

**PERFORMANCE AGREEMENT**

MADE AND ENTERED INTO BY AND BETWEEN:

**THE OKHAHLAMBA LOCAL MUNICIPALITY  
AS REPRESENTED BY THE MUNICIPAL MANAGER**

**S.D. SIBANDE**

AND

**N. MALINGA**

**TECHNICAL SERVICES DIRECTOR**

FOR THE

**PERIOD: 01 JULY 2015 to 30 JUNE 2016**

## PERFORMANCE AGREEMENT

### ENTERED INTO BY AND BETWEEN:

The Okhahlamba Local Municipality as the employer herein represented by Mr S.D. Sibande in her/his capacity as Municipal Manager.

And Mr. N Malinga , Employed as the Technical Services Director for the Okhahlamba Local Municipality.

### WHEREBY IT IS AGREED AS FOLLOWS:

#### 1. INTRODUCTION

- 1.1 The Employer, Okhahlamba Local Municipality has entered into a contract of employment with the Employee, Mr. N Malinga in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

#### 2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2 specify objectives and targets defined and agreed with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his or her job;
- 2.6 in the event of outstanding performance, to appropriately reward the employee; and



## 5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The **Employee** agrees to participate in the performance management system that the **Employer** adopts or introduces for the **Employer**, management and municipal staff of the **Employer**.
- 5.2 The **Employee** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the **Employer**, management and municipal staff to perform to the standards required.
- 5.3 The **Employer** will consult the **Employee** about the specific performance standards that will be included in the performance management system as applicable to the **Employee**.
- 5.4 The **Employee** undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 5.5 The criteria upon which the performance of the **Employee** shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
- 5.5.1 The **Employee** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the CFS respectively.
- 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 5.5.3 KPAs covering the main areas of work will account for 80% and CFSs will account for 20% of the final assessment.
- 5.6 The **Employee's** assessment will be based on his / her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (**Annexure A**), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the **Employer** and **Employee**:

<b>Key Performance Areas (KPA's)</b>	<b>Weighting</b>
Basic Service Delivery	5
Municipal Institutional Development and Transformation	65
Local Economic Development (LED)	5
Municipal Financial Viability and Management	5
Good Governance and Public Participation	20
<b>Total</b>	<b>100%</b>

- 5.7 In the case of managers directly accountable to the municipal manager, key performance areas related to the functional area of the relevant manager, must be subject to negotiation between the municipal manager and the relevant manager.

**: COMPETENCY FRAMEWORK STRUCTURE**

The competencies that appear in the competency framework are detailed below

<b>LEADING COMPETENCIES</b>	
Strategic Direction and leadership	<ul style="list-style-type: none"> <li>• Impact and influence</li> <li>• Institutional Performance Management</li> <li>• Strategic planning and management</li> <li>• Organisational awareness</li> </ul>
People Management	<ul style="list-style-type: none"> <li>• Human Capital planning and Development</li> <li>• Diversity in management</li> <li>• Employee Relations Management</li> <li>• Negotiation and Dispute Management</li> </ul>
Program and project Management	<ul style="list-style-type: none"> <li>• Program and project planning and Implementation</li> <li>• Service Delivery Management</li> <li>• Program and Project Monitoring and Evaluation</li> </ul>
Financial Management	<ul style="list-style-type: none"> <li>• Budget Planning and Execution</li> <li>• Financial Strategy and Delivery</li> <li>• Financial Reporting and Monitoring</li> </ul>
Change Leadership	<ul style="list-style-type: none"> <li>• Change Vision and Strategy</li> <li>• Process Design and Improvement</li> <li>• Change Impact Monitoring and evaluation</li> </ul>
Governance Leadership	<ul style="list-style-type: none"> <li>• Policy Formulation</li> <li>• Risk and Compliance Management</li> <li>• Cooperative Governance</li> </ul>
<b>CORE COMPETENCIES</b>	
Moral Competence	
Planning and Organising	
Analysis and Innovation	
Knowledge and Information Management	
Communication	
Results and Quality Focus	

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## 6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out -
  - 6.1.1 the standards and procedures for evaluating the **Employee's** performance; and
  - 6.1.2 the intervals for the evaluation of the **Employee's** performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the **Employer** may in addition review the **Employee's** performance at any stage while the contract of employment remains in force.
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** IDP.

6.5 The annual performance appraisal will involve:

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

- (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

**6.5.2 Assessment of the CCRs**

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

**6.5.3 Overall rating**

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

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

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					

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Level	Terminology	Description	Rating				
			1	2	3	4	5
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

6.7 For purposes of evaluating the annual performance of the municipal manager, an evaluation panel constituted of the following persons must be established -

- 6.7.1 Executive Mayor or Mayor;
- 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.7.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;
- 6.7.4 Mayor and/or municipal manager from another municipality; and
- 6.7.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.

6.8 For purposes of evaluating the annual performance of managers directly accountable to the municipal managers, an evaluation panel constituted of the following persons must be established -

- 6.8.1 Municipal Manager;
- 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.8.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
- 6.8.4 Municipal manager from another municipality.

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6.9 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

## 7. SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of each **Employee** in relation to his / 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:

<b>First quarter</b>	:	July – September.....
<b>Second quarter</b>	:	October – December.....
<b>Third quarter</b>	:	January – March.....
<b>Fourth quarter</b>	:	April – June.....

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

7.3 Performance feedback shall be based on the **Employer's** assessment of the **Employee's** performance.

7.4 The **Employer** will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The **Employee** will be fully consulted before any such change is made.

7.5 The **Employer** may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the **Employee** will be fully consulted before any such change is made.

## 8. DEVELOPMENTAL REQUIREMENTS

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

## 9. OBLIGATIONS OF THE EMPLOYER

9.1 The Employer shall –

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

## 10. CONSULTATION

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

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**13. GENERAL**


- 13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the **Employer**.
- 13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Employee** in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.
- 13.3 The performance assessment results of the Employee must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

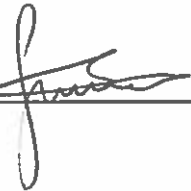
Thus done and signed at BERGVILLE on this the 24 day of June 2015

  
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**Mr. N Malinga**  
Technical Services Director

  
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**Mr. SD Sibande**  
Municipal Manager

**AS WITNESSES:**

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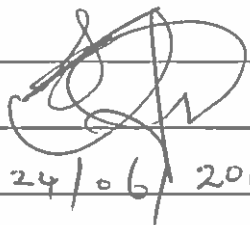
<b>PERFORMANCE PLAN</b>
TECHNICAL SERVICES DIRECTOR
Okhahlamba Local Municipality
2015/2016

This plan defines the Council's expectations of the Director Technical Services in accordance with the performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act, which provides that performance objectives and targets must be, based on the key performance indicators.

The *main parts* to this performance plan are:

1. A statement about the *purpose of the position*;
2. A performance scorecard *key performance Area (KPAs), performance indicators (KPIs), weightings, target/target dates (i.e. annual and quarterly) and evidence required*;
3. Brief *Individual Learning Plan (ILP)*.
4. Evaluation Sheet

The period of this plan is from **1<sup>st</sup> July 2015** to **30<sup>th</sup> June 2016**

Signed and accepted by the: <i>MUNICIPAL MANAGER</i> on behalf of the Council	 24/06/2015
Signed by the TECHNICAL SERVICES DIRECTOR:	
DATE:	

**1. Purpose**

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

**2. Key responsibilities**

The following objects of local government will inform the Director Technical Services's performance against set performance indicators:

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

**3. Key Performance Areas**

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

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

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DTS 2015/ 2016 PERFORMANCE PLAN																
KPA	GOAL	OBJECTIVE	REFERENCE NUMBER	STRATEGY	INDICATOR	WEIGHT 100%	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4	PORTFOLIO OF EVIDENCE					
Basic Service Delivery and Infrastructure Development	To improve service delivery and facilitate the provision and maintenance of new and existing infrastructure.	Advance access to basic services	SDID01	Provide access to solid waste disposal services	Number of households with access to basic solid waste disposal		323	323	323	323	BILLING REPORT					
					% of households with access to basic solid waste disposal		100%	100%	100%							
					ESKOM AUTHORITY											
					DISTRICT AUTHORITY											
					SDID04	Provision of free basic services (Water, Sanitation and Refuse Removal)	Number of households with access to basic level of water, sanitation, Electricity and Solid waste removal	100%	100%	1645	1645	1645	1645	1645	1645	FREE BASIC ELECTRICITY BENEFICIARIES REGISTER
										% of household with access to free basic services		100%	100%	100%		
										Number of households earning less than R1100 with access to free basic services		100%	100%	100%		
										% of households earning less than R1100 with access to free basic services		100%	100%	100%		
					SDID05	Improve access to Electricity	Amount spent on Free basic electricity	R360 000.00	R360 000.00	R360 000.00	R360 000.00	R360 000.00	R360 000.00	R360 000.00	R360 000.00	FREE BASIC ELECTRICITY BENEFICIARIES REGISTER
										Amount spent on Sbhajeni Electrification project		R0.00	R666 666.67	R666 666.67	R666 666.67	PROGRESS REPORTS
% progress for Sbhajeni Electrification projects		0%	33%	33%						34%						
Amount spent on Othukelana Electrification project		R0.00	R333 333.33	R333 333.33						R333 333.33	PROGRESS REPORTS					
% progress for Othukelana Electrification project		0%	33%	33%						34%						

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	Amount spent on Bhethany /Action Homes electrification project	R0.00	R500 000.00	R500 000.00	R500 000.00	R500 000.00	PROGRESS REPORTS
	% progress for Bhethany /Action Homes electrification project	0%	33%	33%	33%	34%	
	Amount spent on Khethani Ext/ Isibonelo electrification project	R0.00	R833 333.33	R833 333.33	R833 333.33	R833 333.33	PROGRESS REPORTS
	% progress for Khethani Ext/ Isibonelo electrification project	0%	33%	33%	33%	34%	
	Amount spent on Nhlahlhieni Low Cost Housing electrification projects	R0.00	R1000 000.00	R1000 000.00	R1000 000.00	R1000 000.00	PROGRESS REPORTS
	% progress for Nhlahlhieni Low Cost Housing electrification projects	0%	33%	33%	33%	34%	
	Amount spent on Bergville Taxi rank lights long distance	R0.	R66 666.67	R66 666.67	R66 666.67	R66 666.67	PROGRESS REPORTS
	% progress for Bergville Taxi rank lights long distance	0%	33%	33%	33%	34%	
	Amount spent on Mnceleni Gravel Road	R0.00	R833 333.33	R833 333.33	R833 333.33	R833 333.33	PROGRESS REPORT
	% progress for Mnceleni Gravel Road	0%	33%	33%	33%	34%	
	Amount spent on Nkumalo Gravel Road	R0.00	R833 333.33	R833 333.33	R833 333.33	R833 333.33	PROGRESS REPORT
	% progress for Nkumalo Gravel Road	0%	33%	33%	33%	34%	
<b>SDID06</b>	Amount spent Mbhorompo Gravel Road	R0.00	R1 540 666.67	R1 540 666.67	R1 540 666.67	R1 540 666.67	PROGRESS REPORT
	% progress for Mbhorompo gravel road	0%	33%	33%	33%	34%	
	Amount spent on Nkwazini Gravel Road	R0.00	R1000 000.00	R1000 000.00	R1000 000.00	R1000 000.00	PROGRESS REPORT
	% progress for Nkwazini gravel Road	0%	33%	33%	33%	34%	
<b>SDID07</b>	Amount spent on Masenga Gravel Road	R0.00	R592 000.00	R592 000.00	R592 000.00	R592 000.00	PROGRESS REPORT
	% progress for Masenga Gravel Road	0%	33%	33%	33%	34%	
	Amount spent Khethani Market Stalls	R0.00	R666 666.67	R666 666.67	R666 666.67	R666 666.67	PROGRESS REPORT
<b>SDID08</b>	% progress for Khethani Market Stalls	0%	33%	33%	33%	34%	
	Amount spent on Construction	R1000 000	R1000 000	R1000 000	R1000 000	R1000 000	PROGRESS REPORT

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services to the community	of Vehicle Testing Centre/ Disaster																			
SDID09	Improve recreational facilities	% progress for Construction of Vehicle Testing Centre/ Disaster	25%	R1000 000.00	25%	R1000 000.00	25%	R1000 000.00	25%	R1000 000.00	25%	R1000 000.00	25%	R1000 000.00	25%	R1000 000.00	25%	R1000 000.00	25%	PROGRESS REPORT
SDID10		Amount on spent Construction of Bergville Sports Complex	0%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	PROGRESS REPORT
SDID11		% progress for Construction of Bergville Sports Complex	0%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	R2000 000.00	33%	PROGRESS REPORT
SDID12		Amount spent on Fresh Produce Market	0%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	PROGRESS REPORT
SDID13		% progress for Fresh Produce Market	0%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	R166 666.67	33%	PROGRESS REPORT
SDID14		Amount spent on Cemetery Fencing	0%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	PROGRESS REPORT
SDID15		% progress for Amount spent on Cemetery Fencing	0%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	PROGRESS REPORT
SDID16	Provision and maintenance of community and public facilities	Amount spent on Ogade Pedestrian bridge	0%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	PROGRESS REPORT
SDID17		% progress for Ogade Pedestrian bridge	0%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	R700 000.00	33%	PROGRESS REPORT
		Amount spent on Okhombe Vehicle Bridge	0%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	PROGRESS REPORT
		% progress for Okhombe Vehicle Bridge	0%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	R666 666.67	33%	PROGRESS REPORT
		Amount spent on Construction of foot bridges	0%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	PROGRESS REPORT
		% progress for Construction of foot bridges	0%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	R5000 000.00	25%	PROGRESS REPORT
		Amount spent on Ward Base Projects	0%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	PROGRESS REPORT
		% progress for Amount spent on Ward Base Projects	0%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	R910 982.67	33%	PROGRESS REPORT
		Amount spent on Ngunjini Community Hall	0%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	PROGRESS REPORT
		% progress for Ngunjini Community Hall	0%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	PROGRESS REPORT
		Amount spent on Bergville tarred road	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	PROGRESS REPORT
		% progress for Bergville tarred road	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	R1 531 250.00	25%	PROGRESS REPORT

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**COMPETENCY FRAMEWORK STRUCTURE**

The competencies that appear in the competency framework are detailed below

<b>LEADING COMPETENCIES</b>	
Strategic Direction and leadership	<ul style="list-style-type: none"> <li>• Impact and influence</li> <li>• Institutional Performance Management</li> <li>• Strategic planning and management</li> <li>• Organisational awareness</li> </ul>
People Management	<ul style="list-style-type: none"> <li>• Human Capital planning and Development</li> <li>• Diversity in management</li> <li>• Employee Relations Management</li> <li>• Negotiation and Dispute Management</li> </ul>
Program and project Management	<ul style="list-style-type: none"> <li>• Program and project planning and Implementation</li> <li>• Service Delivery Management</li> <li>• Program and Project Monitoring and Evaluation</li> </ul>
Financial Management	<ul style="list-style-type: none"> <li>• Budget Planning and Execution</li> <li>• Financial Strategy and Delivery</li> <li>• Financial Reporting and Monitoring</li> </ul>
Change Leadership	<ul style="list-style-type: none"> <li>• Change Vision and Strategy</li> <li>• Process Design and Improvement</li> <li>• Change Impact Monitoring and evaluation</li> </ul>
Governance Leadership	<ul style="list-style-type: none"> <li>• Policy Formulation</li> <li>• Risk and Compliance Management</li> <li>• Cooperative Governance</li> </ul>
<b>CORE COMPETENCIES</b>	
Moral Competence	
Planning and Organising	
Analysis and Innovation	
Knowledge and Information Management	
Communication	
Results and Quality Focus	

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The employee's assessment will be based on his or her performance in terms of the outputs/outcomes (performance indicators) identified as per the performance plan which are linked to the KPA's, which constitute 100%/80% of the overall assessment result as per the weightings agreed to between the employer and employee.

<b>1. Key Performance Areas (KPA's) for Technical Services Director</b>		<b>1<sup>st</sup></b>	<b>2<sup>nd</sup></b>	<b>3<sup>rd</sup></b>	<b>4<sup>th</sup></b>
	<b>Weighting</b>	<b>Score</b>	<b>Score</b>	<b>Score</b>	<b>Score</b>
Good Governance & Public Participation	20				
Institutional Development and Transformation	70				
Financial Viability	5				
Basic Service Delivery	5				
<b>Total</b>	<b>100%</b>				

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# CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

(As stipulated in schedule 2 of the Systems act) (Act 32/2000)

## 1. Definitions

In this Schedule 'partner' means a person who permanent lives with another person in a manner as if married.

## 2. General conduct

A staff member of a municipality must at all times-

- a) Loyal execute the lawful policies of the municipal council;
- b) Perform the functions of office in good faith, diligently, honestly and in a transparent manner;
- c) Act in such a way that the spirit, purport and objects of section 50 are promoted;
- d) Act in the best interest of the municipality and in such a way that the credibility and integrity of the municipality are not compromised, and
- e) Act impartially and treat all people, including other staff members, equality without favour or prejudice.

## 3. Commitment to serving the public interest

A staff member of a municipality is a public servant in a developmental local system, and must accordingly-

- a) implement the provision of section 50 (2);
- b) foster a culture of commitment to serving the public and a collective sense of responsibility for performance in terms of standards and targets;
- c) promote and seek to implement the basic values and principles of public administration described in section 195 (1) of the Constitution;
- d) obtain copies of or information about the municipality's integrated development plan, and as far as possible within the ambit of the staff member's job

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description, seek to implement the objectives set out in the integrated development plan, and achieve the performance target set for the performance indicator;

- e) participate in the overall performance management system for the municipality. As well as the staff member's individual's performance appraisal and reward system, if such exists, in order to maximize the ability of the municipality as a whole to achieve its objectives and improve the quality of life of its residents.

#### 4. Personal gain

(1) A staff member of a municipality may not-

- a) use the position or privileges of a staff member, or confidential information obtain as a staff member, for private gain or to improperly benefit another person; or
- b) take a decision on behalf of the municipality concerning a matter in which that staff member, or that staff member's spouse; partner or business associate, has a direct or indirect personal or private business interest.

(2) Except with the prior consent of the council of a municipality a staff member of the municipality may not-

- a) be a party to a contract for-
  - (i) The provision of goods or services to the municipality; or
  - (ii) The performance of any work for the municipality otherwise than as a staff member;
- b) Obtain a financial interest in any business of the municipality; or
- c) Be engaged in any business, trade or profession other than the work of the municipality.

#### 5. Disclosure of benefit

(1) A staff member of a municipality who, or whose spouse, partner, business associate or close family member, acquire or stands to acquire any direct

benefit from a contract concluded with the municipality, must disclose in writing full particulars of the benefit to the council.

- (2) This item does not apply to a benefit which a staff member, or a spouse, partner, business, associates or close family member, has or acquires in common with all other residents of the municipality.

## 6. Unauthorized disclosure of information

- (1) A staff member or a municipality may not without permission disclose any privileged or confidential information obtain as a staff member of the municipality to an unauthorized person.
- (2) For the purpose of this item "privileged or confidential information" includes any information-
  - a) Determined by the municipal council or any structure or functionary of the municipality to be privileged or confidential;
  - b) Disclosed in closed session by the council or a committee of the council;
  - c) Disclosure of which would violate a person's right to privacy; or
  - d) Disclosed to be privileged, confidential or secret in terms of any law.
- (3) This item does not derogate from a person's right of access to information in terms of national legislation.

## 7. Undue influence

A staff member of a municipality may not-

- a) Unduly influence or attempt to influence the council of the municipality, or a Structure or functionary of the council, or a councilor, with a view to obtaining any appointment, promotion, privilege, advantage or benefit or for a family member, friend or associate;
- b) Mislead or attempt to mislead the council, or a structure or functionary of the council, in its consideration of any matter;

- c) Be involved in a business venture with a councilor without the prior written consent of the council of the municipality.

### 8. Rewards, gifts and favour

- (1) A staff member of a municipality may not request, solicit or accept any reward, gift or favour for
  - a) Persuading the council of the municipality, or any structure or functionary of the council, with regard to the exercise of any power or the performance of any duty;
  - b) Making a representation to the council, or any structure or functionary of the council;
  - c) Be involved in a business venture with a councilor without the prior written consent of the council of the municipality.
- (2) A staff member must without delay report to a superior official or to the speaker of the council any offer which, if accepted by the staff member, would constitute a breach of sub item (1)

### 9. Council property

A staff member or a municipality may not use, take, acquire, or benefit from any property or asset owned, controlled or managed by the municipality to which that staff member has no right.

### 10. Payment of arrears

A staff member of a municipality may not be in arrears to the municipality for rates and service charges for a period longer than 3 months, and a municipality may deduct any outstanding amount from a staff member's salary after this period.

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**11. Participation in Elections**

A staff member of a municipality may not participate in an election of the council of the municipality, other than in an official capacity or pursuant to any constitutional right.

**12. Sexual harassment**

A staff member of a municipality may not embark on any action amounting to sexual harassment.

**13. Reporting duty of staff member**

Whenever a staff member of a municipality has reasonable grounds for believing that there has been a breach of this Code, the staff member must without delay report the matter to a superior officer or to the speaker of the council

**14. Breach of Code**

Breach of this Code must be dealt with in terms of the disciplinary procedures of the municipality envisaged in section 67 (1) (h) of this Act.

RECEIVED BY: NKOSI NGIPHILE MALINGA

DATE: 24/06/2015



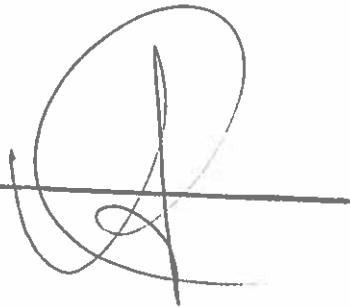
DECLARATION OF INTERESTS

I, Nkesingphik Malinga declare that neither I nor my close family \* have any personal or business interest in, or potential for personal gain from any of the organisations or projects on the list on this page of this form, with the exception of the following

Organisation/ Project	Nature of personal interest
MALINGA Family clan foundation	50%

\* Personal interests include membership of the organisation's board of directors/ trustees or senior management, held either by yourself or a member of your close family. Close family is defined as family members (including siblings) or those of the same households (including spouse, partners, children and parents).

Signed: \_\_\_\_\_


Date: 24/06/2015