shall be based on the Employer's assessment of the Employee's

performance.

9.4. The Employer shall be entitled to review and make reasonable changes to Annexure "A"

provisions from time to time for operational reasons. The Employee will be fully

consulted before any such change is made.

9.5. 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.

10. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as

Annexure B.

11. OBLIGATIONS OF THE EMPLOYER

The Employer shall -

- Create an enabling environment to facilitate effective performance by the employee.
- 11.2. Provide access to skills development and capacity-building opportunities.
- 11.3. Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact the performance of the Employee.
- 11.4. On the request of the Employee, delegate such powers reasonably required by the Employee to enable her to meet the performance objectives and targets established in terms of this Agreement; and
- 11.5. Make available to the Employee such resources as the Employee may require from time to time to assist her to meet the performance objectives and targets established in terms of this Agreement.

12. CONSULTATION

- 12.1. The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others –
 - 12.1.1. A direct effect on the performance of any of the Employee's functions.
 - Commit the Employee to implement or to give effect to a decision made by the Employer, and
 - 12.1.3. A substantial financial effect on the Employer.
- 12.2. 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.

13. MANAGEMENT OF EVALUATION OUTCOMES

- 13.1. The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 13.2. 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:

Sig : M

- 13.2.1. A score of 130% to 149% shall be awarded a performance bonus ranging from 5% to 9%; and
- 13.2.2. A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 13.2.3. BLM policy shall apply for rewarding good performance as adopted by the council.
- In the case of unacceptable performance, the Employer shall
 - 13.3.1. Provide systematic remedial or developmental support to assist the Employee to improve her performance; and
 - 13.3.2. After appropriate performance counseling and having provided the necessary guidance and/ or support as well as a reasonable time for performance improvement, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out her duties.

14. DISPUTE RESOLUTION

- 14.1. 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 —
 - 14.1.1. The MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or
 - 14.1.2. Any other person appointed by the MEC.
 - 14.1.3. 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.
 - 14.2. In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

TINGS

15. GENERAL

- 15.1. 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.
- 15.2. Nothing in this agreement diminishes the obligations, duties, or accountabilities of the Employee in terms of her contract of employment, or the effects of existing or new regulations, circulars, policies, directives, or other instruments.
- 15.3. The performance assessment results of the employee shall be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government.

16. SIGNING

Thus, done and signed at	BLM	HI	0 on t	his the	16	of	July	2025

AS WITNESSES:

1. Brue:	(LAPA)
THE	EMPLOYEE

AS WITNESSES:

1. 10-2. Mary Church

MUNICIPAL MANAGER

17. Annexures

- 17.1. Annexure A: Performance Plan
- 17.2. Annexure B: Personal Development Plan
- 17.3. Disclosure of Interest

ANNEXURE A PERFORMANCE PLAN

PERFORMANCE PLAN FOR 2025/2026

Section 25 (1)-(4) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006 states that a performance plan sets out the performance objectives and targets, as well as the time frames within which such have to be met.

The performance objectives and targets reflected in this performance plan 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 municipality. The plan shall include key objectives, key performance indicators, target dates, and weightings.

The performance plan describes:

- The key objectives describe the main tasks that need to be done.
- The key performance indicators that provide the details of the evidence to be provided to show that a key objective has been achieved.
- The target dates that describe the timeframe in which the work must be achieved.
- The weightings show the relative importance of the key objectives to each other.

The employee's performance shall, in addition, be measured in terms of contributions to the goals and strategies set out in the employer's Integrated Development Plan.

Section 26 (5) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006, stipulate that the criteria upon which the performance of the employee must be assessed consist of two components:

- Key Performance Areas Weighs 80%
- Core Competency Requirement Weighs 20%

The plan is highlighted in the Summary Below:



Summary of the SDBIP key performance areas 2025/2026

Municipal KPA	KPA	Financial Viability										
2019-25 N	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	and Develo	pmental Stat	0							
Municipal Priority	Priority	Financial viability										
Strategic Goal	Goal	Sound Financial Management.	anagement.									
		Key Performance	Budget (Rands)	Rands)				Quarterly Targets 2025/2026	ets 2025/2026		Portfolio of	Responsible
KPI No	Functional Area		Capex	Opex	Baseline	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	
3.4.4.1	Revenue collection	Amount of revenue collected			R300 000 000 collected in 2024/2025	Collect R300 000 000 By 30 June 2026	70 000 000	0000 000 06	000 000 09	000 000 06	Revenue Collection Reports	Chief Financial Officer
3.4.4.2	Revenue Management	Number of Approved and Gazetted Tariffs			02 Tariffs Approved and gazetted in 2024/2025	2 complete tariff packages (approved by council and officially gazetted by 30 June 2026			01 Approved and Gazetted Tariffs	01 Approved and Gazetted Tariffs	Gazetted Tariffs	Chief Financial Officer
3443	Revenue Management	Number of General Valuation /Supplementary Valuation mplemented			04 General Valuation /Supplementar y Valuation implemented	04 General Valuation /Supplementary Valuation implemented	04 General Valuation /Supplementar y Valuation implemented	04 General Valuation /Supplementa ry Valuation implemented	04 General Valuation /Supplementar y Valuation implemented	04 General Valuation /Supplement ary Valuation implemented	Report on implementation of Generation Valuation Roll.	Chief Financial Officer
3.4.4.4	MFMA Budget prescripts	Timely and full compliance with MFMA budget preparation, submission, and reporting prescripts, meeting all statutory deadlines and requirements			03 Approved Budgets	100% compliance with MFMA budget preparation and reporting deadlines:			Draft Budget Tabled in Council: By 31 March	Final Budget Adoption: By 31 May	Council	Chief Financial Officer

Municipal KPA	KPA	Financial Viability										
2019-25 M	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	and Develo	pmental Stat								
Municipal Priority	Priority	Financial viability										
Strategic Goal	Goal	Sound Financial Management.	lanagement.									
		Key Performance	Budget (Rands)	Rands)				Quarterly Targ	Quarterly Targets 2025/2026		Portfolio of	Responsible
KPI No	Functional Area	Indicator	Capex	Opex	Baseline	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	
3.4.4.5	Budget Management	Number of statutory reports and strings submitted to the Treasury within the prescribed period			12 Statutory Reports and strings submitted to Treasury	12 Statutory Reports and strings submitted to Treasury within the prescribed period	03 statutory Reports and strings submitted to Treasury within the prescribed period	GO, Muni (Treasury) Reports	Chief Financial Officer			
3.4.4.6	Asset Management (Existence and valuation)	% of completed projects and assets verified, unbundled, barcoded, and included in the Fixed Asset		ç	100% of Completed projects and assets verified, unbundled, barcoded, and included in FAR	100% of Completed projects and assets verified, unbundled, barcoded, and included in FAR	100% of Completed projects and assets verified, unbundled, barcoded, and included in FAR	Fixed Asset Register report	Chief Financial Officer			
3.4.4.7	Financial and Performance Reporting	Timely submission of audited Financial Statements to both Council and the Auditor-General in compliance with MFMA regulations			3 Financial Statements submitted to council and Auditor General	Prepare and submit 2 compliant Financial Statements (Oraft AFS) to Council and August 2025	Submission of the Draft Annual Financial Statement to council and AG		Submission of the 2024/2025 Annual Financial Statement to council and AG Audit		AFS and Interim FS,	Chief Financial Officer



Municipal KPA	I KPA	Financial Viability										
2019-25	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	, and Develo	pmental Stat	e e							
Municipal Priority	Priority	Financial viability										
Strategic Goal	Goal	Sound Financial Management.	fanagement.									
		Key Performance	Budget (Rands)	Rands)				Quarterly Tan	Quarterly Targets 2025/2026		Portfolio of	Responsible
KPI No	Functional Area		Capex	Opex	Baseline	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	
3.4.4.8	Financial and Performance Reporting	Favorable Audit outcome			Unqualified Audit Opinion	Unqualified Audit Opinion		Unqualified Audit Opinion			Audit Report	Chief Financial Officer
3.4.4.9	Financial and Performance Reporting	Financial and Performance Reporting			Number of Audits Action Plan developed	1 Audit Action Plan developed			1 Audit Action Plan developed		Audit Action plan	Chief Financial Officer
3.4.4.10	SCM Irregular Expenditure Register	Submit 4 quarterly reports on irregular expenditure to Provincial Treasury (PT), Coghsta, and AG(SA)			04 UIPW reports submitted	Submit 4 accurate and compliant quarterly irregular reports by 30 June 2026 with 100% adherence to prescribed deadlines.	Submit 1 irregular expenditure report to PT, Coghsta, and AG(SA)	Submit 1 irregular expenditure report to PT, Coghista, and AG(SA)	Submit 1 irregular expenditure report to PT, Coghsta, and AG(SA)	Submit 1 irregular expenditure report to PT, Coghsta, and AG(SA)	Report on UIFW and evidence of email to PT, Coghsta, and AG(SA)	Chief Financial Officer
3.4.4.11	Expenditure Fruitless and Wasteful Register	Submit 4 quarterly reports on fruitless and wasteful expenditure to Provincial Treasury (PT), Coghsta, and AG(SA)			04 UIPW reports submitted	Submit 4 accurate and compliant quarterly fruitless and wasteful expenditure reports by 30 June 2026 with 100% adherence to prescribed deadlines.	Submit 1 fruitess and wasteful expenditure report to PT, Coghsts, and AG(SA)	Submit 1 fruitless and wasteful expenditure report to PT, Coghsta, and AG(SA)	Submit 1 fruitless and wasteful expenditure report to PT, Coghsta, and AG(SA)	Submit 1 fruttless and wastleful expenditure report to PT, Coghsta, and AG(SA)	Report on UIFW and evidence of email to PT, Coghsta, and AG(SA)	Chief Financial Officer

Municipal KPA	KPA	Financial Viability										
2019-25 N	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	, and Develo	pmental Stat	9							
Municipal Priority	Priority	Financial viability										
Strategic Goal	Goal	Sound Financial Management.	lanagement									
		Key Performance	Budget (Rands)	Rands)			0.50	Quarterly Targ	Quarterly Targets 2025/2026		Portfolio of	Responsible Manager
KPI No	Functional Area		Capex	Opex	Baseline	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	
3.5.4.11	Performance Management	Compliance to the Municipal Individual Performance Management Framework			8 Performance compacts developed and assessed in 2024/2025	Individual Performance Management activities conducted for 9 employees reporting to the CFO by 30 June	9 performance compacts developed for 2025/2026 and conduct Qut performance assessments (scoring)	Conduct Q1 Performance review	Conduct Q2 Performance assessment (Scoring)	Conduct Q3 Performance review	Signed and assessed performance compacts and register	CFO
3.5.4.12	Risk Management	Number of comprehensive risk management reports produced, analyzing risks and mitigation strategies.		·	04 risk management reports submitted.	Produce 4 quarterly risk management reports by 30 June 2026	1 risk management report	1 risk management report	1 risk management report	1 risk management report	Risk Reports	CF0
3.5,4.13	Implementation of Council Resolutions	Number of reports on the implementation of council resolutions			04 reports on the implementatio n of council resolutions	04 reports on the implementation of council resolutions	Of reports on the implementatio n of council resolutions	Of reports on the implementati on of council resolutions	01 reports on the implementatio n of council resolutions	01 reports on Register the of counc implementati resolutio on of council	Register of council resolution	CFO
3.5.4.14	Human Resources Management	Contribution to Skill Development Plan		, .	New Target	Submission of departmental skiii development needs by 30 March 2026	·		Submission of departmental skill development needs to the Skills Office		Signed off the skills plan	CFO

Municipal KPA	KPA	Financial Viability										
2019-25 M	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	and Develop	omental Stab								
Municipal Priority	Priority	Financial viability										
Strategic Goal	Goal	Sound Financial Management	anagement.									
		Key Performance	Budget (Rands)	Rands)			3	Quarterly Targets 2025/2026	ets 2025/2026		Portfolio of	Responsible Manager
KPI No	Functional Area	Indicator	Capex	Opex	Baseline	Annual Target		Quarter 1 Quarter 3	Quarter 3	Quarter 4	Palanian	
3.5.4.14	Human Resources Management	Number of departmental meetings conducted per year			12 departmental meetings were held in 2024/2025	Conduct 12 departmental meetings	3 Departmental Meetings	3 Departmental Meetings	3 Departmental Meetings	3 Invitation Departmenta Agenda, I Meetings meetings attendan	of the st. and ce	CFO





ANNEXURE B

PERSONAL DEVELOPMENT PLAN

PERSONAL DEVELOPMENT PLAN (PDP) FY 2025/2026



DIRECTORATE	Finance
JOB TITLE	Chief Financial Officer
EMPLOYEE	Thembisile Mary-Anne Mathabatha

PURPOSE	To enhance skills and comport manner	etencies to execute the respons	ibilities in an effective
AREA IDENTIFIED FOR DEVELOPMENT	OBJECTIVE OF DEVELOPMENT	TYPE OF INTERVENTION (ON- THE-JOB TRAINING, BURSARY, COURSES	TIME FRAME (TARGETED QUARTER)
strategic Developmen	To enlance Strategic manage & Skills.	nent MBA Barsayy	rd 3 to Quarter

ANNEXURE C

DISCLOSURE OF INTEREST



Bushbuckridge Local Municipality

DISCLOSURE OF INTERESTS FORM

In terms of the supply chain management policy, Section 46 2(a) an official or any other role player involved in implementation of this must, declare to the accounting officer details of any private or business interests which that person, or any close member, partner, or associate may have in any proposed procurement or disposal process of or in any award of a contract by the municipality

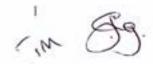
I, the undersigned,	
(Full names: ihembisile	Mathabatho
(Identity Number: 7912/	60404082
Residing at: Neuspin	eit

Do hereby declare that the information contained herein fall within my personal knowledge and are to the best of my knowledge complete, true, and correct; and

Further declare my financial interests, non-executive directorship previously or currently held and remunerative work, consultancy and retainership positions held as follows:

1. SHARES 8	OTHER FINANCIAL INTEREST	S IN A BUSINESS ENTITY
Number of Shares/Member's Interest	Value of Shares/ Member's Interest	Name of Institution or Business Entity
OTIE CIDEAD	P100-00	
EK Cleota	P100000	-
100%	R100-00	OTIK Group
50%	R100-00	EL Cleota

2.	NON-EXECUTIVE DIRECTORSHIP
Name of Company	Period
1.	
2.	.) / 0
3.	
4.	10/11
5.	



Name of Company& Occupation	Type of Business	Rand amount per month	Period
1.			
2.	\ \ / / \		
3.	IN / IT		
4.			
5.			

Spouse, children, mother, father, sis	ter, brother in terms of section 42.2)
Name of Company	Relationship
1.	,
2.	/^
3.	14
4.	/
5.	

	5. CRIMINAL RECORD	
Type of Offence	Dates/Term of Sentence	
1.	s / a	
2.	NA	
3.	10/11	

And further declare that.

- a. I am South African citizen and ordinarily resident in the Republic.
- b. I was never declared insolvent and I am not an un-rehabilitated insolvent.
- c. I am not disqualified under any law from practicing any profession.
- d. I was never convicted of fraud, or any other offence involving dishonesty and sentenced to a fine or imprisonment or both.

e. I was never at any time been removed from an office of trust on account of breach of a fiduciary duty.

Signature of Nominee:

Full Names: itembis e Mathabatha

SWORN to and SIGNED before me at Bushbuckned this 20 day of June 2035

The deponent having acknowledged that he knows and understands the contents of this affidavit, that the contents are true, and that he has no objection to taking this oath and that he considers the oath to be binding on his/her conscience.

in 59

NOTES TO DISCLOSURE OF INTERESTS FORM

The following notes provide guidance for completing the relevant parts of the disclosure of interest form

Note 1 - Shares and Financial Interests in a Business Entity

Disclose shares and other financial interests held in any private, public company, partnership, close corporation or any other corporate body recognized by law.

- A share is any investment that provides a dividend, including unit trusts, equities and government bonds.
- Value refers to the current rand value of the shares.

Note 2 - Non-Executive Directorship

Disclose all non-executive directorship.

Note 3 - Remunerated Work, Consultancies and Retainerships

Disclose all remunerated work and employment.

- > Remuneration means the receipt of benefits in cash or in kind.
- Work means rendering a service for which the person receives remuneration.
- A public service official must obtain the approval of his/her Minister for performing remunerated work outside the public service.

Disclose any interests in any consulting firm or company that provides advice or professional services.

- Name of client and nature of consultancy or retainership.
- Type of business activity
- Value of benefits derived may refer to benefits in cash or in kind.

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PERFORMANCE AGREEMENT

BUSHBUCKRIDGE LOCAL MUNICIPALITY

Represented by

J NGOBENI

[HEREINAFTER REFERRED TO AS THE ACCOUNTING OFFICER/ MUNICIPAL MANAGER]

AND

A. KHUMALO

[HEREINAFTER REFERRED TO AS THE DIRECTOR OF TECHNICAL SERVICES]

(FOR THE PERIOD 01 JULY 2025 UNTIL 30 JUNE 2026)



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1.	Job details
2.	Performance agreement
3.	Introduction
4.	Purpose of this agreement
5.	Commencement and duration
6.	Performance objectives
7.	Performance management system
8.	Evaluating performance
9.	Schedule for performance reviews
10.	Developmental requirements
11.	Obligations of the employer
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13.	Management of evaluation outcomes
14.	Dispute resolution
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17.2	2.Annexure B: Personal Development Plan

1. JOB DETAILS

Salary- Number	S010284
Location	Bushbuckridge Local Municipality
Occupational Classification	Executive
Designation	Director Technical Services

2. PERFORMANCE AGREEMENT ENTERED INTO BY AND BETWEEN:

The Bushbuckridge Local Municipality, herein represented by Jasper Ngobeni in his capacity as Municipal Manager (hereinafter referred to as the Employer or Supervisor)

And Amos Khumalo, Employee of the Municipality (hereinafter referred to as the Employee)

WHEREBY IT IS AGREED AS FOLLOWS:

3. INTRODUCTION

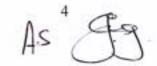
- 3.1. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (4) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties."
- 3.2. The Systems Act, reads with the 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.
- 3.3. 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.
- 3.4. The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B), and 57(5) of the Systems Act.

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4. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 4.1. 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.
- 4.2. Specify objectives and targets defined and agreed upon with the employee and 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.
- 4.3. Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement.
- 4.4. Monitor and measure performance against set targeted outputs.
- 4.5. Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his job.
- 4.6. In the event of outstanding performance, appropriately reward the employee; and
- 4.7. Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.



5. COMMENCEMENT AND DURATION

- 5.1. This Agreement will commence on (01 July 2025 30 June 2025). Thereafter, a new Performance Agreement, Performance Plan, and Personal Development Plan shall be concluded between the parties for the next financial year portion thereof.
- 5.2. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at every quarter by not later than the beginning of each successive quarter of the year.
- 5.3. This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 5.4. 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.
- 5.5. 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.

6. PERFORMANCE OBJECTIVES

- 6.1. The Performance Plan (Annexure A) sets out-
 - 6.1.1. The performance objectives and targets that must be met by the Employee; and
 - 6.1.2. The time frames within which those performance objectives and targets must be met.
- 6.2. 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.
 - 6.2.1. The key objectives describe the main tasks that need to be done.

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- 6.2.2. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 6.2.3. The target dates describe the timeframe in which the work must be achieved.
- 6.2.4. The weightings show the relative importance of the key objectives to each other.
- 6.3. 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.

7. PERFORMANCE MANAGEMENT SYSTEM

- 7.1. 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.
- 7.2. 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.
- 7.3. 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.
- 7.4. The Employee undertakes to actively focus on the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 7.5. 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.
 - 7.5.1. The Employee shall 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.



- 7.5.2.Each area of assessment will be weighted and will contribute a specific part to the total score.
- 7.5.3.KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 7.6. The Employee's assessment shall be based on his performance in terms of the outputs/outcomes (performance indicators) identified as per the 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:

OBJECTIVES LINKED TO KEY PERFORM	IANCE AREAS -80%
Basic Service Delivery	70%
Local Economic Development	5%
Municipal Financial Viability and Management	10%
Municipal institution development and Transformation	5%
Good Governance and Public Participation	10%
TOTAL	100%

7.7. The CCRs will make up the other 20% of the Employee's assessment score. CCRs that are deemed to be most critical for the Employee's specific job should be selected (√) from the list below as agreed to between the Employer and Employee. Three of the CCRs are compulsory for Municipal Managers:

CORE MANAGERIAL COMPETENCIES		WEIGHT
Strategic Capability and Leadership	V	10%
People Management and empowerment	· ·	10%
Programme and Project Management	· /	5%
Financial Management	· /	10%
Change Leadership	· /	5%
Client Orientation and Customer Focus	V	10%
Governance Leadership	· /	5%
CORE OCCUPATIONAL COMPETENCIES		- 1
Moral Competence	V	5%
Planning and organising	-	10%
Analysis and Innovation	· /	5%
Knowledge and Information Management	1	5%
Communication	-	10%
Results and Quality Focus	1	10%
Total percentage	-	100%

8. EVALUATING PERFORMANCE

- 8.1. The Performance Plan (Annexure A) to this Agreement sets out -
 - 8.1.1. The standards and procedures for evaluating the Employee's performance; and
 - 8.1.2. The intervals for the evaluation of the Employee's performance.
- 8.2. 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.
- 8.3. 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.
- 8.4. The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 8.5. The annual performance appraisal will involve:
 - 8.5.1. Assessment of the achievement of results as outlined in the performance plan:
 - 8.5.1.1. 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.
 - An indicative rating on the five-point scale should be provided for each KPA.
 - 8.5.1.3. 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.

8.5.2. Assessment of the CCRs

- 8.5.2.1. Each CCR should be assessed according to the extent to which the specified standards have been met.
- 8.5.2.2. An indicative rating on the five-point scale should be provided for each CCR.
- 8.5.2.3. This rating should be multiplied by the weighting given to each CCR during the contracting process to provide a score.
- 8.5.2.4. 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.

8.5.3. Overall rating

- 8.5.3.1. An overall rating is calculated by using the applicable assessment-rating calculator. Such an overall rating represents the outcome of the performance appraisal.
- 8.6. The assessment of the performance of the Employee will be based on the following rating scale for KPAs and CCRs:

Key Performance Areas Rating Scale

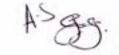
Level	Class Interval Description		R	ting	g		
Section 1	100000000000000000000000000000000000000	(00/200700 polycol	1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved the above fully effective 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.			in .	50	
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.					

Level	Class Interval	Description	Rating					
			1	2	3	4	5	
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.						
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against all 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.						

Core Competency Rating Scale

Level	Class Interval	Description	Ra	ating	1		
			1	2	3	4	5
5	Supervisor	Sought out for deep, specialized expertise. Leads the direction of the entire organization Defines models/theories of best practice.					
4	Advanced	Understands and applies more complex concepts and methods. Leads and directs people or groups of recognized specialists. Able to perform in-depth analysis.					
3	Competent	Independently develops and applies more advanced concepts and methods					
2	Basic Competence	Applies basic concepts and methods but requires supervision and coaching					
1	Not yet Completed	Demonstrates none of the guideline's components of the core competency					

8.7. For purposes of evaluating the annual performance of the Employee, an evaluation panel shall be constituted of the following persons:



- 8.7.1. Municipal Manager.
- 8.7.2. Chairperson of the performance and audit committee.
- 8.7.3. Member of the mayoral or executive committee who is relevant to the specific department.
- 8.7.4. Municipal Manager from another municipality; and

9. SCHEDULE FOR PERFORMANCE REVIEWS

9.1. 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 2025
Second quarter : October – December 2025
Third quarter : January – March 2026
Fourth quarter : April – June 2026

- 9.2. The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 9.3. Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 9.4. The Employer shall be entitled to review and make reasonable changes to Annexure "A" provisions from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 9.5. 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.

10. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

AS \$9

11. OBLIGATIONS OF THE EMPLOYER

The Employer shall -

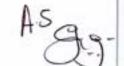
- Create an enabling environment to facilitate effective performance by the employee.
- 11.2. Provide access to skills development and capacity-building opportunities.
- 11.3. Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact the performance of the Employee.
- 11.4. 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
- 11.5. Make available to the Employee such resources as the Employee may require from time to time to assist him to meet the performance objectives and targets established in terms of this Agreement.

12. CONSULTATION

- 12.1. The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others —
 - 12.1.1. A direct effect on the performance of any of the Employee's functions.
 - Commit the Employee to implement or to give effect to a decision made by the Employer; and
 - 12.1.3. A substantial financial effect on the Employer.
- 12.2. The Employer agrees to inform the Employee of the outcome of any decisions taken under the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

13. MANAGEMENT OF EVALUATION OUTCOMES

- 13.1. The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 13.2. 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:



- 13.2.1. A score of 130% to 149% shall be awarded a performance bonus ranging from 5% to 9%; and
- 13.2.2. A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 13.2.3. BLM policy shall apply for rewarding good performance as adopted by the council.
- 13.3. In the case of unacceptable performance, the Employer shall -
 - 13.3.1. Provide systematic remedial or developmental support to assist the Employee to improve his performance; and
 - 13.3.2. After appropriate performance counseling and provided the necessary guidance and/ or support, as well as a reasonable time for performance improvement, 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.

14. DISPUTE RESOLUTION

- 14.1. 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 —
 - 14.1.1. The MEC for local government in the province, within thirty (30) days of receipt of a formal dispute from the Employee, or
 - 14.1.2. Any other person appointed by the MEC.
 - 14.1.3. 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.
- 14.2. If the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

15. GENERAL

- 15.1. 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.
- 15.2. 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.
- 15.3. The performance assessment results of the employee shall be submitted to the MEC responsible for local government in the relevant province, as well as the national minister responsible for local government.

16. SIGNING

Thus, done and signed at RISHBUCKNAGE on this the 16 of July 2025

AS WITNESSES:

1. Pau .

2.

EMPLOYEE

AS WITNESSES:

1. <u>fl.</u>

2. Hardenen

MUNICIPAL MANAGER

17. Annexures

Annexure A: Performance Plan

Annexure B: Personal Development Plan

Annexure C: Disclosure of Interest



ANNEXURE A PERFORMANCE PLAN

PERFORMANCE PLAN FOR 2025/2026

Section 25 (1)-(4) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006, refers that a performance plan sets out the performance objectives and targets, as well as the time frames within which such have to be met.

The performance objectives and targets reflected in this performance plan 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 municipality. The plan shall include key objectives; key performance indicators; target dates, and weightings.

The performance plan describes:

- . The key objectives describe the main tasks that need to be done.
- The key performance indicators that provide the details of the evidence to be provided to show that a key objective has been achieved.
- The target dates that describe the timeframe in which the work must be achieved.
- The weightings show the relative importance of the key objectives to each other.

The employee's performance shall, in addition, be measured in terms of contributions to the goals and strategies set out in the employer's Integrated Development Plan.

Section 26 (5) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006, stipulate that the criteria upon which the performance of the employee must be assessed consist of two components:

- Key Performance Areas Weighs 80%
- Core Competency Requirement Weighs 20%

The plan is highlighted in the Summary Below:



Summary of SDBIP key performance areas 2024/2025

Municipal KPA	al KPA	Technical Services (Service Delivery and Infrastructure Dev	es (Service Delli	very and In	frastructure Devi	elopment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	so								
Municipa	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	c Goal	Provision of Basic Services	ic Services									
-	Functional	Koy	Budget (Rands)	s)	Banallan			Quarterly Ta	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible Manager
KPI No	Area	Performance Indicator	Capex	Орех	paseme	Annual largor	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
345.1	Roads and Stormwater	% Completion of Rehabilitation of tarred road at Shatale (ward 7)	4 052 000		New larget	100% Completion of Rehabilitation of tarred road at Shatale (Ward 7)	×		50% Completion of Rehabilitation of Tarred Road at Shatale (Ward 7)	100% Completion of Rehabilitation of tarned road at Shatale (Ward 7)	Progress Report /	Manager Roads
3452	Roads and Stormwater	% Completion of Rehabilitation of paved street at Egington (Ward 33)	7.400.000	x)=====	New target	100% Completion of Rehabilitation of paved street at Eglington (Ward 33)			50% Completion of Rehabilitation of pawed street at Egington (Ward 33)	100% Completion of Rehabilitation of paved street at Eglington (Ward 33)	Progress Report / Completion Certificates	Manager Roads
34.6.3	Project Management Unit: Water Provision	% Completion of water reticulation and yard moter connection at Hundington (ward 25)	33 000 000	10	New tanget	80% Completion of water retculation and yard meter connection at Huntington (ward 25)	·	20% construction progress, water reticulation, and yard meter connection at Hurdington (ward 25)	60% construction progress, water reticulation, and yard meter connection at Huntington (ward 25)	80% construction progress, water reticulation, and yard meter connection at Hunrington village (ward 25)	Progress report or completion certificate	Manager
34.54	Project Management Unit: Water provision	% Completion of reticulation and yard meter connection at Sommerset (ward35)	3 500 000		New larget	20% Completion of reticulation and yard meter connection at Sommerset (Ward 35)				20% construction progress, water reticulation, and yard meter connection at Sommerset (ward 35)	Progress report or completion certificate	Manager

Municipal KPA	N KPA	Technical Services (Service Delivery and Infrastructure Development)	s (Service Deliv	nery and In	frastructure Deve	lopment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic servic	98								
Municipa	Municipal Priority	Provision of basic Services	c Services									
Strategic Goal	: Goal	Provision of Basic Services	c Services									
ON 10 M	Functional	Key	Budget (Rands)	(8	Basolina	Annual Tarant		Quarterly T.	Quarterly Targets 2025/2026	223	Portfolio of Evidence	Responsible
2	Area	Indicator	Capex	Opex	out the same	raffin inning	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.5.5	Project Management Unit: Water provision	% Completion of reticulation and yard meter connection at Egitnton (ward 33)	10 400 000	,	New target	20% Completion of reticulation and yard meter connection at Eginton (ward 33)	£0.	£		20% construction progress, water reticulation, and yard meter connection at Eginton (ward 33)	Progress report or completion certificate	PMU Manager
8.8.8.8.8.8.8.8.8.8.8.8.8.8.8.8.8.8.8.	Project Management Unit: Water provision	100% completion of the provision of water reficulation at. Kurhula and Tyakeni villages, phase 1	10 000 000		80% construction progress of provision of water refloutation at Kurhula and Tiyakeni villages, phase	100% completion of the provision of water reficulation at Kurhula and Tyakeni villages, phase 1	completion of the provision of water resiculation at Kurhula and Tyakeni villages, phase 1				Progress report / Completion certificate	Manager PMU
3.4.5.7	Project Management Unit: Water provision	100% completion of the provision of water reticulation at Kurhula and Tiyakeni villages, phase 2	7 500 000		93% construction progress of provision of water reficulation at Kurhula and Tiyakeni villages, phase 2	100% completion of the provision of water reticulation at Kurhula and Tryakeni villages, phase 2	100% completion of the provision of water reficulation at Kurhula and Tryskeni villages, phase 2	r:		e	Progress report / Completion certificate	Manager

the same of	Municipal KPA	Technical Service	es (Service Dell	wery and In	Technical Services (Service Delivery and Infrastructure Development)	(poment)						
2019-28	2019-25 MTSF Priority	Improved access to basic services	to basic service	90								
Municip	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	ic Goal	Provision of Basic Services	ic Services									
20.00	Functional	Key	Budget (Rands)	(s)	Docolino	Annual Tassot		Quarterly Ta	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible
N I I	Area	Indicator	Capex	Opex	разеные	Annual Larger	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.68	Project Management Unit: Water provision	% completion of the provision of water reticulation a Sigagule phase	5 750 000	£	93% construction progress of provision of water reficulation at Signagule phase 1	100% completion of the provision of water reticulation at Sigagule phase 1	100% completion of the provision of water reticulation at Signagule phase 1	·			Progress report completion certificate	Manager PMU
3.5.5.8	Project Management Unit: Water provision	% completion reticulation and yard meter connection at Kildare B, phase	15 000 000		90.81% Construction Progress reticulation and yard meter connection at Kildare B,	100% completion reliculation and yard meter connection at Kildare B, phase 1	100% completion reticulation and yard meter connection at Connection at phase 1				Progress report/Compl etion certificate	
3.4.5.10	Project Management Unit: Water provision	% completion reticulation and yard meter connection at Kildare B phase 2	000 000 9		80.14 % construction progress refliculation and yard meter connection at Kildare B phase 2	100% completion of reliculation and yard meter connection at Kildare B phase 2	100% completion of reticulation and yard meter connection at Kildare B phase 2				Progress report/Compl etion certificate	Manager
345.11	Project Management Unit: Water provision	% completion reliculation and yard meter connection at Kildare A	3 000 000		74% Construction progress of water reticulation at Kildare A	100% completion of water reticulation at Midare A	86 % Construction progress of water retoulation at Kildare A	completion of water refloalation at Kladare A			Progress report/Compl etion certificate	Manager PMU



Municipal KPA	HKPA	Technical Services (Service Delivery and Infrastructure Development)	es (Service Deliv	ery and In	frastructure Deve	lopment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	9								
Municipa	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	: Goal	Provision of Basic Services	ic Services									
ON ION	Functional	Key	Budget (Rands)	(1)	Baseline	Annual Tannes		Quarterly Tax	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible
N. I.	Area	Indicator	Capex	xado	Descentia	raffin include	Quarter 1	Quarter 2	Quarter 3	Quarter 4	200000000000000000000000000000000000000	
3.4.5.12	Project Management Unit: Water provision	% completion reticulation and yard meter connection at Rolle phase 3	7 500 000		77% Construction progress of water reficulation at Rolle phase 3	100% completion of water reticulation at Rolle phase 3	85% Construction progress of water reficulation at Rolle phase 3	100% completion of water reficulation at Rolle phase 3			Progress report/Compl etion certificate	Manager
34.6.13	Project Management Unit: Water provision	% completion of the provision of water reliculation in Newforest (ward 31)	30 000 000		New target	60% completion of the provision of water reticulation in Newforest (Ward 31)		5% construction progress of water reticulation in Newforest (Ward 31)	35% construction progress of water water (Wardons)	80% construction progress of water refliculation in Newforest (Mard 31)	Progress report/ completion certificate	Manager PMU
3.4.5.14	Project Management Unit: Water provision	% completion of Design of water refloatsforn in Zimbabwe (Ward 18)	2 000 000		New target	100% completion design of water reflocation in Zmbabwe (Ward 18)	6			100% completion design of water reficulation in Zimbatiwe (Ward 15)	Progress report/ completion certificate	Manager
3.4.5.15	Project Management Unit: Water provision	% completion of the provision of water retoutation in Agincourt phase 1 (ward 28)	32 000 000	4	New larget	60% completion of provision of water reticulation in Agincourt Phase 1 (ward 28)		5% construction progress of water reticulation of Agincount phase 1 (ward 28)	35% construction progress of water reficulation of Agincourt phase 1 (ward 28)	60% construction progress of water refculation of Agincourt phase 1 (ward 28)	Progress report/ completion certificate	Manager

Municipal KPA	al KPA	Technical Services (Service Delivery and Infrastructure Development)	es (Service Delli	very and in	frastructury boys	damae in de						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	50								
Municipa	Municipal Priority	Provision of basic Services	a Services									
Strategic Goal	Goal	Provision of Basic Services	c Services									
N ION	Functional	Key	Budget (Rands)	8)	Garagina	Annual Tarant		Quarterly Ta	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible
2	Area	Indicator	Capex	Opex	Deponing	Andrea Language	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
5. 4. 6 1. 6. 1. 6.	Project Management Unit: Water provision	% completion of Paving of internal streets at Ga-Motibids Village, Dwarsloop Region (ward 8)			90% completion Paving of internal streets at Ga-Motbidi Village, Dwarskopp Region (ward 8) in 202324	100% completion of Paving of internal streets at Ca-Motbidi Village, Dwarsloop Region (ward 8)	100% completion of Pawing of internal streets at Ga- Motbidi Village, Dwarsloop Region (ward 8)	×.		4	Progress report/ completion certificate	
3.4.5.17	PMU-Roads Projects	% completion of Paving of informal streets at Ward 07 ThabakgoloMas akeng	15 000 000	F)	65 % completion of Paving of internal streets at Ward 07 ThabakgoloM asakeng	100% completion of Paving of Waring of Ward 07 Thabakgoloffissa keng	80% construction progress, Paving of internal streets at ward 07, Thabakgolo/ Masakeng	100% completion of Paving of Internal streets at Ward 07 ThabakgoloM asakeng			Progress report or completion certificate	Manager PMU
3.4.5.18	PMU-Roads Projects	% Completion of Upgrading of road from Casteel to Tembles phase 2	21 000 000		55% construction progress of tarring of internal streets project at Casteet to Tembisa,	100% Upgrading of road from Castrel to Tembisa phase 2		60% Upgrading of road from Casteel to Tembisa phase 2	60 % Upgrading of road from Casted to Tembisa phase 2	100% Upgrading of road from Casteel to Tembisa phase 2	Progress report or completion certificate	Manager

Municipal KPA	N KPA	Technical Services (Service Delivery and Infrastructure Development)	es (Service Delive	iny and Infi	astructure Deve	opment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic services									
Municipa	Municipal Priority	Provision of basic Services	c Services									
Strategic Goal	Goal	Provision of Basic Services	c Services									
1000	Functional	Key	Budget (Rands)		Decelles	Assessed Towner		Quarterly Tar	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible Manager
NPI NO	Area	Indicator	Capex	Opex	разаньа	Annual larger	Quarter 1	Quarter 2	Quarter 3	Quarter 4	817000	
3.4.5.19	PMU-Roads Projects	% completion of paving streets in Ward 23, Cork	000 000 9		86% construction progress of paving streets at Ward 23, Cork	100% completion of paving streets at Ward 23, Cork					Progress report/ completion certificate	Manager PMU
3.4.5.20	Projects	% Completion of construction from Ga- boeleng to Mariepskop road, phase 2 (Ward 18)	20 000 000		New target	100% Completion construction from Ga-boeleng to Mariepskop road, phase 2 (Ward 18)	·	20% construction progress of construction of a road from Ga boeleng to Marlepskop (Ward 18)	80% construction progress of a road from Ga boeleng to Mariepskop (Ward 18)	100% Completion construction from Ga-boeleng to Mariepskop road phase 2 (Ward 18)	Progress report or completion certificate	Manager PMU
3.4.5.21	Projects	% Completion of construction of a road at Acomhoek at Buffelshoek phase 2 (Ward 21)	20 000 000		New target	100% Completion of a road at Acomboek at Buffelshoek phase 2 (Ward 21)		20% construction progress of a road at Acomboek at Buffeishoek phase 2 (Ward 21)	60% construction progress of a road at Acomboek at Acomboek at phrist-boek phrist-boek phrist-boek phrist-boek (Ward 21)	100% Completion of a road at Acomhoek at Buffetshoek phase 2 (Ward 21)	Progress report or completion certificate	Manager PMU
3.4.5.22	Projects	% Completion of design of the construction of internal streets at Midlands Rivori village (Ward 13)	11 000 000		New target	100% Completion of the design of construction of internal streets at Midlands Rivoni village (Ward 13)	t()		r:	100% Completion of the design of construction of infernal streets at Midlands Rivoni village (Ward 13)	Progress report or completion certificate	Manager PMU

Municipal KPA	al KPA	Technical Services (Service Delivery and Infrastructure Development)	es (service pein	only and in	frastructure Deve	opmeny						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	22								
Municipa	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	Goal	Provision of Basic Services	ic Services									
- NO.	Functional	Koy	Budget (Rands)	6)	Basellon	Annual Tannes		Quarterly Ta	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible
2	Area	Indicator	Capex	xedo	Distriction	taRus manusc	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.5.23	Projects	% Completion of design of the construction of internal streets at South Area B (Meetsi village). Ward 27	11 000 000		New largets	100% Completion of design of the construction of internal streets at South Area B (Metsi village).			3 5	100% Completion of design of the construction of internal streets at South Area B (Metsi village). Ward 27	Progress report or completion certificate	Manager PMU
3.4.5.24	Projects	% Completion of design of the construction of internal streets at South Cunningmone A (Ward 24)	11 000 000		New targets	100% Completion of the design of the internal streets at South Cunningmoore A (Ward 24)				100% Completion of the design of the internal streets at South Curningmoore A (Ward 24)	Progress report or completion certificate	Manager PMU
3.4.5.25	PMU-Roads Projects	% Completion of design of the Construction of internal streets at North Andover village (ward 30)	11 000 000		New targets	100% Completion of the design of the Construction of internal streets at North Andover village (ward 30)		·		100% Completion of the design of the Construction of internal streets at North Andover village (ward 30)	Progress report or completion certificate	Manager PMU
3.4.5.26	PMU-Roads Projects	% completion of Paving of internal streets at New Forest	8 000 000		81% completion of Paving of internal streets at new forest in 2023/2024	100% completion of Paving of internal streets at new forest	100% completion of Paving of internal streets at new forest				Progress report or completion certificate	Manager PMU



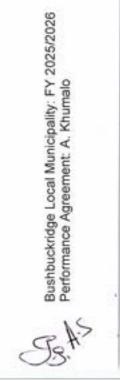
Municipal KPA	al KPA	Technical Service	es (Service Delly	rery and In	Technical Services (Service Delivery and Infrastructure Development)	(opment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	2								
Municipa	Municipal Priority	Provision of basic Services	c Services									
Strategic Goal	c Goal	Provision of Basic Services	ic Services									
N ION	Functional	Key	Budget (Rands)	()	Beeline	Annual Tarnet		Quarterly Tax	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible
ON LIV	Area	Indicator	Capex	Opex	Describe	Simon ranger	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
34.627	PMU- Construction Projects	% Completion of construction of head offices	15 000 000		70% Construction progress of construction municipal head office building phase	100% Completion of a municipal head office building, phase 1	75%Construction progress of construction municipal head office building phase 1	100% Completion of a municipal head office building, phase 1			Progress report or completion certificate	Manager
3.4,5.28	PMU. Construction Projects	% Completion of Acomboek Sports Facility project Phase 2	33 000 000		38% construction progress of Acomhoek sports facility project, Phase 2	100% construction progress of Acomhoek sports facility project, Phase 2	45% construction progress of Acomboek sports facility project, Phase 2	70% construction progress of Acomboek sports facility project, Phase 2	90% construction progress of Acomhoek sports facility project, Phase 2	100% construction progress of Acomhoek sports facility project, Phase 2	Progress report or completion certificate	Manager PMU
34.629	PMU- Construction Projects	% Construction of Thulamahashe Thegional Landfill phase 3	26 000 000		57% construction progress of construction of landfill site Phase 3	100% construction progress of construction of landfill site Phase 3		70% construction progress of construction of landfill site Phase 3	90% construction progress of construction of landfill site Phase 3	100% construction progress of construction of landfill site Phase 3	Progress report or completion certificate	Manager
3.4.5.30	PMU- Construction Projects	% Construction of Thulamahashe cemeteries	8 300 000	8	80% Construction of Thulamahashe cometeries	100% Construction of Thulsmahashe cemeteries	85% Construction of Thulamahash e cemeteries	100% Construction of Thulamahashe cemeteries			Progress report or completion certificate	Manager PMU

Bushbuckridge Local Municipality: FY 2025/2026

Municipal KPA	IKPA	Technical Service	es (Service Deliv	very and Int	Technical Services (Service Delivery and Infrastructure Development)	(opment)						
2019-25 8	2019-25 MTSF Priority	Improved access to basic services	to basic service	98								
Municipal Priority	I Priority	Provision of basic Services	ic Services									
Strategic Goal	Goal	Provision of Basic Services	ic Services									
VDI NO	Functional	Key	Budget (Rands)	8)	Decello	Americal Toront		Quarterly Tax	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible Manager
200	Area	Indicator	Capex	Орех	A STREET	Tables in Sec	Quarter 1	Quarter 2	Quarter 3	Quarter 4		50 March 12
3.4.5.31	PMU Construction Projects	% Construction of Landfill Phase at Hoxane Transfer Station	000 006 9	C	0 Construction at Hoxane Transfer Station in 2024/2025	20% Construction of Landfill Phase at Hoxane Transfer Station	ii.	83		20% Construction of Landfill Phase at Hoxane Transfer Station	Progress report or completion certificate	Manager PMU
3.4.6.32	Sanitation	% construction progress of upgrading of Mavijan WWTW	15 000 000		98% progress of upgrading of Mawijan WWTW	100% construction progress of upgrading of Mavijan WWTW	100% construction progress of upgrading of Mavijan wwrtw				Completion certificate	Manager
3,4,5,33	Sanitation	% completion of Upgrading of Michuhlu WWTW (Ward 3)	1 000 000		New target	15 % completion of the upgrade of Mkhuhlu WWTW (ward 3)		6	10 % completion of the upgrade of Mkhuhlu WWTW (Ward 3)	15 % completion of the upgrade of Mkhuhlu WWTW (Ward 3)	Detailed design report /Progress report	Deputy Director, Water Services
3,4,5,34	Sanitation	% completion of Upgrading and Refurbishment of Acornhoek Wastewaler Treatment Works (Ward 17)	40 000 000		New target	100 % completion of Upgrading and Refurbishment of Acomhoek Wastewater Treatment Works (Ward 17)		20 % completion of Upgrading and Refurbishment of Acomboek Wastewater Treatment Works (Ward	80% completion of Upgrading and Refurbishmen t of Acomhoek Acomhoek Trestment Viorks (Ward	100% completion of Upgrading and Refurbishment of Acomhoek Wastewater Treatment Works (Ward 17)	Progress report / Completion certificate	Deputy Director/ Water Services

Municipal KPA	MKPA	Technical Services (Service Delivery and Infrastructure Development)	es (Service Delli	very and in	frastructure Deve	lopmenti						
2019-25	2019-25 MTSF Priority	Improved access to basic services	s to basic service	93								
Municipa	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	: Goal	Provision of Basic Services	ic Services									
VOI NO.	Functional	Key	Budget (Rands)	(8)	Beeline	Annual Tannet		Quarterly Tai	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible
NA INO	Area	Indicator	Capex	Opex	Descrine	Annual rarget	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.5.36	PMU Construction Projects	% completion of Replacement of Asbestos Water pipe at Thulamahashe	23 428 000	10-	41 % completion of Replacement of Asbestos Water pipe at Thulamahashe	100% completion of Replacement of Asbestos Water pipe at Thulamahashe	60 % completion of Replacement of Asbestos Water pipe at Thulamahash e	80 % completion of Replacement of Asbestos Water pipe at Thulamahashe	100% completion of Replacement of Asbestos Water pipe at Thulamahash e		Progress report / Completion certificate	Manager PNRU
3.4.5.36	PMU Construction Projects	% completion of reconstruction of Dwaarshoop fire station (Ward 8)	2 000 000		New Target	100 % completion of the reconstruction of Dwarrstoop fire station (Ward 8)			50 % completion of the reconstruction of Dwarsloop fire station (Ward 8)	completion of the reconstruction of Dwaarsloop file station (Ward 8)	Progress report / Completion certificate	Manager PMU
3,4,5,37	Water Services	% Construction completion of Detailed designs for the installation of Hoxane to Cunningmoore steel pipeline	2 000 000		New Target	100 % completion of Detailed designs for the installation of Hoxane to Cunningmoore steel pipeline				100 % completion of Detailed designs for the installation of Hoxane to Curningmoore sleet pipeline	Detailed design report	Deputy Director of Water Services
3.4.5.38	Central Electrical and Mechanical Workshop	% Completion installation of High Mast's phase 4	35 000 000		15% completion installation of High Masts phase 4	100% Completion Installation of High Masts Phase 4			40% construction progress of installation of Hgn Mess phase 4	100% completion installation of High Masts phase 4	Progress reports / Completion certificates	Manager, Central Electrical and Mechanical Workshop

Municipal KPA	N KPA	Technical Service	es (Service Deli	very and In	Technical Services (Service Delivery and Infrastructure Development)	(opment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	es								
Municipa	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	: Goal	Provision of Basic Services	le Services									
20.00	Functional	Key	Budget (Rands)	(8)	Beenline	Account Toront		Quarterly Tax	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible
N. I. I.	Area	Indicator	Capex	Opex	Depolic	Millian Indian	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.5.39	Central Electrical and Mechanical Workshop	%completion electrification of 100 households at Kakopeni village (ward 29)	R2 500 000		New target	100%completion electrification of 100 households at Kakopeni village (ward 29)			30%completion n electrification of households at Kakopeni village (ward 29)	100%completion electrification of households at Kakopeni village (ward 29)	Progress reports / Practical Completion certificate	Manager, Central Electrical and Mechanical Workshop
3,4,5,40	Central Electrical and Mechanical Workshop	% Implementation of EEDSM for buildings and Wastewater and Water Treatment Plants	RS 000 000		New target	100% Implementation of EEDSM for buildings and Wastewater and Water Treatment Plants		25% Implementatio n of EEDSM for buildings and Wastewater and Water Treatment Plants	60% implementation n of EEDSM for buildings and Wastewater and Water Treatment Plants	100% implementation of EEDSM for buildings and Wastewater and Wastewater and Plants	Progress reports /Practical Completion certificate	Manager, Central Electrical and Mechanical Workshop
3.5.5.1	Performance Management	Compliance to the Municipal Individual Performance Management Framework		t-	7 Performance compacts developed and assessed in 2024/2025	Individual Performance Management activities conducted for 9 employees reporting to the Director by 30 June 2026	9 performance compacts developed for 2025/2026 and conduct Qu performance assessment s (scoring)	Conduct Q1 Performance review	Conduct 02 Performance assessment (Scoring)	Conduct Q3 Performance review	Signed and assessed performance compacts and register	Director: Technical Services



Manuel	Municipal RPA	reconnical service	es (service De	HIVELY STILL IN	Technical Services (Service Delivery and Infrastructure Development)	(huamdoia						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic serv	ices								
Municip	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	c Goal	Provision of Basic Services	ic Services									
200	Functional	Key	Budget (Rands)	(spi	Denellan	1		Quarterly Ta	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible
DN LLV	Area	Indicator	Capex	Opex	Dasselling	Aminda Larger	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.5.5.2	Risk Management	Number of comprehensive risk management reports produced, analyzing risks and mitigation strategies.			04 risk management reports submitted.	Produce 4 quarterly risk management reports by 30 June 2026	1 risk managemen t report	1 risk management report	1 risk management report	1 risk management report	Risk Reports	Director. Technical Services
35.5.3	Procurement	Procurement Plans and reports on the implementatio n of the procurement plan.			Procurement plan was submitted to SCM, and the implementati on of the plan was monitored	Procurement Plans and reports on the implementation of the procurement plan conducted by 30 June 2026	Submission of procurement plan to supply chain by 30 September 2025		Report on Implementati on of Procurement Plan	Report on Implementation of Procurement Plan	Procurement plans and list of requisitions	Director. Technical Services
3.5.6.4	Implementati on of Council Resolutions	Number of reports on the implementation of council resolutions	10		04 reports on the implementatio n of council resolutions	04 reports on the implementation of council resolutions	1 report on implementati on of Council resolution	1 report on implementatio n of Council resolution	1 report on implementati on of Council resolution	1 report on implementation of Council resolution	Register of council resolution	Director: Technical Services



Municipal KPA	al KPA	Technical Services (Service Delivery and Infrastructure Development)	es (Service Dell	ivery and Int	frastructure Deve	(lopment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	500								
Municip	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	c Goal	Provision of Basic Services	ic Services									
0 N	Functional	Key	Budget (Rands)	ds)	Recoline	Arrest Tarrest		Quarterly Tar	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible Manager
	Area	Indicator	Capex	Opex			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
ध्य ध्ये ध्ये	Human Resources Management	Number of departmental meetings conducted per year	•.=		12 departmental meetings were held in 2024/2025	Conduct 12 departmental meetings	3 Department al Meetings	3 Departmental Meetings	3 Departmental Meetings	3 Departmental Meetings	Invitation, Agenda, minutes of the meetings, and attendance register	Director: Technical Services
3.5.5.6	Human Resources Management	Contribution to Skill Development Plan			New Target	Submission of departmental skill development needs by 30 March 2025			Submission of departmental skill development needs to Skills Office		Signed off the skills plan	Director. Technical Services

ANNEXURE B

PERSONAL DEVELOPMENT PLAN

Bushbuckridge Local Municipality: FY 2025/2026 Performance Agreement: A. Khumalo

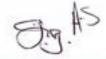
Eg.A?

PERSONAL DEVELOPMENT PLAN (PDP) FY 2025/2026



DIRECTORATE	Technical Services
JOB TITLE	Director
EMPLOYEE	A. Khumalo

PURPOSE	To enhance skills and compet manner	encies to execute the respon	sibilities in an effectiv
AREA IDENTIFIED FOR DEVELOPMENT	OBJECTIVE OF DEVELOPMENT	TYPE OF INTERVENTION (ON- THE-JOB TRAINING, BURSARY, COURSES	TIME FRAME (TARGETED QUARTER)
Human Resources Management	To be conversant with labour related matters	Labour relations course	Quarter 2
Municipal Governance	Advanced skills and knowledge in strategic municipal leadership, local government ethics, organizational design, strategic budgeting and research.	Advanced certificate in municipal governance	Quarter 3



ANNEXURE C

DISCLOSURE OF INTEREST





Bushbuckridge Local Municipality

DISCLOSURE OF INTERESTS FORM

In terms of the supply chain management policy, Section 46 2(a) an official or any other role player involved in implementation of this must, declare to the accounting officer details of any private or business interests which that person, or any close member, partner, or associate may have in any proposed procurement or disposal process of or in any award of a contract by the municipality

I, the undersigned,	
(Full names: Arnus Samuel throw)	
11-1/22/	10 410
Residing at: 1308, Thula mahashe, 1365/377 hearing to be personal transfer of the personal transfer of the state of the personal transfer of the state of the personal transfer of the state of the state of the personal transfer of the state	N9,0299
Do hereby declare that the information contained herein fall within my personal knowledge my knowledge complete, true, and correct; and	and are to the best

Further declare my financial interests, non-executive directorship previously or currently held and remunerative work, consultancy and retainership positions held as follows:

Number of Shares/Member's Interest	Value of Shares/ Member's Interest	Name of Institution or Business Entity
See	2500	Hitcon haser

	NON-EXECUTIVE DIRECTORSHIP
Name of Company	Period
1. None	Nine
2. /	
3.	
-4.	
5	

Fg.

Name of Company& Occupation	Type of Business	Rand amount per month	Period
1. N/A	N/A	N/A-	C/A
3.			
4./		1	1

	NESS WITH THE MUNICIPALITY (Related parties: sister, brother in terms of section 42.2)
Name of Company	Relationship
1. Nan-P	wine
2.	
3.	
4	
5.	

	5. CRIMINAL RECORD
Type of Offence	Dates/Term of Sentence
1. NEME	None
2.	
3	

And further declare that.

- a. I am South African citizen and ordinarily resident in the Republic.
- I was never declared insolvent and I am not an un-rehabilitated insolvent.
- c. I am not disqualified under any law from practicing any profession.
- I was never convicted of fraud, or any other offence involving dishonesty and sentenced to a fine or imprisonment or both.

e. I was never at any time been removed from an office of trust on account of breach of a fiduciary duty.

Signature of Nominee:

Full Names: Amd 5

SWORN to and SIGNED before me at BLM on this TUNE day of 2025

The deponent having acknowledged that he knows and understands the contents of this affidavit, that the contents are true, and that he has no objection to taking this oath and that he considers the oath to be binding on his/her conscience.

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NOTES TO DISCLOSURE OF INTERESTS FORM

The following notes provide guidance for completing the relevant parts of the disclosure of interest form:

Note 1 - Shares and Financial Interests in a Business Entity

Disclose shares and other financial interests held in any private, public company, partnership, close corporation or any other corporate body recognized by law.

- > A share is any investment that provides a dividend, including unit trusts, equities and government bonds.
- Value refers to the current rand value of the shares.

Note 2 - Non-Executive Directorship

Disclose all non-executive directorship.

Note 3 - Remunerated Work, Consultancies and Retainerships

Disclose all remunerated work and employment.

- Remuneration means the receipt of benefits in cash or in kind.
- Work means rendering a service for which the person receives remuneration.
- A public service official must obtain the approval of his/her Minister for performing remunerated work outside the public service.

Disclose any interests in any consulting firm or company that provides advice or professional services.

- Name of client and nature of consultancy or retainership.
- > Type of business activity
- Value of benefits derived may refer to benefits in cash or in kind.

Sig.



PERFORMANCE AGREEMENT

BUSHBUCKRIDGE LOCAL MUNICIPALITY

Represented by

M.L. MOROANE

[HEREINAFTER REFERRED TO AS THE EXECUTIVE MAYOR

AND

J NGOBENI

[HEREINAFTER REFERRED TO AS THE MUNICIPAL MANAGER] (FOR THE PERIOD 01 JULY 2025 UNTIL 30 JUNE 2026)

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1. JOB DETAILS

Salary- Number	S010335
Location	Bushbuckridge Local Municipality
Occupational Classification	Executive
Designation	Municipal Manager

2. PERFORMANCE AGREEMENT ENTERED INTO BY AND BETWEEN:

The Bushbuckridge Local Municipality, herein represented by Matlanatso Lydia Moroane in her capacity as Executive Mayor (hereinafter referred to as the Employer or Supervisor)

And Jasper Ngobeni, Employee of the Municipality (hereinafter referred to as the Employee)

WHEREBY IT IS AGREED AS FOLLOWS:

3. INTRODUCTION

- 3.1. The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (4) 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."
- 3.2. 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.
- 3.3. 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.
- 3.4. The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B), and 57(5) of the Systems Act.

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4. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 4.1. 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.
- 4.2. Specify objectives and targets defined and agreed upon with the employee and 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.
- 4.3. Specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement.
- 4.4. Monitor and measure performance against set targeted outputs.
- 4.5. Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his job.
- 4.6. In the event of outstanding performance, appropriately reward the employee; and
- 4.7. Give effect to the employer's commitment to a performance-orientated relationship with its employees in attaining equitable and improved service delivery.

5. COMMENCEMENT AND DURATION

- 5.1. This Agreement will commence on 01 July 2025 until 30 June 2026; thereafter, a new Performance Agreement, Performance Plan, and Personal Development Plan shall be concluded between the parties for the next quarter of the financial year portion thereof.
- 5.2. 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.
- 5.3. This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 5.4. 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.
- 5.5. 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.

6. PERFORMANCE OBJECTIVES

- 6.1. The Performance Plan (Annexure A) sets out
 - 6.1.1. The performance objectives and targets that must be met by the Employee, and
 - 6.1.2. The time frames within which those performance objectives and targets must be met.
- 6.2. 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.
 - 6.2.1. The key objectives describe the main tasks that need to be done.

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- 6.2.2. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 6.2.3. The target dates describe the timeframe in which the work must be achieved.
- 6.2.4. The weightings show the relative importance of the key objectives to each other.
- 6.3. 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.

7. PERFORMANCE MANAGEMENT SYSTEM

- 7.1. 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.
- 7.2. 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.
- 7.3. 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.
- 7.4. The Employee undertakes to actively focus on the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 7.5. 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.
 - 7.5.1. The Employee shall 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.

- 7.5.2.Each area of assessment will be weighted and will contribute a specific part to the total score.
- 7.5.3.KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 7.6. The Employee's assessment shall be based on his performance in terms of the outputs/outcomes (performance indicators) identified as per the 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:

OBJECTIVES LINKED TO KEY PERFORM	IANCE AREAS -80%
Basic Service Delivery	20%
Local Economic Development	15%
Municipal Financial Viability and Management	20%
Municipal institution development and Transformation	30%
Good Governance and Public Participation	15%
TOTAL	100%

7.7. The CCRs will make up the other 20% of the Employee's assessment score. CCRs that are deemed to be most critical for the Employee's specific job should be selected (√) from the list below as agreed to between the Employer and Employee. Three of the CCRs are compulsory for Municipal Managers:

CORE MANAGERIAL COMPETENCIES		WEIGHT
Strategic Capability and Leadership	/	10%
People Management and empowerment	· /	10%
Programme and Project Management	· ·	5%
Financial Management	1	10%
Change Leadership	V	5%
Client Orientation and Customer Focus	/	10%
Governance Leadership	- V	5%
CORE OCCUPATIONAL COMPETENCIES		
Moral Competence	- /	5%
Planning and organising	-	10%
Analysis and Innovation	V	5%
Knowledge and Information Management	1	5%
Communication	· ·	10%
Results and Quality Focus	1	10%

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COMPETENCY REQUIREMENTS FOR EMPLOY	EES	
CORE MANAGERIAL COMPETENCIES		WEIGHT
Total percentage	-	100%

8. EVALUATING PERFORMANCE

- 8.1. The Performance Plan (Annexure A) to this Agreement sets out -
 - 8.1.1. The standards and procedures for evaluating the Employee's performance; and
 - 8.1.2. The intervals for the evaluation of the Employee's performance.
- 8.2. 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.
- 8.3. 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.
- 8.4. The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 8.5. The annual performance appraisal will involve:
 - 8.5.1. Assessment of the achievement of results as outlined in the performance plan:
 - 8.5.1.1. 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.
 - An indicative rating on the five-point scale should be provided for each KPA.
 - 8.5.1.3. 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.





8.5.2. Assessment of the CCRs

- 8.5.2.1. Each CCR should be assessed according to the extent to which the specified standards have been met.
- 8.5.2.2. An indicative rating on the five-point scale should be provided for each CCR.
- 8.5.2.3. This rating should be multiplied by the weighting given to each CCR during the contracting process to provide a score.
- 8.5.2.4. 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.

8.5.3. Overall rating

- 8.5.3.1. An overall rating is calculated by using the applicable assessment-rating calculator. Such an overall rating represents the outcome of the performance appraisal.
- 8.6. The assessment of the performance of the Employee will be based on the following rating scale for KPAs and CCRs:

Key Performance Areas Rating Scale

Level	Class Interval	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 the above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.	
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators, and fully achieved all others throughout the year.	

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Level	Class Interval	Description	R	ating	q		
20000000	POSSESSES CONSISTENCE	SULVERS CONTROL SUCCESSION STATES OF SUCCESSION SUCCESS		2		4	. 5
2	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.		5-0			
	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against all 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.					

Core Competency Rating Scale

Level	Class Interval	Description	Ra	ating	1		
		22	1	2	3	4	5
5	Supervisor	Sought out for deep, specialized expertise. Leads the direction of the entire organization. Defines models/theories of best practice.					
4	Advanced	Understands and applies more complex concepts and methods. Leads and directs people or groups of recognized specialists. Able to perform in-depth analysis.					
3	Competent	Independently develops and applies more advanced concepts and methods					
2	Basic Competence	Applies basic concepts and methods but requires supervision and coaching					
1	Not yet Completed	Demonstrates none of the guideline's components of the core competency					

8.7. For purposes of evaluating the annual performance of the Employee, an evaluation panel shall be constituted of the following persons:

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- 8.7.1. Municipal Manager.
- 8.7.2. Chairperson of the performance and audit committee.
- 8.7.3. Member of the mayoral or executive committee who is relevant to the specific department.
- 8.7.4. Municipal Manager from another municipality; and

9. SCHEDULE FOR PERFORMANCE REVIEWS

9.1. 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 2025
Second quarter : October – December 2025
Third quarter : January – March 2026
Fourth quarter : April – June 2026

- 9.2. The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 9.3. Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 9.4. The Employer shall be entitled to review and make reasonable changes to Annexure "A" provisions from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 9.5. 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.

10. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.



11. OBLIGATIONS OF THE EMPLOYER

The Employer shall -

- Create an enabling environment to facilitate effective performance by the employee.
- Provide access to skills development and capacity-building opportunities.
- 11.3. Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee.
- 11.4. 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
- 11.5. Make available to the Employee such resources as the Employee may require from time to time to assist him to meet the performance objectives and targets established in terms of this Agreement.

12. CONSULTATION

- 12.1. The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others —
 - 12.1.1. A direct effect on the performance of any of the Employee's functions.
 - Commit the Employee to implement or to give effect to a decision made by the Employer, and
 - 12.1.3. A substantial financial effect on the Employer.
- 12.2. 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.

13. MANAGEMENT OF EVALUATION OUTCOMES

- 13.1. The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 13.2. 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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- 13.2.1. A score of 130% to 149% shall be awarded a performance bonus ranging from 5% to 9%; and
- 13.2.2. A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 13.2.3. BLM policy shall apply for rewarding good performance as adopted by the council.
- In the case of unacceptable performance, the Employer shall
 - Provide systematic remedial or developmental support to assist the Employee to improve his performance; and
 - 13.3.2. After appropriate performance counseling and having provided the necessary guidance and/ or support as well as a reasonable time for performance improvement, 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.

14. DISPUTE RESOLUTION

- 14.1. 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 —
 - 14.1.1. The MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or
 - 14.1.2. Any other person appointed by the MEC.
 - 14.1.3. 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.
 - 14.2. In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

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15. GENERAL

- 15.1. 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.
- 15.2. 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.
- 15.3. The performance assessment results of the employee shall be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government.

16. SIGNING

Thus, done and signed at BUSHBUCKRIDGE on this the H of

AS WITNESSES:

1. Blace:

2.

EMPLOYEE

AS WITNESSES:

EXECUTIVE MAYOR

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17. Annexures

17.1.	Annexure	A:	Peri	formance	Plan
	- HILLONGIG	•		ommanice	Fiai

- 17.2. Annexure B: Personal Development Plan
- 17.3. Annexure C: Disclosure of Interest



ANNEXURE A PERFORMANCE PLAN

PERFORMANCE PLAN FOR 2024/2025

Section 25 (1)-(4) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006 states that a performance plan sets out the performance objectives and targets, as well as the time frames within which such have to be met.

The performance objectives and targets reflected in this performance plan 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 municipality. The plan shall include key objectives; key performance indicators; target dates, and weightings.

The performance plan describes:

- The key objectives describe the main tasks that need to be done.
- The key performance indicators that provide the details of the evidence to be provided to show that a key objective has been achieved.
- The target dates that describe the timeframe in which the work must be achieved.
- The weightings show the relative importance of the key objectives to each other.

The employee's performance shall, in addition, be measured in terms of contributions to the goals and strategies set out in the employer's Integrated Development Plan.

Section 26 (5) of the Local Government Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Manager, Regulation 805 of 2006, stipulate that the criteria upon which the performance of the employee must be assessed consist of two components:

- Key Performance Areas Weighs 80%
- Core Competency Requirement Weighs 20%

The plan is highlighted in the Summary Below:

M.L Sig.

Summary of the SDBIP key performance areas 2025/2026

MUNICIPAL INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT; COMMUNITY SERVICES

Municipal KPA	KPA		Community Services	Services								
2019-25 M	2019-25 MTSF Priority		Social Secur	Social Security, education,	n, Skills, and Health (3 & 4)	dth (3 & 4)						
Municipal Priority	Priority		Improve so	Improve sound public saf	afety and community welfare	nity welfare						
Strategic Goal	loal		Mobilize re	Mobilize resources for an		improved and conductve environment, public safety, and community welfare	ment, public saf	ety, and comm	unity welfare			
KPI NO	Functional Area	Key Performance Indicator	Budget	Budget (Rands)	Baceline	Annual Target		Quarterly Targets 2025/2026	ets 2025/2026		Portfolio of	Responsible
			opex 0	Capex		H I	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
341.1	Arts, Culture, and Recreation	Number of Sports, arts, and culture programmes are conducted	390 000		13 Programs/events to be conducted in 2024/2025	Conduct 4 sports, larts, and culture programs/events in the 2025/2026 FY	1 program/event	1 program/event	1 program/event	1 program/event	Program Invitation, attendance registers, and Pictures	Manager: Sports, Arts, Culture, and Recreation
3.4.1.2	Community Bursary	Finalization of the awarding of Bursaries to students by the Council	3 3 1 0 0 0 0		Student bursary awards were awards were approved by council by 30 lune 2025	All eligible student bursary awards finalized and approved by the Council by 30 Jane 2026	2025 Bursary Progress report, to council	bursary	Shortlisting and awarding of bursaries	Bursary Progress Report and Bursary Committee Meeting	Report, Advert, Bursary Committee Minutes, Attendance Registers, and Resolution	Director: Community Services
3413	Affairs on Vulnerable Groups	Programmes Conducted for Vulnerable Groups (Gender, Children, Elderly, and Disability)	790 000		S Vulnerable Groups GBVF events/programs Implemented	5 programmes to be implemented by 30 June 2026	1 programme (Disability Forums, Gender-Based Femicide (GBVF))	2 programmes Disability Month/CBVF programmes /Children s/Old or Persons Day)	1 programme (Human rights event/GBVF programme/ Children's dialogue)	1 programme (GBVP /disability programms)	Invitations, programme, and Attendance Registers for programmes/e vents achieved	Manager Social Development



Municipal KPA 2019-25 MTSF	Municipal KPA 2019-25 MTSF Priority		Community Services Social Security, educ	Services stv. education	Community Services Social Security, education Skills and Bealth (3.8.4)	sleb (3.8.4)					П	Ш
Municipal Priority	Priority		Improve so	Improve sound public safet	of sens, and nearing a 4-1	anity welfare						1
Strategic Goal	Goal		Mobilize re	sources for a	n improved and	Mobilize resources for an improved and conducive environment, public safety, and community welfare	ment, public sa	fety, and comm	unity welfare			
KPINO	Functional Area	Key Performance Indicator	Budget	Budget (Rands)	Baseline	Annual Target		Quarterly Targ	Quarterly Targets 2025/2026	1000	Portfolioof	Responsible
			Opex	Capex			Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3414	Indigent Services; Policy	Review and approval of the updated Indigent Policy by Council	150 000		Indigent policy approved by 2025/2026	The revised indigent Policy reviewed, finalized, and formally approved by the Council by 30 June 2026	Conduct policy review, stakeholder consultations, and draft revisions.	Finalize draft policy and submit for internal review	Present policy draft to Council for preliminary feedback and amendments.	Final Council approval of the Indigent Register by 30 June 2026	Q1: Public notice, list of staleholders consulted Attendance registers for internal comments Q3: marked up draft showing changes and council minutes, moting the policy and council resolution resolution resolution	Director: Community Services
M· L	Indigent Services	Processing and updating of indigent applications for Council approval			Indigent Register approved by 2025/2026	All valid indigent applications captured, verified, and the updated indigent register submitted for Council approval by 30 june 2026	Capture 100 of % application received	Capture 100 of % application received	Finalize the draft updated indigent register	Submit the final updated indigent register to Council for approval by 30 June 2026		Director: Community Services

Municipal KPA	KPA		Community Services	Services								
2019-251	2019-25 MTSF Priority		Social Secur	rity, educatio	Social Security, education, Skills, and Health (3 & 4)	dth (3 & 4)						
Municipal Priority	Priority		Improve so	Improve sound public safet	afety and community welfare	nity welfare						
Strategic Goal	Goal		Mobilize re	sources for a	n improved and	Mobilize resources for an improved and conducive environment, public safety, and community welfare	ment, public sal	lety, and comm	unity welfare			
KPINO	Functional Area	Key Performance Indicator	Budge	Budget (Rands)	Baseline	Annual Target		Quarterly Targ	Quarterly Targets 2025/2026		Portfolio of	Responsible
			Opex	Capex		96	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3.4.1.6	Library Services	Number of Library Outreach Programs Conducted	163 000		71 Library programmes conducted in 2024/2025	Conduct 72 library programs	18 Library Programs	18 Library Programs	18 Library Programs	18 Library Programs	Invitations, Attendance Register, Pictures	Manager Library Services
3417	Library Services	Number of library events conducted.			4 Library events conducted in 2024/2025	Conduct 5 library events	2 library events	2 library events	2 library events	2 library events	Attendance Register, Pictures	Manager Library Services
3.4.1.8	Disaster Awareness	Number of Disaster awareness campaigns conducted	170 000		4 Disaster awareness campaigns were conducted in 2024/2025	Conduct 4 disaster awareness campaigns by 30 June 2026	1 Disaster Awareness Campaign	1 Disaster Awareness Campaign	1 Disaster Awareness Campaign	1 Disaster Awareness Campoign	Invitation, Programme, attendance registers	Fire & Rescue and Disaster Manager
3.4.1.9	Disaster Forum	Number of Disaster advisory forums conducted			4 disasters Advisory forum meetings were held in 2024/2025	A disaster advisory forum meetings	Advisory Forum	1 Disaster Advisory Forum	1 Disaster Advisory Forum	1 Disaster Advisory Forum	Minutes and attendance register	Fire & Rescue and Disaster Manager
3.4.1.10	Fire and Rescue-	Number of fire inspections conducted	230 000	,	316 Fire inspections conducted in 2024/2025	Conduct 200 fire inspections	So fire inspections	SO fire inspections	50 fire Inspections	50 fire inspections	Report and Fire compliance certificates	Chief Fire & Rescue and Disaster Management
34111	Fire and rescue	Fire and rescue incident calls received and attended		£2	4 reports issued for incident calls received and attended to in 2024/2025	Issue 4 reports on fire and rescue incident calls received and attended as per Fire and rescue SOP	1 report	Import	1 report	I report	Reports on incidents register in line with the SQP	Chief Fire & Rescue and Disaster Management

Municipal KPA	KPA		Community Services	y Services								
2019-25 M	2019-25 MTSF Priority		Social Secu	crity, educatio	Social Security, education, Skills, and Health (3 & 4)	lth (3 & 4)						
Municipal Priority	Priority		Improve so	Improve sound public safet	afety and community welfare	nity welfare						
Strategic Goal	Coal		Mobilize re	sources for a	n improved and	Mobilize resources for an improved and conducive environment, public safety, and community welfare	ment, public saf	ety, and comm	unity welfare			
KPINO	Functional Area	Key Performance Indicator	Budge	Budget (Rands)	Baseline	Annual Target		Quarterly Targ	Quarterly Targets 2025/2026		Portfolio of	Responsible
			yad0	Capex		9	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Мападет
3.4.1.12	Road Traffic Services	Number of Summonses Issued			4643 Summons issued in 2024/2025	5,000 summonses	1250 summonses	1250 summonses	1250 summonses	1250 summonses	Summon Satistics report	Chief Traffic Officer
3.4.1.13	. Road Traffic Services	Number of CCTV cameras installed on R40		3 500 000	New Target	8 CCTV cameras	2 CCTV cameras	2 CCTV cameras	2 OCTV cameras	2 CCTV cameras	Report on installed cameras, Pictures	Chief Traffic Officer
34.1.14	Traffic Enforcement	Number of Road Safety Operations (Roadblocks) Conducted			34 roads and safety operations (Roadblocks) conducted in 2024/2025	12 roadblocks	3 roadblocks	3 readblocks	3 roadblocks	3 roadblocks	Roadblock Statistics report and pictures	Chief Traffic Officer
341.15	DLTC and Registry Authority	Revenue amount collected by all DLTC			R42, 9 million DLTC revenue collected in 2024/2025	Collect revenue of R50 million in 2025/2026 FY	12,5 million	12,5 million	12,5 million	12,5 million	Enatis RD reports	Chief Licensing Officer
341.16	DLTCand Registry Authority	Number of learners and drivers tested in all DLTCs			17 732 Learners & drivers bested in 2024/2025	26,000 learners	6500 learners	6500 learners	6500 learners	6500 learners	Enatis RD reports	Chief Licensing Officer



MUNICIPAL INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT: CORPORATE SERVICES

Municipal KPA	KPA	Corporate Services										
2019-25 N	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	nd Develop	mental State	LW-							
Municipal Priority	Priority	Institutional										
Strategic Goal	Goal	To build a capable and high-performing municipality	nd high-pert	forming muni	icipality							
KPI No	FunctionalArea	Key Performance Indicator	Budget	Budget (Rands)	Baseline	Annual		Quarterly Targets 2025/2026	ts 2025/2026		Portfolio of Evidence	Responsible
			Capex	xedo			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.2.1	Ski lls dev elopment	Number of staff trained as perWSP,		3 547 173		150 staff to be trained as per WSP	25 staff to be trained as per WSP	50 staff to be trained asper WSP	50 staff to be trained as per WSP	25 staff to be trained as per WSP	List of Officials brained, Attendance registers, and Training reports.	Director: Corporate Services
3422	WorkplaceSkills Plan	Development and submission of a Workplace Skills Plan (WSP) to LGSETA			1 WSP submitted to LGSETA in 2024/2025	2026/2027 WSP to be developed and submitted to LGSETA by April 2026				Submission of 2026/2027 WSP to LGSETA	Work Skills Plan, Proof of submission to LGSETA	Director: Corporate Services
34.23	Labour Relations Management (Disciplinary enquiries/grievances	% completion of current misconduct cases and submittedto CoGHSTA			04 reports on Misconduct cases submitted toCoGNSTA in 2024/2025	100% completion of current misconduct cases and submittedto CoGHSTA	25% completion of current misconduct cases and submittedto CoGHSTA	50% completion of current misconduct cases and submittedto CoGHSTA	75% completion of current misconduct cases and submittedto CoGHSTA	100% completion of current misconduct cases and submittedto CoGHSTA	Progress Report on misconduct cases and proof of submission to CoCHSTA and Proof Submission	Director: Corporate Services
3.4.2.4	EE annualreport.	Number of EE Reports to the Department of Employment and Labour by the due date.			1 EE Report submitted to the Department of Employment and Labour by 31 December 2024	1 EE Report to be submitted to the Dept of Employment and Labour		1 EE Report to department of employment and labour	10		EE Annual Report and Proof of Submission	Director: Corporate Services

Bushbuckridge Local Municipality: FY 205/2026

Municipal KPA	KPA	Corporate Services										
2019-25 M	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	and Developm	nental State	926							
Municipal Priority	Priority	Institutional										
Strategic Goal	Goal	To build a capable and high-performing municipality	and high-perf	orming mun	icipality							
KPI No	FunctionalArea	Key Performance Indicator	Budget	Budget (Rands)	Baseline	Annual	J	Quarterly Targets 2025/2026	ts 2025/2026		Portfolio of Evidence	Responsible Manager
			Capex	Opex			Quartor 1	Quarter 2	Quarter 3	Quarter 4		ă.
3.4.2.5	Support	Number of ordinary council sittings held		240 000	04 ordinary council meetings held in 2024/2025	04 ordinary council sittings	1 ordinary council sitting	1 ordinary council sitting	1 ordinary council sitting	1 ordinary council sitting	Invitation, attendance registers Minutes of theMeeting	Manager: Council Support
3.4.26	Mayoral IMBIZO	Number of Mayoral Imbizoheld		710 000	04 Mayoral Imbizo was held In2024/2025	04 Mayoral Imbizo to be held	1 Mayoral Imbizo	1 Mayoral Imbizo	1 Mayoral Imbizo	1 Mayoral Imbixo	Invitations and Attendance registers	Director: Corporate Services
3,4.2.7	Wellness Programmes	Number of Employee Wellness Programs emplemented.			4 Wellness Programme conducted by 30 June 2025	Conduct 4 Wellness Programmes by 30 June 2026	1 Wellness Programme	1 Wellness Programme	1 Weliness Programme	1 Wellness Programme	Invitations, Agenda / Programme, Attendance Register and Report	Director: Corporate Services
3.4.28	Fleet Management	Purchase of heavy machinery (Low Bed & Jet patcher) by 30 June 2026	2 000 000		2 heavy machinery vehicles parchased in 2024/2025 (Low Bed & jet patcher)	Purchase of heavy (02 water tankers and on double orab by 30 june 2026	Preparation of tender document	Advertisement	Purchase of heavy machinery (02 water tankers and 01 double cab)	,	Tender document, Advert, Requisition, invoice, and delivery note	Manager: Fleet Management
3.4.2.9	Fleet Management	Procurement of utility vehicles	1 000 000		New Target	Procurement of Public Participation Truck by 30 June 2026	Advertiseme nt for tender	Vicinity (Purchase of public participation truck		Advert, invoice and delivery note	Managerr Fleet Management

LOCAL ECONOMIC DEVELOPMENT - EDPE

2019-28	2019-25 MTSF Priority	Land Use Management and Spatial Transformation	ent and Spati.	al Transform.	ation	Control Secretary Control Control	AND MANAGEMENT	The second secon	N. 2007 200 200 200 1	955 T25 T25 T25 T300	Charles and consider an	
Municipal Priority	Priority	Economic growth and Job creation.	d Job creation	in.								
Strategic Goal		Sustainable economic growth and job creation	ic growth an	d job creation								
ON 10 N	FunctionalArea	Key Performance	Buc (Rar	Budget (Rands)	Racoline	Annual Target		Quarterly Tan	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible Manager
2		ndicator	Capex	Opex		The state of the s	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.3.1	MSMEs Support and Capacity Building Programme	Number of businesses MSMEs participating capacity-building programme		160 000	510 SMMEs supported in 2024/2025	300 MSMEs to be supported	75 MSMEs to be Supported	75 MSMEs to be Supported	75 MSMEs to be Supported	75 MSMEs to be Supported	Reports and attendance registers	Manager: Local Economic Development
3.4.3.5	Local Economic DevelopmentJob Greation	Number of jobs created from economic projects, programmes, and MSMEs			4 975 Jobs Created in 2024/2025	Create 800 jobs	200 jobs	200 Jobs	200 jobs	200 jobs	Reports and List of Jobs Created	Manager: Local Economic Development
3.4.3.6	Local Economic Development Strategy	Review of the LED Strategy		1 000 000	LED Strategy developed and approved by Council (2020 – 2025). Due for review	Draft LED Strategy by 30 June 2026			Inception report of the LED Strategy review	Draft LED Strategy review	Q3: Inception Report, Q4 Daft LED strategy review	Manager: Local Economic Development
3.4.3.7	Business Licensing (Backlog)	Number of backlogged business licenses processed and issued			1052 applications received in 2024/2025	Process and issue business licenses to 1052 businesses	Process and Issue 263 business Licenses	Process and lessue 263 business Licenses	Process and issue 263 business Licenses	Process and issue 263 business Licenses	Reports and list of business licenses issued	Manager: Local Economic Development
3.4.3.8	Processing of new business license applications	Number of new business license applications processed			60 business licenses processed in 2024/2025	60 business license applications processed	15 business license applications processed	15 business license applications processed	15 business license applications processed	15 business license applications processed	Reports and list of business licenses issued	Manager: Local Economic Development

2019-25	2019-25 MTSF Priority	Economic transformation and job creation, Spatial planning, Human Settlement and Local Government Infrastructure, Rural Development, and Human Settlements Land Use Management and Spatial Transformation	vation and job ont and Spati	creation, St	ation planning	, Human Settleme	nt and Local C	Sovernment Inf	rastructure, Ru	ral Developmen	nt, and Human Se	ttlements
Municipal Priority	I Priority	Economic growth and Job creation.	nd Job creation	ou.								
Strategic Goal	Goal	Sustainable economic growth and job creation	nic growth an	d job creatio								
VN IOX	FunctionalArea	Key Performance	Bud (Rar	Budget (Rands)	Baseline	Annual Taroot		Quarterly Tan	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible Manager
2		narcator	Capex	Opex		0	Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.3.9	Business Licensing	Number of trading - licenses to be renewed			137 licenses renewed in 2024/2025	350 licenses renewed by 30 June 2026	65 business licenses renewed	65 business licenses renewed	110 business licenses renewed	110 business licenses renewed	Report and list of business licenses renewed	Manager: Local Economic Development
3.4.3.10	Business	Number of businesses Inspections conducted			11 Operations and 750 inspections conducted in 2024/2025	800 inspections conducted	200 inspections conducted	200 inspections conducted	200 inspections conducted	200 inspections conducted	Reports and List of businesses inspected	Manager: Local Economic Development
34341	Business Licensing	Number of joint business compliance operations successfully conducted with bylaw enforcement officers		. 5	Operations conducted	Conduct 8 collaborative business compliance operations with bylaw officers by [end of fiscal year	02 Collaborative Business Compliance Operations	02 Collaborative Business Compliance Operations	02 Collaborative Business Compliance Operations	02 Collaborative Business Comptiance Operations	Attendance registers	Manager: Local Economic Development
343.12	BBR Growth and Development Plan	Development of Economic Development Plans		000 000	New Target	Developed Tourism and Agricultural Strategies by June 2026	Development of Terms of Reference		Draft strategies approved by Council	Public participation and final approved strategies	Q1 – ToRs, Q3 – Draft strategies approved by Council, Q4 – Public participation and final approved strategies	Manager: Local Economic Development



2019-2	2019-25 MTSF Priority	Economic transformation and job creation, spatial Transformation	ent and Spatic	al Transform	ation	Helinen seutenne	If dire potent	The state of the s	datumente, me	mudolana III	th allow manners of	annama anna
Municipal Priority	I Priority	Economic growth and Job creation.	nd Job creation	ou.								
Strategic Goal	Goal	Sustainable economic growth and job creation	nic growth and	d job creation								
ON ION	FunctionalArea	Key Performance	Bud (Rar	Budget (Rands)	Baseline	Annual Target		Quarterly Tan	Quarterly Targets 2025/2026		Portfolio of Evidence	Responsible Manager
		indicaso.	Capex	vado			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.3.13	Events on - outreach and campaigns	Number of awareness campaigns held for a clean and safe environment.		400 000	Awareness on clean and safe environment campaign held in 2024/2025	4 Awareness campaign was held insclean and safe environment by 30 June 2026	1 Awareness campaign	1 Awareness campaign	1 Awareness campaign	1 Awareness campaign	Reports and attendance registers	Manager: Erwirormental
3.43.14	Ensure quality standards are applied in Building Construction Projects	Number of buildings plans approved			98 building Plans approved in 2024/2025	100 building plans approved	25 building plans approved	25 building plans approved	25 building plans approved	25 building plans approved	Building Plan Register	Manager: Human Settlements
3.43.15	Waste Collection	% of waste bins distributed to reduce waste backlog			2000 Waste bins distributed to reduce waste backlog in 2024/2025	1000 waste bins distributed	250 waste bins distributed	250 waste bins distributed	250 waste bins distributed	250 waste blns distributed	Reports and distribution List	Manager. Solid Waste Management
34316	Waste Collection (MIG)	Purchasing of Waste collection trucks (one skip loader and one compactor	3 000 000		New Programme	Purchasing of Waste collection trucks (one skip loader and one compactor			Purchasing of Waste collection trucks (one skip loader and one compactor		Invoice and Delivery note	Management Management

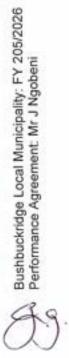


MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT: FINANCE

Municipal KPA	I KPA	Financial Viability										
2019-25	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	and Developme	ental State								
Municipal Priority	Priority	Financial viability										
Strategic Goal	Goal	Sound Financial Management.	nagement									
		Kev Performance	Budget (Rands)	Rands)			2,71	Quarterly Targets 2025/2026	4s 2025/2026		Portfolioof	Responsible
KPINo	Functional Area	Indicator	Capex	Opex	Baseline	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	
3.4.4.1	Revenue	Amount of revenue collected			R300 000 000 collected in 2024/2025	Collect R300 000 70 000 000 000 000 By 30 Inne 2026	70 000 000	0000 000 06	000 000 05	000 000 06	Revenue Collection Reports	Chief Financial Officer
3442	Revenue Management	Number of Approved and Gazetted Tariffs			02 Tantis Approved and gazetted in 2024/2025	2 complete tariff packages (approved by council and officially gazetted by 30 June 2026			01 Approved and Gazettod Tariffs	01 Approved and Gazetted Tariffs	Gazetted Tariffs	Other Financial Officer
3443	Revenue	Number of General Valuation /Supplementary Valuation implemented			04 General Valuation /Supplementary Valuation implemented	04 General Valuation /Supplementary Valuation implemented	04 General Valuation /Supplementary Valuation implemented	04 General Valuation /Supplementar y Valuation implemented	04 General Valuation /Supplementary Valuation implemented	04 General Valuation /Supplementar y Valuation implemented I	Report on implementation of Generation Valuation Roll,	Chlef Financial Officer
3444	MFMA Budget prescripts	Timely and full compliance with MFMA budget preparation, submission, and reporting prescripts, meeting all statutory deadlines and requirements			03 Approved Budgets	100% compliance with MFMA budget preparation and reporting deadlines:			Draft Badget Tabled in Council: By 31 March	Final Budget Adoption: By 3 1 May	Council	Oxief Financial Officer



Municipal KPA	KPA	Financial Viability										
2019-25 M	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	nd Developme	ental State								
Municipal Priority	Priority	Financial viability										
Strategic Goal	lead	Sound Financial Management.	nagement									
		Kou Boeformance	Budget (Rands)	Sands)				Quarterly Targets 2025/2026	ts 2025/2026		Portfolio of Puldence	Responsible Manager
KPI No	Functional Area	Indicator	Capex	Opex	Baseline	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4	2000	
34.45	Budget Management	Number of statutory reports and strings submitted to the Treasury within the prescribed period			12 Statutory reports and strings submitted to Treasony	12 Statutory reports and strings submitted to Treasury within the prescribed period	03 statutory reports and strings submitted to Treasury within the prescribed period	03 statutory reports and strings submitted to Treasury within the prescribed	O3 statutory reports and strings submitted to Treasury within the prescribed period	03 statutory reports and strings submitted to Tressury within the prescribed	GO, Muni (Treasury) Reports	Onief Financial Officer
3.44.6	Asset Management (Existence and valuation)	% of completed projects and assets werlifed, unbundled, barcoded, and included in the Fixed Asset Register			100% of Completed projects and assets verified, anbundled, barcoded, and included in FAR	100% of Completed projects and assets verified, unbundled, barcoded, and included in FAR	100% of Completed projects and assess verified, unbundled, barcoded, and included in FAR	100% of Completed projects and assets verified, unbundled, barcoded, and included in FAR	100% of Completed projects and assets verified, unbundled, barcoded, and included in FAR	100% of completed projects and assets verified, unbundled, harcoded, and included in FAR	Fixed Asset Register report	Chief Financial Officer
3,44.7	Financial and Performance Reporting	Timely submission of audited Financial Statements to both Council and the Auditor-General in compliance with MFMA regulations			3 Financial Statements submitted to council and Auditor General	Pregare and submit 2 compliant 5 compliant Financial Statements (Draft AFS and final AFS) to Council and Auditor-General by 31 August 2025	Submission of the Draft Annual Financial Statement to council and AG		Submission of the 2024/2025 Annual Financial Statement to council and AG Audit		AFS and Interim FS,	Chief Financial Officer
3.4.4.8	Financial and Performance Reporting	Favorable Audit outcome			Unqualified Audit Opinion	Unqualified Audit Opinion		Unqualified Audit Opinion			Audit Report	Chief Financial Officer



019-25 M	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	nd Developme	ntal State								
Municipal Priority	Priority	Financial viability										
Strategic Goal	pro.	Sound Financial Management.	nagement									
		Key Performance	Budget (Rands)	(spurp				Quarterly Targ	Quarterly Targets 2025/2026		Portfolio of	Responsible Manager
KP1 No	Functional Area	Indicator	Capex	opex 0	Baseline	Annual Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4	EVIDENCE	
3449	Financial and Performance Reporting	Financial and Performance Reporting			Number of Audits Action Plan developed	1 Audit Action Plan developed			1 Audit Action Plan developed		Audit Action plan	Chief Financial Officer
344.10	SCM Irregular Expenditure Register	Submit 4 quarterly reports on irregular expenditure to Provincial Treasury (PT), Coghsta, and AG(SA)			04 UIFW reports submitted	Submit 4 accurate and compliant quarterly fregular expenditure reports by 30 June 2026 with 100% adherence to prescribed deadlines.	Submit 1 irregular expenditure report to FT, Coghsta, and AG(SA)	Submit 1 irregular expenditure report to PT, Coghsta, and AG(SA)	Submit 1 irregular expenditure report to PT, Coghsta, and AG(SA)	Submit 1 irregular expenditure report to PT, Coghsta, and AG(SA)	Report on UIFW and evidence of email to PT, Coghsta, and AG(SA)	Chief Financial Officer
34411	Expenditure Fruitless and Wasteful Register	Submit 4 quarterly reports on fruitless and wasteful expenditure to Provincial Treasury (PT), Coghsta, and AG(SA)			04 UIPW reports submitted	Submit 4 accurate and compliant quarterly fruitless and wasteful expenditure reports by 30 lune 2026 with 100% adherence to prescribed deadlines.	Submit 1 fruitless and wasteful expenditure report to PT, Coghsta, and AG(SA)	Submit 1 fruitless and wasteful expenditure report to PT, Coghsta, and AG(SA)	Submit 1 fruitless and wasteful espenditure report to PT, Cogista, and AG(SA)	Submit 1 fruitless and wasteful expenditure report to PT, Coghsta, and AG(SA)	Report on UIPW and evidence of email to PT, Coghsta, and AG(SA)	Officer Financial Officer



INFRASTRUCTURE DEVELOPMENT AND BASIC SERVICE DELIVERY: TECHNICAL SERVICES

Municipal KPA	II KPA	Technical Services (Service Delivery and Infrastructure Development)	is (Service Deli-	very and In	frastructure Dev	elopment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	2								
Municipa	Municipal Priority	Provision of basic Services	c Services									
Strategic Goal	Goal	Provision of Basic Services	c Services									
	Functional	Key	Budget (Rands)	(8)	Deseiles	Americal Taxones		Quarterly Targ	Quarterly Targets 2025/2026		Portfolio of	Responsible
WHI NO	Area	Indicator	Capex	Opex	Describe	American ranger	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3.4.5.1	Roads and Stormwater	% Completion of Rehabilitation of tarred road at Shatale (ward 7)	4 052 000		New target	100% Completion of Rehabilitation of tarred road at Shafale (Ward 7)	î.		50% Completion of Rehabilitatio n of Tarred Road at Shattale (Ward 7)	100% Completion of Rehabilitation of tarred road at Shatale (Ward 7)	Progress Report /	Manager Roads
3,4,5,2	Roads and Stormwater	% Completion of Rehabilitation of paved street at Eglington (Ward 33)	7 400 000		New target	100% Completion of Rehabilitation of paved street at Egington (Ward 33)			50% Completion of Rehabilitatio n of pawed street at Eplington (Ward 33)	100% Completion of Rehabilitation of paved street at Eglington (Ward 33)	Progress Report / Completion Certificates	Manager Roads
3.4.5.3	Project Management Unit: Water Provision	% Completion of water reliculation and yard meter cornection at Huntington (ward 25)	33 000 000	46	New target	80% Completion of water rediculation and yard meter connection at Huntington (ward 25)		20% construction progress, water refliculation, and yard meter conmection at Huntington (ward 25)	60% construction progress, water reticulation, and yard meter connection at Hunfington (ward 25)	80% construction progress, water reticulation, and yard meter connection at Huntington village (ward 25)	Progress report or completion certificate	Manager PMU

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Municipal KPA	IKPA	Technical Services (Service Delivery and Infrastructure Development)	ss (Service Delih	very and Inf	rastructure Devel	opment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	32								
Municipi	Municipal Priority	Provision of basic Services	c Services									
Strategic Goal	Goal	Provision of Basic Services	c Services									
	Functional	Key	Budget (Rands)	s)	Ossellas	Annual Tarnet		Quarterly Tan	Quarterly Targets 2025/2026		Portfolio of	Responsible
KPI No	Area	Performance Indicator	Capex	Opex	Deservine	Allinear renger	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3.4.5.4	Project Management Unit: Water provision	% Completion of reticulation and yard meter connection at Sommerset (ward35)	3 500 000		New target	20% Completion of reticulation and yand meter connection at Sommerset (Ward 35)				20% construction progress, water retroulation, and yard meter connection at Sommerset (ward 35)	Progress report or completion certificate	Marsager PMU
6. 6.	Project Management Unit: Water provision	% Completion of reticulation and yard meter connection at Eginton (ward 33)	10 400 000		New target	20% Completion of reticulation and yard meter connection at Eginton (ward 33)				20% construction progress, water reticulation, and yard meter connection at Eginton (ward 33)	Progress report or completion certificate	PMU Manager
8.6.6.8	Project Management Unit: Water provision	completion of the provision of water refulation at Kurhula and Tyakeni Villages, phase 1	10 000 000		80% construction progress of provision of water reticulation at reticulation at Tryakeni villages, phase 1	100% completion of the provision of water reficulation at Kurhula and Tryakeni villages, phase 1	100% completion of the provision of water reficulation at Furrhula and Tryakeni villages, phase 1				Progress report / Completion certificate	Manager PMU

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Municipal KPA	al KPA	Technical Service	ss (Service Del	ivery and li	Technical Services (Service Delivery and Infrastructure Development)	lopment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	see								
Municip	Municipal Priority	Provision of basic Services	c Services									
Strategic Goal	c Goal	Provision of Basic Services	c Services									
-	Functional	Key	Budget (Rands)	ds)	Oscallan	Assessed Tourses		Quarterly Ta	Quarterly Targets 2025/2026		Portfolio of	Responsible
KPI NO	Area	Indicator	Capex	Opex	Descente	voltane resider	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
34.5.7	Project Management Unit: Water provision	100% completion of the provision of water reficulation at Kurhula and Tiyakeni villages, phase 2	7 500 000	.	93% construction progress of provision of water reticulation at Kurhula and Tiyakeni villages, phase	100% completion of the provision of water reficulation at Kurhula and Tryakeni vilages, phase 2	100% completion of the provision of water refeculation at Kurhula and Tiyakeni villages, phase 2	<i>e</i> :	e	3 7	Progress report / Completion certificate	Manager PMU
3.4.5.8	Project Management Unit: Water provision	% completion of the provision of water reficulation a Sigagule phase	5 750 000		93% construction progress of provision of water reticulation at Sigagule phase 1	100% completion of the provision of water reticulation at Sigagule phase	100% completion of the provision of water refludation at Sigagule phase	•			Progress report/ completion certificate	Manager
89 9.6.6.8 9.0.0.0 9.0.0.0 9.0.0.0 9.0.0.0 9.0 9	Project Management Unit: Water provision	% completion reticulation and yard meter connection at Kildare B, phase	15 000 000		90.81% Construction Progress reticulation and yard meter connection at Kildare B.	100% completion reticulation and yard meter connection at Kidare B, phase 1	100% completion reticulation and yard meter connection at Kildare B, phase				Progress report/Compl etion certificate	

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				Responsible	Joi.	Jec	364	394	ž.
				Respo	Manager	Manager	Manager PMU	Manager PMU	Manager PMU
				Portfolio of	Evidence	Progress report/Compl etion certificate	Progress report/Compl etlon certificate	Progress report/Compl etton certificate	Progress report/ completion certificate
					Quarter 4				60% construction progress of water reficulation in Newforest (Ward 31)
				ots 2025/2026	Quarter 3				35% construction progress of water reticulation in Newforest (Ward 31)
				Quarterly Targets 2025/2026	Quarter 2		100% completion of water reticulation at Kildare A	100% completion of water reticulation at Rolle phase 3	5% construction progress of water reticulation in Newforest (Ward 31)
					Quarter 1	completion of refloalation and yard meter connection at Kildare B phase 2	85 % Construction progress of water reticulation at Kildare A	85% Construction progress of water refoulation at Rolle phase 3	
(opment)				Assessed Tasses	Ammai Larger	100% completion of reticulation and yard meter connection at Kildare B phase 2	100% completion of water reliculation at Kildare A	100% completion of water reticulation at Rolle phase 3	60% completion the provision of water reliculation in Newforest (Ward 31)
Technical Services (Service Delivery and Infrastructure Development)	18			Danallan	Dascello	80.14 % construction progress reficulation and yard meter connection at Kädare B phase 2	74% Construction progress of water reliculation at Kildare A	77% Construction progress of water reliculation at Rolle phase 3	New target
				(spui	opex				
s (Service Deliv	to basic service	: Services	c Services	Budget (Rands)	Capex	2 000 000	3 000 000	7 500 000	30 000 000
Technical Service	Improved access to basic services	Provision of basic Services	Provision of Basic Services	Key	Performance Indicator	% completion and yard meter connection at Kildare B phase 2	% completion reticulation and yard meter connection at Kildare A	% completion reticulation and yard meter connection at Rolle phase 3	% completion of the provision of water reficulation in Newforest (ward 31)
KPA	2019-25 MTSF Priority	Priority	Goal	Functional	Area	Project Management Unit: Water provision	Project Management Unit: Water provision	Project Management Unit: Water provision	Project Management Unit: Water provision
Municipal KPA	2019-25 N	Municipal Priority	Strategic Goal	1	KPI NO	3.4.5.10	3.4.5.11	3.4.5.12	3.4.6.13



2019-25 Municip			Contract of the Contract of th	CONTRACTOR OF THE PARTY OF THE	beautiful and the second secon	- Comment						
Municipi	2019-25 MTSF Priority	Improved access to basic services	to basic servic	so								
	Municipal Priority	Provision of basic Services	c Services									
Strategic Goal	Goal	Provision of Basic Services	c Services									
	Functional	Key	Budget (Rands)	(s)				Quarterly Targets 2025/2026	ets 2025/2026		Portfolio of	Responsible
N PN	Area	Performance	Capex	Opex	pascano	Annual larget	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3.4.5.14	Project Management Unit: Water provision	% completion of Design of water retloutstion in Zimbabwe (Ward 16)	2 000 000		New target	100% completion design of water reficulation in Zimbatiwe (Ward 18)				100% completion design of water reticulation in Zimbabwe (Ward 18)	Progress report completion certificate	Manager
8.4.81	Project Management Unit: Water provision	% completion of the provision of water reticulation in Agincourt phase 1 (ward 28)	32 000 000		New target	60% completion of provision of water refliculation in Agincourt Phase 1 (ward 28)		5% construction progress of water retroughtion of Agincourt phase 1 (ward 28)	35% construction progress of water refculation of Agincourt phase 1 (ward 28)	60% construction progress of water reficulation of Agincourt phase 1 (ward 28)	Progress report/ completion certificate	Manager PMU
3.4.5.1 6	Project Management Unit: Water provision	% completion of Paving of infernal streets at Ga-Motibidi Village, Dwarsloop Region (ward 8)			90% completion Paving of internal streets at Ga-Motibidi Village. Dwarsloop Region (ward 8) in 202324	100% completion of Paving of internal streets at Ga-Motibidi Village, Dwarsloop Region (ward 8)	100% completion of Paving of internal streets at Ga-Motibidi Village, Dwarsloop Region (ward 8)				Progress report/ completion certificate	

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Municipal KPA	IKPA	Technical Service	es (Service Delin	ery and In	Technical Services (Service Delivery and Infrastructure Development)	(opment)						
2019-25	2019-25 MTSF Priority	Improved access to basic services	to basic service	22								
Municipa	Municipal Priority	Provision of basic Services	ic Services									
Strategic Goal	Goal	Provision of Basic Services	ic Services									
	Functional	Key	Budget (Rands)	(5)	- Contraction	Annual Tannas		Quarterly Targets 2025/2026	ets 2025/2026		Portfolio of	Responsible
KPI NO	Area	Performance Indicator	Capex	Opex	Baseine	Annual Larger	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
3.4.5.17	Projects	% completion of Paving of infernal streets at Ward 07 Thabakgoloffkas akeng	15 000 000	43	65 % completion of Paving of internal streets at Ward 07 ThabakgoloM asakeng	100% completion of Paving of internal streets at Ward 07 ThabakgoloMasa keng	80% construction progress. Paving of internal streets at ward 07, Thabakgolo/Mas akeng	100% completion of Paving of internal streets at Ward 07 Thabakgolof/Mas akeng	14		Progress report or completion certificate	Manager PMU
3.4.5.18	PMU-Roads Projects	% Completion of Upgrading of road from Casteel to Tembisa phase 2	21 000 000		55% construction progress of tarring of internal streets project at Casteel to Tembisa, phase 2	100% Upgrading of road from Casteel to Tembisa phase 2		60% Upgrading of road from Casbeel to Tembisa phase 2	100 % Upgrading of road from Casteel to Tembisa phase 2	100% Upgrading of road from Casteel to Tembisa phase 2	Progress report or completion certificate	Manager
3.4.5.19	PMU-Roads Projects	% completion of paving streets in Ward 23, Cork	000 000 9		56% construction progress of paving streets at Ward 23, Cork	100% completion of paving streets at Ward 23, Cork					Progress report/ completion certificate	Manager
3.4.5.20	PMU-Roads Projects	% Completion of construction from Gabboeleng to Maniepskop road, phase 2 (Ward 18)	20 000 000	e	New target	100% Completion construction from Ga-boeleng to Mariepskop road, phase 2 (Ward 18)		20% construction progress of construction of a road from Ga boeleng to Mariepskop (Ward 18)	80% construction progress of a road from Ga boeleng to Marlepskop (Ward 18)	100% Completion construction from Ga-beilerg to Mariopskop road phase 2 (Ward 18)	Progress report or completion certificate	Manager



Bushbuckridge Local Municipality: FY 205/2026
Performance Agreement: Mr J Ngobeni

				Responsible	Manager	Manager	Manager	Manager	Manager
				Portfolio of	Evidence	Progress report or completion certificate	Progress report or completion certificate	Progress report or completion certificate	Progress report or completion certificate
					Quarter 4	100% Completion of a road at Acomhoek at Buffelshoek phase 2 (Ward 21)	100% Completion of the design of construction of infernal streets at Midlands Rivoni village (Ward 13)	100% Completion of design of the construction of internal streets at South Area B (Metal village).	100% Completion of the design of the internal streets at South Cunningmoore A (Ward 24)
				sts 2025/2026	Quarter 3	80% construction progress of a road at Acomhoek at Buffelshoek phase 2 (Ward 21)	1	¥00	
				Quarterly Targets 2025/2026	Quarter 2	20% construction progress of a road at Acomhoek at Buffelshoek phase 2 (Ward 21)			
					Quarter 1		1	70	
opment)				Annual Toront	Ammuni arger	100% Completion of a road at Acomhoek at Buffelsheek phase 2 (Ward 21)	100% Completion of the design of construction of internal streets at Midlands Rivoni village (Ward 13)	100% Completion of design of the construction of internal streets at South Area B (Metsi village).	100% Completion of the design of the internal streets at South Curningmoore A (Ward 24)
rastructure Devel				Dagaillea	Destauno	New target	New target	New targets	New largets
rery and Inf	90			(s	Opex				
s (Service Delh	to basic service	Services	ic Services	Budget (Rands)	Capex	20 000 000	11 000 000	11 000 000	11 000 000
Technical Services (Service Delivery and Infrastructure Development)	Improved access to basic services	Provision of basic Services	Provision of Basic Services	Key	Indicator	% Completion of a construction of a road at Acomhoek at Buffetshoek phase 2 (Ward 21)	% Completion of design of the construction of internal streets at Midlands Rivoni vitage (Ward 13)	% Completion of design of the construction of infernal streets at South Area B (Meetsi village), Ward 27	% Completion of design of the construction of inhernal streets at South Curningmoore A (Ward 24)
KPA	2019-25 MTSF Priority	Priority	Soal	Functional		PMU-Roads Projects	PMU-Roads Projects	PMU-Roads Projects	PMU-Roads Projects
Municipal KPA	2019-25 M	Municipal Priority	Strategic Goal	10 0000	N N	3.4.5.21	3.4.5.22	3.4.5.23	3.4.5.24

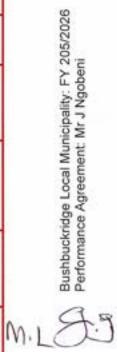


Technica	Il Service	ss (Service Deliv	ery and Inf	Technical Services (Service Delivery and Infrastructure Development)	slopment)						
Improved acces	10	Improved access to basic services	10								-
Provision of basic Services	- 100	c Services									
Provision of Basic Services		c Services									
Key		Budget (Rands)	13	Deselles	Annual Tourse		Quarterly Targets 2025/2026	ots 2025/2026		Portfolio of	Responsible
Indicator		Capex	xado	Dataming	Amman ranger	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
% Completion of design of the Construction of Internal streets at North Andover village (ward 30)		11 000 000		New targets	100% Completion of the design of the Construction of internal streets at North Andover village (ward 30)	27	4%		100% Completion of the design of the Construction of infernal streets at North Andover village (ward 30)	Progress report or completion certificate	Manager
% completion of Paving of infernal streets at New Forest	-	8 000 000		81% completion of Paving of infernal streets at new forest in 2023/2024	100% completion of Paving of internal streets at new forest	100% completion of Paving of internal sheets at new forest	e:		48	Progress report or completion certificate	Manager
% Completion of construction of head offices	230000000000000000000000000000000000000	15 000 000		70% Construction progress of construction municipal head office building phase	100% Completion of a municipal head office building, phase 1	75%Construction n progress of construction municipal head office building phase 1	100% Completion of a municipal head office building, phase 1			Progress report or completion certificate	Manager PMU
% Completion of Acomboek Sports Facility project Phase 2	4 S	33 000 000		38% construction progress of Acomboek sports facility project, Phase 2	100% construction progress of Acomhoek sports facility project. Phase 2	45% construction progress of Acomhoek sports facility project, Phase 2	70% construction progress of Acomhoek sports facility project, Phase 2	90% construction progress of Acomhoek sports facility project, Phase 2	100% construction progress of Acomhoek sports facility project, Phase 2	Progress report or completion certificate	Manager



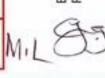


Strategic Goal KPI No Functional Area 3.4.5.29 PMU- Construction Projects	Improved access to basic services Provision of basic Services Devotision of Basic Services	a to basic service	-								
10 0	Provision of bas		63								
9	Deputation of Bas	de Services									
	PINAIGHT IN THE	Provision of Basic Services									
	Key	Budget (Rands)	s)	Datallan	Annual Tenno		Quarterly Targ	Quarterly Targets 2025/2026		Portfolio of	Responsible
	Performance Indicator	Capex	Opex	pasamo	Annual Larger	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
	% Construction of Thulamahashe Regional Landfill phase 3	26 000 000		57% construction progress of construction of landfill site Phase 3	100% construction progress of construction of landfill site Phase 3		70% construction progress of construction of landfill site Phase 3	90% construction progress of construction of landfill site Phase 3	100% construction progress of construction of landfill site Phase 3	Progress report or completion certificate	Manager
	% Construction of Thulamahashe cometeries	8 300 000		80% Construction of Thulamahashe cemeteries	100% Construction of Thulamahashe cemeteries	85% Construction of Thulamahashe cemeteries	100% Construction of Thulamahashe cemeleries			Progress report or completion certificate	Manager PMU
	% Construction of Landfill Phase at Hoxane Transfer Station	000 000 9		0 Construction at Hoxane Transfer Station in 2024/2025	20% Construction of Landfill Phase at Hoxane Transfer Station			,	20% Construction of Landfill Phase at Hoxane Transfer Station	Progress report or completion certificate	Manager PMU
3.4.5.32 Sanitation	% construction progress of upgrading of Mawijan VWVTW	15 000 000		98% progress of upgrading of Mavijan WWTW	100% construction progress of upgrading of Mavijan WWTW	100% construction prograss of upgrading of Mavijan WWTW				Completion	Manager
3.4.5.33 Sanitation	% completion of Upgrading of Michalhu WM/TW (Ward 3)	1 000 000		New target	15 % completion of the upgrade of Mkhuhlu WWTW (ward 3)			10 % completion of the upgrade of Mkhuhiu wwwrw (Ward 3)	15 % completion of the upgrade of Mikhuhlu WWTW (Ward 3)	Detailed design report /Progress report	Deputy Director, Water Services





Strategic Cast Provision of Basic Services Strategic Cast Strategic Cast Provision of Basic Services Strategic Cast St	Municipal KPA	IKPA	Technical Service	es (Service Dell	very and in	Technical Services (Service Delivery and Infrastructure Development)	lopment)						
Functional Revision of Basic Services Functional Revision of Basic Services Provision of Ba	2019-25	MTSF Priority	Improved access	to basic service	so								
Punctional Registration of Basic Services Annual Target	Municipa	Il Priority	Provision of basi	ic Services									
Particular Par	Strategic	Goal	Provision of Bas	ic Services									
Area Indicator Completion By Completion of By Completion and Projects Services Construction By Completion By		Functional	Key	Budget (Rand	(s)	Beceller			Quarterly Targ	ots 2025/2026		Portfolio of	Responsible
Sanitation N. Correctives of the Constitution of Sanitation (Ward 1) Services Country	KPI No	Area	Performance Indicator	Capex	opex	Daseline	Annual larger	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Evidence	Manager
PMU Secompletion of 24.28 000 - 41 % completion of Aspetatos Water ple at Thulamahashe pipe at Services Construction (Aspetatos Water ple at Services Completion of Sociology (Aspetatos)	3.4.5.34	Sanitation	% completion of Upgrading and Refurbishment of Acomboek Wastewater Treatment Works (Ward	000 000 00	1	New target	100 % completion of Upgrading and Refurbishment of Acomhoek Wastewater Treatment Works (Ward 17)		20 % completion of Upgrading and Refurbishment of Acomhoek Wastlewater Treatment Works (Ward 17)	80% completion of Upgrading and Refutbliment of Acombook of Acombook Treatment Works (Ward	100% completion of Upgrading and Refurtishment of Acombook Wastawaler Treatment Works (Ward 17)	Progress report / Completion certificate	Deputy Director/ Water Services
PMU % completion of 5 000 000 New Target 100 % completion 50 % 100 % completion of reconstruction of the reconstruction of resistance of reconstruction of resistance of reconstruction of resistance of resistance of reconstruction of reconstruction of reconstruction of reconstruction of reconstruction of resistance of reconstruction of resistance of reconstruction of	3.4.5.35	PMU Constructio n Projects	% completion of Replacement of Asbestos Water pipe at Thulamahashe	23 428 000		41 % completion of Replacement of Asbestos Water pipe at Thulamahashe	100% completion of Replacement of Asbestos Water pipe at Thulamahashe	60 % completion of Replacement of Asbestos Water pipe at Thulamahashe	80 % completion of Replacement of Asbestos. Water pipe at Thulamahashe	100% completion of Replacement of Asbestos Water pipe at Thulamahas he		Progress report / Completion certificate	Manager PMU
Water % Construction 5 000 000 - New Target 100 % completion Services completion of Detailed designs - New Target 100 % completion Services completion of Detailed designs of Detailed designs designs for the installation for the installation of Hoxane to Hoxane to Cunningmoore sheel pipeline Cunningmoore sheel pipeline Cunningmoore sheel pipeline	3,4.5.36	PMU Constructio n Projects	% completion of reconstruction of Dwartsloop fire station (Ward 8)	000 000 9		New Target	100 % completion of the reconstruction of Dwaersloop fire station (Ward 8)			50 % completion of the reconstructio Dwarstoop fire station (Ward 8)	100 % completion of the reconstruction of Dwarsloop fre station (Ward 8)	Progress report / Completion certificate	Manager PMU
	3,4,5.37	Water Services	% Construction completion of Detailed designs for the installation of Hoxane to Cunningmoore steel pipeline	2 000 000	c.	New Target	100 % completion of Detailed designs for the installation of Hoxane to Curningmoore steel pipeline				100 % completion of Defailed designs for the installation of Hoxane to Cunningmoore steel pipeline	Detailed design report	Deputy Director of Water Services



				Jo.	Quarter 2 Quarter 3 Quarter 4 Evidence Manager	40% 100% completion Progress Manager, construction Installation of High reports / Central progress of Masts phase 4 Completion Electrical and Installation of High Masts phase 4 Centificates Mechanical High Masts phase 4	30%completion electrification of reports / Central electrication of households at Practical Electrical and households at Kakopeni village Completion Mechanical Kakopeni (ward 29) certificate Workshop 20)	25% 60% 100% Progress Manager, Implementation of reports Central of EEDSM for on of EEDSM for buildings and Completion Mechanical Wastewater and buildings and Wastewater and Completion Mechanical Wastewater Treatment Visited Wastewater Plants Treatment Plants Treatment Dispute Treatment Plants
				Portfo	Evider		Progre reports Practic Compl	Progre reports Practili Comple certific
					Quarter 4	100% completion Installation of High Masts phase 4	100%completion electrification of households at Kakopeni vitage (ward 29)	100% Implementation of EEDSM for buildings and Wastewater and Water Treatment Plants
				ets 2025/2026	Quarter 3	40% construction progress of installation of High Masts phase 4	30%completion electrification of households at Kakopeni vilage (ward 29)	60% implementati on of EEDSM for buildings and Wastewater and Water Treatment Plants
				Quarterly Targ	Quarter 2			25% Implementation of EEDSM for buildings and Wastewater and Water Treatment Plants
					Quarter 1			
opment)				Assessed Towner	Action Larger	100% Completion installation of High Masts Phase 4	100%completion electrification of 100 households at Kakopeni village (ward 29)	100% Implementation of EEDSM for buildings and Wastewater and Water Treatment Plants
rastructure Devel				Basellen	pascento	15% completion Installation of High Masts phase 4	New larget.	New target
ery and Inf	82			(5	opex			
s (Service Deliv	to basic service	ic Services	sic Services	Budget (Rands)	Capex	35 000 000	R2 500 000	R\$ 000 000
Technical Services (Service Delivery and Infrastructure Development)	Improved access to basic services	Provision of basic Services	Provision of Basic Services	Key	Indicator	% Completion installation of High Mast's phase 4	%completion of 100 households at Kakopeni village (ward 29)	% Implementation of EEDSM for buildings and Wastewater and Water Treatment Plants
KPA	2019-25 MTSF Priority	Priority	Goal	Functional	Area	Central Electrical and Mechanical Workshop	Central and Mechanical Workshop	Central Electrical and Mechanical Workshop
Municipal KPA	2019-25 M	Municipal Priority	Strategic Goal		KPI NO	34.5.38	3.4.5.39	3.4.5.40

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GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Municipal KPA	KPA	Good Governance and Public Participation	ce and Publ	ic Participa	tion							
019-25 N	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	ical, and Dev	velopmenta	State							
Municipal Priority	Priority	Institutional										
Strategic Goals	Goals	Ensuring integ	rated develo	opment plas	Ensuring integrated development planning and integrated Human settlements	ited Human settl	lements					
		To build a capable and high-performing municipality	ble and high	1-performin	g municipality							
KP1 NO	Functional Area	Key Performance Indicator	Bud	Budget	Baseline	Annual Target	200 S	Quarterly Targets 2025/2026	s 2025/2026		Portfolio of Evidence	Responsible Manager
			Opex	Capex			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.6.1	Internal Audit Documents	Reviewed IA charter, IA policy, AC charter & IA manual approved by the Audit Committee			Reviewed IA charter, IA policy, AC charter & IA manual approved by the Audit Committee.	Review IA charter, IA policy, AC charter & IA manual approved by the Audit Committee.	Review IA charter, IA policy, AC charter & IA manual approved by the Audit Committee.				Signed IA Charter, IA Policy, AC Charter, and IA Manual	Chief Audit Executive
3.4.6.2	Internal Audit Strategic Plan & Annual Plan	2025/2026 annual plan and three- year strategic plan approved by the Audit Committee			2024/2025 annual plan and three-year strategic plan approved by the Audit Committee.	Develop 2025/2026 annual plan and three-year strategic plan approved by the Audit Committee.	Develop 2024/2025 annual plan and three-year strategic plan approved by the Audit				Signed Annual plan	Chief Audit Executive
3.4.6.3	Audit committee sitting	Number of Audit committee meetings			6 Audit committee meetings held	6 Audit committee meetings	2 Audit Committee meetings	2 Audit Committee meetings	1 Audit Committee meeting	1 Audit Committee meeting	Attendance Register and minutes of the meetings held	Chief Audit Executive

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Southerpai New	I KPA	Good Governance and Public Participation	ce and Pun	ac rarucipa	tion							
019-25 A	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	cal, and De	velopmenta	1 State							
dunicipal	Municipal Priority	Institutional										
Strategic Goals	Coals	Ensuring integ	rated develo	opment pla	nning and integr	Ensuring integrated development planning and integrated Human settlements	lements					
		To build a capa	ble and high	h-performit	To build a capable and high-performing municipality							
KPI NO	Functional Area	Key Performance Indicator	Buk	Budget	Baseline	Annual Target		Quarterly Targets 2025/2026	s 2025/2026		Portfolio of Evidence	Responsible Manager
			Opex	Capex			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3,4.6.4	Integrated Development Planning	Number of public participations in 1DP conducted		4	11 public participations conducted in 2024/2025	Conduct 11 public participations in 2025/2026		6 public participations		5 public participations	Agendas and attendance registers	Manager: Integrated Development Planning
3465	Integrated Development Planning	Strategic planning sessions and Approval of IDP			Strategic planning sessions and 2024/2025 IDP approved by 30 June 2025	Strategic planning sessions and 2025/2026 IDP approval by 30 june 2026	2025/2027 IDP Process Plan		1 Strategic session to be conducted and Drafting of IDP document	Final approval of 2026/2027 IDP	Q1: Process Plan Q3: Draft IDP, Agenda, and report on Strategic session, Q4: Council resolution for the approved 2026/2027 IDP	Manager: Integrated Development Planning
3.4.6.6	Risk Management	Activities on Strategic Risk Management processes conducted			4 Activities on Strategic Risk Management processes conducted in 2024/2025	4 Activities on Strategic Risk Management processes conducted by 30 June 2026	01 Updated Strategic Risk Register Action Plan	01 Updated Strategic Risk Register Action Plan	01 Updated Strategic Risk Register Action Plan	01 Updated Strategic Risk Register Action Plan	Strategic Risk Register and Attendance Register	Manager: Risk Management



Municipal KPA	1 KPA	Good Governance and Public Participation	ce and Pub.	lic Participat	tion							
2019-25	2019-25 MTSF Priority	A Capable, Ethical, and Developmental State	ical, and De	velopmental	State							
Municipal Priority	l Priority	Institutional										
Strategic Goals	Goals	Ensuring integ	rated devel	opment plan	Ensuring integrated development planning and integr	ated Human settlements	tlements					
		To build a capable and high-performing municipality	ble and high	h-performin	g municipality							
KPI NO	Functional Area	Key Performance	Bus	Budget	Baseline	Annual Target	9	Quarterly Targets 2025/2026	ts 2025/2026		Portfolio of Evidence	Responsible Manager
			Opex	Capex			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
34.6.7	Performance management	Development and Submission of Performance Agreements for \$56 & 54			06 Performance Agreements (PA) for s56854 developed and submitted to Treasury and Cogta by 30 September 2024	06 Performance Agreements (PA) for 856854 developed and submitted to Treasury and Coghsta by 30 September 2025	06 Performance Agreements (PA) for s56&54 developed and submitted to Treasury.	10		. # 1):	Performance Agreements, letters of submission, and public notice	Manager: Performance Management System
3.4.6.8	SDBIP	Development and Submission of 2025/2026 SDBIP			02 SDBIP developed (01 revised and 01 SDBIP in 2023/2024 and submitted to Cogta and Treasury	02 SDBIP developed (01 revised and 01 SDBIP for 2025/2026	1 SDBP		1 approved revised SDBIP		Original and Revised SDBIP, public notices, Council resolution, and submission letters	Manager: Performance Management System
3.4.6.9	Performance Assessment for Section 56 and 54 employees	Number of Performance Assessments for Section 56 and 54 employees conducted.			03 Performance Assessment for Section 56 and 54 employees conducted in 2023/2024	o 02 PMS Assessment for Section 56 and 54 employees conducted			Mid-term assessment and Annual Performance assessment	2024/2025 final annual assessment	Invitation, Attendance registers, and assessment reports	Manager: Performance Management System

Municipal IQA		Good Governance and Public Participation	ce and Pub	lic Participal	ilon							
2019-25 MTSF Priority	Priority	A Capable, Ethical, and Developmental State	cal, and De	velopmenta	State							
Municipal Priority	rity	Institutional										
Strategic Goals	25.00	Ensuring integ	rated devel	opment plas	uning and integr	Ensuring integrated development planning and integrated Human settlements	lements					
		To build a capal	ble and hig	1-performin	To build a capable and high-performing municipality							
KPINO	Functional	Key Performance Indicator	Bur	Budget	Baseline	Annual Target	9	Quarterly Targets 2025/2026	ts 2025/2026		Portfolio of Evidence	Responsible Manager
			Opex	Capex			Quarter 1	Quarter 2	Quarter 3	Quarter 4		
3.4.6.10 Ann	Annual report	Number of annual reports developed			02 Annual reports developed and submitted to all Stakeholders	02 Annual reports developed and submitted to all Stakeholders	Submission Draft Amnual Report to Council and AG		Submission of Final annual report (Audited) to council and AG		*Council resolution and Proof of submission for the Draft annual performance report *Council resolution letter of submission to all stakeholders	Manager: Porformance Management System
3.4.6.11 Wa	Water Services Authority	Annual Water and Wastewater Compliance Report			Water and wastewater compliance report	Annual Water and Wastewater Compliance report			4	Annual Water and Wastewater Compliance report	water and wastewater compliance reports	WSA Manager

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ANNEXURE B

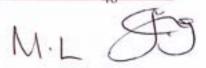
PERSONAL DEVELOPMENT PLAN

PERSONAL DEVELOPMENT PLAN (PDP) FY 2024/2025



DIRECTORATE	Municipal Manager
JOB TITLE	Municipal Manager
EMPLOYEE	Jasper Ngobeni

PURPOSE	To enhance skills and compo manner	ibilities in an effective	
AREA IDENTIFIED FOR DEVELOPMENT	OBJECTIVE OF DEVELOPMENT	TYPE OF INTERVENTION (ON- THE-JOB TRAINING, BURSARY, COURSES	TIME FRAME (TARGETED QUARTER)
Financial Management and Revenue Enhancement	Develop adequate financial forecasting Strategies and practical Revenue Enhancement Strategies	Formal Training Programme and register for a financial management course	6 Months Period
2. Governance, Ethics and Compliance	Promote ethical governance and accountability	Formal Training Programme and attending conferences on Ethical Leadership in Governance	6 Months Period



ANNEXURE C

DISCLOSURE OF INTEREST

Bushbuckridge Local Municipality: FY 205/2026 Performance Agreement: Mr J Ngobeni

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Bushbuckridge Local Municipality

DISCLOSURE OF INTERESTS FORM

In terms of the supply chain management policy, Section 46 2(a) an official or any other role player involved in implementation of this must, declare to the accounting officer details of any private or business interests which that person, or any close member, partner, or associate may have in any proposed procurement or disposal process of or in any award of a contract by the municipality

I, the undersigned,	
(Full names: JASPER HEOBER)	
(Identity Number: 681031543685)	
Residing at: 1028 GRANIET STREET, WEST ACRES, HEICH	truit, Less.

Do hereby declare that the information contained herein fall within my personal knowledge and are to the best of my knowledge complete, true, and correct; and

Further declare my financial interests, non-executive directorship previously or currently held and remunerative work, consultancy and retainership positions held as follows:

Number of	Value of Shares/ Member's	Name of Institution or Business
Shares/Member's Interest	Interest	Entity
	16.16	
	190 75	

2.	NON-EXECUTIVE DIRECTORSHIP
Name of Company	Period
1.	
2.	V 10
3.	NONE
4.	
5.	

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Name of Company& Occupation	Type of Business	Rand amount per month	Period
1.			
2.	Hai	1.5	
3.	1101	14	
4.			
5.			

 RELATED PARTIED DOING BUSINESS Spouse, children, mother, father, siste 	WITH THE MUNICIPALITY (Related parties: r, brother in terms of section 42.2)
Name of Company	Relationship
1.	
2.	
3. MON	8
4.	
5.	(

	5. CRIMINAL RECORD
Type of Offence	Dates/Term of Sentence
1.	
2.	HANE
3.	110110

And further declare that.

- a. I am South African citizen and ordinarily resident in the Republic.
- b. I was never declared insolvent and I am not an un-rehabilitated insolvent.
- c. I am not disqualified under any law from practicing any profession.
- d. I was never convicted of fraud, or any other offence involving dishonesty and sentenced to a fine or imprisonment or both.

e. I was never at any time been removed from an office of trust on account of breach of a figuriary duty.

Signature of Nominee:

Full Names: JASCE NECKY

SWORN to and SIGNED before me at BLM on this JUNE day of 2025

The deponent having acknowledged that he knows and understands the contents of this affidavit, that the contents are true, and that he has no objection to taking this oath and that he considers the oath to be binding on his/her conscience.

NOTES TO DISCLOSURE OF INTERESTS FORM

The following notes provide guidance for completing the relevant parts of the disclosure of interest form

Note 1 - Shares and Financial Interests in a Business Entity

Disclose shares and other financial interests held in any private, public company, partnership, close corporation or any other corporate body recognized by law.

- A share is any investment that provides a dividend, including unit trusts, equities and government bonds.
- Value refers to the current rand value of the shares.

Note 2 - Non-Executive Directorship

Disclose all non-executive directorship.

Note 3 - Remunerated Work, Consultancies and Retainerships

Disclose all remunerated work and employment.

- > Remuneration means the receipt of benefits in cash or in kind.
- > Work means rendering a service for which the person receives remuneration.
- A public service official must obtain the approval of his/her Minister for performing remunerated work outside the public service.

Disclose any interests in any consulting firm or company that provides advice or professional services.

- Name of client and nature of consultancy or retainership.
- Type of business activity
- > Value of benefits derived may refer to benefits in cash or in kind.

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