



ADJUSTED PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

**THE MUNICIPALITY OF DR JS MOROKA LOCAL
MUNICIPALITY**

**AS REPRESENTED BY THE MUNICIPAL MANAGER
Ms M.M MATHEBELA**

AND

THE EMPLOYEE OF THE MUNICIPALITY

**MR S.J MPELA
EXECUTIVE MANAGER: TECHNICAL SERVICES**

FOR THE

FINANCIAL YEAR: 2025 – 2026

S.J.M

PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Municipality of Dr. JS Moroka Local Municipality herein represented by **Ms M.M Mathebela** in her/his capacity as the Municipal Manager (hereinafter referred to as the **Employer** or Supervisor)

And

Mr S.J Mpela, employee of the Municipality of Dr. JS Moroka Local Municipality (hereinafter referred to as the **Executive Manager: Technical Services**).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The **Employer** has entered into a contract of employment with the **Employee** in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Employer** and the **Employee** are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) 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 Systems Act as well as the Contract of Employment entered into between the parties;
- 2.2 specify objectives and targets established for the **Employee** and to communicate to the **Employee** the **Employer's** expectations of the **Employee's** performance expectations and accountabilities;
- 2.3 specify accountabilities as set out in the Performance Plan;
- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the Performance Agreement and Performance Plan as the basis for assessing the suitability of the **Employee** for permanent employment and/or to assess whether the **Employee** has met the performance expectations applicable to his/her job;
- 2.6 appropriately reward the **Employee** in accordance with the **Employer's** performance management policy in the event of outstanding performance; and

- 2.7 give effect to the **Employer's** commitment to a performance-orientated relationship with the **Employee** in attaining equitable and improved service delivery.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on **the 1st July 2025 regardless of when it was signed** and will remain in force until **30th June 2026**, whereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the **Employee's** contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4 PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure A) sets out-
- 4.1.1 the performance objectives and targets that must be met by the **Employee**;
and
- 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure A are set by the **Employer** in consultation with the **Employee** and based on the Integrated Development Plan and the Budget of the **Employer**, and shall include key objectives; key performance indicators; target dates and weightings.
- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 4.4 The **Employee's** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the **Employer's** Integrated Development Plan.

5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The **Employee** agrees to participate in the performance management system that the **Employer** adopts or introduces for the **Employer**, management and municipal staff of the **Employer**.
- 5.2 The **Employee** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to

assist the **Employer**, management and municipal staff to perform to the standards required.

- 5.3 The **Employer** will consult the **Employee** about the specific performance standards that will be included in the performance management system as applicable to the **Employee**.
- 6 The **Employee** agrees to participate in the performance management and development system that the **Employer** adopts.
- 6.1 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.
- 6.2 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.
- 6.2.1 The **Employee** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirement (CCRs) respectively.
- 6.2.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 6.2.3 KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 6.3 The **Employee's** assessment will be based on his/ her performance in terms of the outputs/ outcomes (performance indicators) identified as per attached Performance Plan (**Annexure A**), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the **Employer** and **Employee**:

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	83
Municipal Institutional Development and Transformation	4
Local Economic Development (LED)	5
Municipal Financial Viability and Management	2
Good Governance and Public Participation	6
Spatial Rationale	-
Total	100 %

- 6.3 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**:

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES		
CORE MANAGERIAL COMPETENCIES (CMC)	√	WEIGHT
Strategic Direction and Leadership	√	10
Programme and Project Management	√	10
Financial Management	√	10
Change Management	√	10
Knowledge Management and Information Management		
Service Delivery Innovation		
Problem Solving and Analysis		
People Management and Empowerment	√	10
Client Orientation and Customer Focus	√	10
Advanced negotiation skills	√	5
Communication	√	5
Honesty and Integrity	√	10
CORE OCCUPATIONAL COMPETENCIES (COC)		
Competence in self-management		
Accountability and Ethical Conduct	√	10
Interpretation of and implementation within legislative and national policy frameworks		
Knowledge of development Local Government		
Knowledge of performance and reporting	√	5
Knowledge of global and South African specific political, social and economic contexts		
Knowledge in Policy conceptualisation, analysis and implementation	√	10
Knowledge of more than one functional Municipal field/discipline	√	5
Skills in Mediation	√	5
Skills in governance	√	5
Competence as required by other National line sector departments	√	5
Exceptional and dynamic creativity to improve the functioning of the Municipality		
		100 %

7. EVALUATING PERFORMANCE

- 7.1 The Performance Plan (Annexure A) to this Agreement sets out -
- 7.1.1 the standards and procedures for evaluating the **Employee's** performance; and
 - 7.1.2 the intervals for the evaluation of the **Employee's** performance.
- 7.2 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.
- 7.3 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.
- 7.4 The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** IDP.
- 7.5 The annual performance appraisal will involve:
- 7.5.1 **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 7.5.3 below) **must then be used to add the scores and calculate a final KPA score.**
 - 7.5.2 **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) 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.**
 - 7.5.3 **Overall rating**

An overall rating is calculated by using the applicable **assessment-rating calculator**. Such overall rating represents the outcome of the performance appraisal.
- 7.6 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.					
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.					

7.7 For purposes of evaluating the performance of the **Employee**, an evaluation panel constituted by the following persons will be established –

- 7.7.1 Executive Mayor/ Mayor;
- 7.7.2 Chairperson of the Audit Committee;
- 7.7.3 Ward committee member (on a rotational basis), where applicable;
- 7.7.4 Member of the Mayoral Committee; and
- 7.7.5 Mayor and/ or Municipal Manager from another Municipality.

8. SCHEDULE FOR PERFORMANCE REVIEWS

8.1 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:

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

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

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

8.4 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.

8.5 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.

9. DEVELOPMENTAL REQUIREMENTS

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

10. OBLIGATIONS OF THE EMPLOYER

10.1 The Employer shall –

- 10.1.1 create an enabling environment to facilitate effective performance by the employee;
- 10.1.2 provide access to skills development and capacity building opportunities;
- 10.1.3 work collaboratively with the **Employee** to solve problems and generate solutions to common problems that may impact on the performance of the **Employee**;
- 10.1.4 on the request of the **Employee** delegate such powers reasonably required by the **Employee** to enable him/ her to meet the performance objectives and targets established in terms of this Agreement; and
- 10.1.5 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.

11. CONSULTATION

- 11.1 The **Employer** agrees to consult the **Employee** timeously where the exercising of the powers will have amongst others –
 - 11.1.1 a direct effect on the performance of any of the **Employee's** functions;
 - 11.1.2 commit the **Employee** to implement or to give effect to a decision made by the **Employer**; and
 - 11.1.3 a substantial financial effect on the **Employer**.
- 11.2 The **Employer** agrees to inform the **Employee** of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 11.1 as soon as is practicable to enable the **Employee** to take any necessary action without delay.

12. MANAGEMENT OF EVALUATION OUTCOMES

- 12.1 The evaluation of the **Employee's** performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 12.2 A performance bonus of 5% to 14% of the inclusive annual remuneration package may be paid to the **Employee** in recognition of outstanding performance.
- 12.3 The **Employee** will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of at least twelve months (12) service at the current remuneration package on 30 June (end of financial year) subject to a fully effective assessment.
- 12.4 In the case of unacceptable performance, the **Employer** shall –

12.4.1 provide systematic remedial or developmental support to assist the **Employee** to improve his or her performance; and

12.4.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the **Employer** may consider steps to terminate the contract of employment of the **Employee** on grounds of unfitness or incapacity to carry out his or her duties.

13. DISPUTE RESOLUTION

13.1 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 –

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

13.1.2 any other person appointed by the MEC.

13.2 In the event that the mediation process contemplated above fails, clause 19.3 of the Contract of Employment shall apply.

14. GENERAL

14.1 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**.

14.2 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.

Thus done and signed at Siyabuswa on this the 26th day of March 2026

AS WITNESSES:

1. _____



(EMPLOYEE)
Mr S.J Mpela
EXECUTIVE MANAGER: TECHNICAL SERVICES

2. _____

AS WITNESSES:

1.  _____



(EMPLOYER)
Ms M.M Mathebela
MUNICIPAL MANAGER

2. _____

PERSONAL DEVELOPMENT PLAN (PDP)

Entered into by and between

M.M MATHEBELA

and

S MPELA

S.J.M



1. Personal Development Plan

1.1.1 A Municipality should be committed to –

- (a) the continuous training and development of its employees to achieve its vision, mission and strategic objectives and empower employees; and
- (b) managing training and development within the ambit of relevant national policies and legislation.

1.1.2 A Municipality should follow an integrated approach to Human Resource Management, that is:

- (a) Human resource development forms an integral part of human resource planning and management.
- (b) In order for training and development strategy and plans to be successful it should be based on sound Human Resource (HR) practices, such as the (strategic) HR Plan, job descriptions, the result of regular performance appraisals and career pathing.
- (c) To ensure the necessary linkage with performance management, the Performance Management and Development System provides for the Personal Development Plans of employees to be included in their annual performance agreements. Such approach will also ensure the alignment of individual performance objectives to the municipality's strategic objectives, and that training and development needs can be identified through performance management and appraisal.
- (d) Career-pathing ensures that employees are placed and developed in jobs according to aptitude and identified potential. Through training and development they can acquire the necessary competencies to prepare them for future positions. A comprehensive competency framework and profile for Municipal Managers are attached and these should be linked to relevant registered unit standards to specifically assist them in compiling Personal Development Plans in consultation with their managers.
- (e) Personal Development Plans are compiled for individual employees and the data collated from all employees in the municipality forms the basis for the prescribed Workplace Skills Plan, which municipalities are required to compile as a basis for all training and education activities in the municipality in a specific financial year and report on progress made to the Local Government Sector Education and Training Authority.

1.1.3 The aim of the compilation of Personal Development Plans is to identify, prioritise and implement training needs.

1.1.4 Compiling the Personal Development Plan attached at Appendix.

(a) Competency assessment instruments, which are dealt with more specifically in Appendix 1 and 2, should be established to assist with the objective assessment of employees' actual competencies against their job specific competency profiles and managerial competencies at a given period in time with the purpose of identifying training needs or skills gaps.

(b) The competency framework and profiles and relevant competency assessment results will enable a manager, in consultation with his / her employee, to **compile a Personal Development Plan**. The identified training needs should be **entered into column 1 of Appendix 1, entitled Skills / Performance Gap**. The following should be carefully determined during such a process:

(i) Organisational needs, which include the following:

- o Strategic development priorities and competency requirements, in line with the municipality's strategic objectives.
- o The competency requirements of individual jobs. The relevant job requirements (job competency profile) as identified in the job

- description should be compared to the current competency profile of the employee to determine the individual's competency gaps.
- Specific competency gaps as identified during the probation period and performance appraisal of the employee.
- (ii) Individual training needs that are job / career related.
- (c) Next, the **prioritisation of the training needs [1 to ...] should be listed** since it may not be possible to address all identified training needs in a specific financial year. It is however of critical importance that training needs be addressed on a phased and priority basis. This implies that all these needs should be prioritized for purposes of accommodating critical / strategic training and development needs in the HR Plan, Personal Development Plans and the Workplace Skills Plan.
- (d) Consideration must then be given to the **expected outcomes**, to be listed in **column 2 of Appendix 1**, so that once the intervention is completed the impact it had can be measured against relevant output indicators.
- (d) **An appropriate intervention** should be identified to address training needs / skills gaps and the outcome to be achieved but with due regard to cost effectiveness. These should be listed in **column 3 of Appendix 1, entitled: Suggested training and / or development activity** in line with the National Qualifications Framework, which could enable the trainee to obtain recognition towards a qualification for training undertaken. It is important to determine through the Training / Human Resource Development / Skills Development Unit within the municipality whether unit standards have been developed and registered with the South African Qualifications Authority that are in line with the skills gap and expected outcomes identified. Unit standards usually have measurable assessment criteria to determine achieved competency.
- (e) **Guidelines regarding the number of training days per employee and the nominations of employees:** An employee should on average receive at least five days of training per financial year and not unnecessarily be withdrawn from training interventions.
- (f) **Column 4 of Appendix 1: The suggested mode of delivery** refers to the chosen methodology that is deemed most relevant to ensure transfer of skills. The training / development activity should impact on delivery back in the workplace. Mode of delivery consists of, amongst others, self-study [The official takes it upon him / her to read e.g. legislation]; internal or external training provision; coaching and / or mentoring and exchange programmes, etc.
- (g) The **suggested time frames (column 5 of Appendix 1)** enable managers to effectively plan for the annum e.g. so that not all their employees are away from work within the same period and also ensuring that the PDP is implemented systematically.
- (h) **Work opportunity created to practice skill / development areas, in column 6 of Appendix 1**, further ensures internalisation of information gained as well as return on investment (not just a nice to have skill but a necessary to have skill that is used in the workplace).
- (i) The final column, **column 7 of Appendix 1**, provides the employee with a **support person** that could act as coach or mentor with regard to the area of learning.

Personal Development Plan of: Sandile Joel Mpela

Appendix

Compiled on (Date): 26 March 2026

1. Skills / Performance Gap	2. Suggested training and / or development activity	3. Priority • High (H) • Medium (M) • Low (L)	3. Suggested Time Frames	7. Support Person
<i>Financial Management</i>	<i>Short Course</i>	<i>Medium</i>	<i>1 Year</i>	<i>CFO</i>
Master of Engineering	Long term	High	2 Years	MM
.				
.				

Employee's signature :



Municipal Manager's signature:



FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials) Ntshela S.J

(Postal address) 44 Albert Street; The Orchards
Pretoria

(Residential address) 44 Albert Street; The Orchards
Pretoria

(Position held) Executive Manager: Technical Services

(Name of Municipality) Dr. JS Moroka LM

Tel: _____ Fax: _____

hereby certify that the following information is complete and correct to the best of my knowledge:

1. Shares and other financial interests (Not bank accounts with financial institutions.)
See information sheet: note (1)

Number of shares/Extent of financial interests	Nature	Nominal Value	Name Of Company/Entity
N/A			

2. Directorships and partnerships
See information sheet: note (2)

Name of corporate entity, partnership or firm	Type of business	Amount of Remuneration/Income
N/A		

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3. Remunerated work outside the Municipality
 Must be sanctioned by Council. See information sheet: note (3)

Name of Employer	Type of Work	Amount of remuneration/ Income
N/A		

4. Consultancies and retainerships
 See information sheet: note (4)

Name of client	Nature	Type of business activity	Value of any benefits received
N/A			

5. Sponsorships
 See information sheet: note (5)

Source of assistance/sponsorship	Description of assistance/ Sponsorship	Value of assistance/sponsorship
N/A		

6. Gifts and hospitality from a source other than a family member
 See information sheet: note (6)

Description	Value	Source
N/A		

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7. Land and property
See information sheet: note (7)

Description	Extent	Area	Value
House	800m ²	The Orchards Pretoria	R1 200 000.00
House	4800m ²	Moloto	R600 000.00
House	600m ²	Moloto	R300 000.00
Stand	800m ²	Mahikeng, North West	R100 000.00



SIGNATURE OF EMPLOYEE

DATE: 26 March 2026

PLACE: Siyabuswa

OATH/AFFIRMATION

1. I certify that before administering the oath/affirmation I asked the deponent the following questions and wrote down her/his answers in his/her presence:

(i) Do you know and understand the contents of the declaration?

Answer Yes

(ii) Do you have any objection to taking the prescribed oath or affirmation?

Answer No

(iii) Do you consider the prescribed oath or affirmation to be binding on your conscience?

Answer Yes

MGR CONSULTANTS

Mac Relees Consultants
Registration Number 2016/319009/07

26-03-2026

Full first names and surname:

Precious Nontobeto Magongo (148 Ext D)

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Siyabuswa, Mpumalanga, 0472

Designation (rank) Commissioner of OATH Ex Officio Republic of South Africa

Street address of institution 1448, Secom D, Siyabuswa
0472

Date 26/03/26 Place Siyabuswa


CONTENTS NOTED: MUNICIPAL MANAGER

DATE: 26/03/26

I certify that this document is a true copy of the original which was examined by me and that, from my observations, the original has not been altered in any manner.


Commissioner of Oaths Precious Magongo
Business Accountant in Practice(SA) SAIBA: BAP(SA) 5603

Date: 26/03/26

1448 Ext D, Siyabuswa, Mpumalanga, 0472

S. Jm m.m

KPA 5: BASIC SERVICE DELIVERY: TECHNICAL SERVICES

NO	KEY FOCUS AREA	PROJECT	STRATEGIC OBJECTIVES	KEY PERFORMANCE INDICATOR	BASELINE	BUDGET ALLOCATION	2025-2026 ANNUAL TARGET	QUARTERLY TARGETS				EVIDENCE	WEIGHT
								Q1	Q2	Q3	Q4		
91	Water	Provision of Water to the Community	Ensure access to sustainable water supply services to all communities	Number of households provided with access to basic water, sanitation and electricity by 30 June 2026	New	R15 500 000,00	63 281 households provided with access to basic water, sanitation and electricity	63 281 Number of households provided with access to basic water, sanitation and electricity by 30 June 2026	63 281 Number of households provided with access to basic water, sanitation and electricity by 30 June 2026	63 281 Number of households provided with access to basic water, sanitation and electricity by 30 June 2026	63 281 Number of households provided with access to basic water, sanitation and electricity by 30 June 2026	Billing Report	5%
92	Fleet Management	Fleet Management	Ensure cost effective services for the supply of fleet requirements to various municipal departments	Number of Fleet Management reports submitted to Council per quarter by 30 June 2026	New	R16 000 000,00	4 Fleet Management reports submitted to Council per quarter	1 Fleet Management reports submitted to Council per quarter	1 Fleet Management reports submitted to Council per quarter	1 Fleet Management reports submitted to Council per quarter	1 Fleet Management reports submitted to Council per quarter	Monthly Fleet Management reports & Council Resolutions	2%
93	Facility Management	Maintenance on municipal buildings	To have a safe, efficient and accessible facilities for all races	Number of quarterly status report in terms of municipal buildings maintained as per the approved municipal maintenance plan by 30 June 2026	12	R3 000 000,00	4 quarterly status report in terms of municipal buildings maintained as per the approved municipal maintenance plan	1	1	1	1	Maintenance of Municipal Status Reports	2%

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94	Construction of Nokaneng Stadium	To invest in the future of youth ,community development and local Economic growth. Power to transform live, create opportunities and uplift the community area	Percentage of physical work complete on the Construction of Nokaneng Stadium by 30 June 2026	New	R9 000 000	100% physical work complete on the Construction of Nokaneng Stadium	N/A	N/A	N/A	100%	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%
95	Preventative maintenance of pumps at water treatment works and pump-stations	To ensure that municipal water infrastructure is in good working condition	Number of pumps at water treatment and sub-station maintained or repaired by 30 June 2026	52	R10 000 000	52 pumps at water treatment works and sub-station maintained or repaired	13	13	13	13	Monthly Inspection reports with Job Cards	2%
96	Preventative maintenance of waste water treatment works and sub-stations	To ensure that municipal water infrastructure is in good working condition	Number pumps including panels of wastewater treatment works maintained by end of 30 June 2026	24	R500 000,00	24 pumps including panels of wastewater treatment works maintained	6	6	6	6	Monthly Inspection reports with Job Cards	2%
97	Inspection of High-mast lights	Repair municipal, electric infrastructure and cohesively co-ordinate with Eskom in electrifying Dr JS MLM households	Number of high mast lights fittings routinely inspected by 30 June 2026	New	Internal	274 of high mast lights fittings routinely inspected	68	68	68	70	Monthly Inspection reports	2%
98	Maintenance of high Mast Lights	Repair municipal, electric infrastructure and cohesively co-ordinate with Eskom in electrifying Dr JS MLM households	% of Faulty high mast light fittings repaired after routine inspection within 90 days	New	R1 500 000,00	100% of Faulty high mast light fittings repaired after routine inspection within 90 days	100%	100%	100%	100%	Inspection/repair monthly reports	2%

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99	Electrification of households	Repair municipal, electric infrastructure and co-ordinate with Eskom in electrifying Dr JS MLM households	Electrification of 438 households in Phake by 30 June 2026	New	R10 827 000,00	100% completion of electrification of 438 households in Phake	N/A	N/A	N/A	100%	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	2%
100	Electrification of households to DMRE	Repair municipal infrastructure and co-ordinate with Esko, electrifying Dr JS MLM households	Number of applications for household electrification made to DMRE by 30 June 2026	New	Internal	1 application for household electrification made to DMRE	N/A	N/A	N/A	1	Applications report made to DMRE	2%
101	Replacement of asbestos bulk line from water treatment plant to Bloedfontein reservoirs Phase 3 (Multiyear)	Ensure access to potable and sustainable water supply services to all communities	Percentage of physical work complete on the Replacement of asbestos bulk line from water treatment plant to Bloedfontein reservoir Phase 3 by 30 June 2026	New	R18 000 000,00	100% physical work complete on the Replacement of asbestos bulk line from water treatment plant to Bloedfontein reservoir Phase 3	N/A	N/A	N/A	100%	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%
102	Replacement of asbestos bulk line from water treatment plant to Kuilen phase 2 (Multiyear)	Ensure access to potable and sustainable water supply services to all communities	Percentage of physical work complete on the Replacement of asbestos bulk line from water treatment plant to Kuilen reservoir Phase 2 by 30 June 2026	New	R19 368 336,00	100% physical work complete on the Replacement of asbestos bulk line from water treatment plant to Kuilen reservoir Phase 2	N/A	N/A	N/A	100%	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%

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103	Replacement of asbestos bulk line from Pieterskraal B to Wolvenkraal	Ensure access to potable and sustainable water supply services to all communities	Percentage of physical work complete on the Replacement of asbestos bulk line from Pieterskraal B to Wolvenkraal by 30 June 2026	New	R18 469 448,00	100% of physical work complete on the Replacement of asbestos bulk line from Pieterskraal B to Wolvenkraal	N/A	N/A	N/A	100%	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%
104		Ensure safe, reliable and accessible roads within the Municipality. Ensure effective & efficient water control	Kilometres of roads graded per quarter by 30 June 2026	12	R6 200 000,00	500 Kilometres of roads graded per quarter	125km	125km	125km	125km	Inspection Report	5%
105	Maintenance of Roads in identified Wards	Ensure safe, reliable and accessible roads within the Municipality. Ensure effective & efficient water control	M ² of base and surface patched per quarter by 30 June 2026	New	R3 000 000,00	2500m ²	625m ²	625m ²	625m ²	625m ²	Inspection Report	5%
106		Ensure safe, reliable and accessible roads within the Municipality. Ensure effective & efficient water control	Kilometres of stormwater drains and channels cleaned per quarter by 30 June 2026	New	R1 600 000,00	1,0km	250m	250m	250m	250m	Inspection Report	3%
107	Construction of Katjibane Bus and Taxi Route Phase 4	Ensure safe, reliable and accessible roads within the Municipality. Ensure effective & efficient water control	Number of Kilometres of Katjibane Bus and Taxi Route constructed (Phase 4) by 30 June 2026	1 km	R12 130 780,00	1 Kilometre of Katjibane Bus and Taxi Route constructed (Phase 4)	N/A	N/A	N/A	1	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%
108	Construction of Mmamethake Bus and Taxi Route Phase 3	Ensure safe, reliable and accessible roads within the Municipality. Ensure effective & efficient water control	Number of Kilometre of Mmamethake Bus & Taxi Route constructed (Phase 3) by 30 June 2026	1 km	R11 102 823,00	1 Kilometre of Mmamethake Bus and Taxi Route constructed (Phase 3)	N/A	N/A	N/A	1	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%

Roads and Stormwater

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109	Roads and Stormwater	Construction of Makopanong Bus and Taxi Route Phase 2 (Multiyear)	Ensure safe, reliable and accessible roads within the Municipality. Ensure efficient & water control	Number of kilometres of Makopanong Bus and Taxi route constructed (Phase 2) by 30 June 2026	1.6 km	R21 041 558,00	1 kilometre of Makopanong Bus and Taxi route constructed (Phase 2)	Detail Design approval and procurement	40%	90%	1	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%
110		Construction of Ga-Phaahla sewer outfall, sewer reticulation and precast toilets (Phase 4)	Ensure access to basic sanitation services to all communities	Percentage of physical work complete on the Construction of Ga-Phaahla sewer outfall, sewer reticulation and precast toilets (Phase 4) by 30 June 2026	Phase 3	R20 739 657,00	100% physical work complete on the Construction of Ga-Phaahla sewer outfall, sewer reticulation and precast toilets (Phase 4)	N/A	N/A	N/A	100%	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%
111	Sanitation	Construction of Sewer reticulation at Thabana (Phase 3)	Ensure access to basic sanitation services to all communities	Percentage of physical work complete on the Construction of Sewer reticulation at Thabana (Phase 3) by 30 June 2026	Phase 2	R19 957 414,00	100% physical work complete on the Completion of Sewer reticulation at Thabana (Phase 3)	N/A	N/A	N/A	100%	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%
112		Construction of Sewer reticulation at Libangeni (Phase 3)	Ensure access to basic sanitation services to all communities	Percentage of physical work complete on the Construction of Sewer reticulation at Libangeni (Phase 3) by 30 June 2026	Phase 2	R1 000 000,00	100% Physical work complete on the Construction of Sewer reticulation at Libangeni (Phase 3)	N/A	N/A	N/A	100%	Appointment letter, Progress reports, Practical Completion Certificate and Completion Certificate	5%

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113	Project Management Unit	To ensure clean and effective financial governance and compliance with legislative framework	Monitor financial and non-financial performance of the MIG	Infrastructure Grant (INEP) and Budget Expenditure 100% Progress of the Integrated network electrification Programme by 30 June 2026	DoRA gazetted allocations	R10 827 000,00	100% Expenditure on INEP grant	20%	45%	75%	100%	Monthly DoRA reports	2%
114		To ensure clean and effective financial governance and compliance with legislative framework	Monitor financial and non-financial performance of the MIG	Infrastructure Grant (MIG) AND Budget Expenditure 100% Progress of the Municipal Infrastructure Grant by 30 June 2026	DoRA gazetted allocations	R160 817 000,00	100% Expenditure on MIG grant	20%	45%	75%	100%	Monthly DoRA reports	2%
115	MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Records Management	Managing and safeguarding the records of the municipality	Number of quarterly reports on the implementation of the Electronic Document Management System submitted to the Municipal Manager by 30 June 2026	4 reports	Internal	4 quarterly reports on the implementation of the Electronic Document Management System submitted to the Municipal Manager	1	1	1	1	Report on the implementation of the Electronic Document Management System	2%
116		Training and Development	Capacitating employees with necessary skills. Recruit, select and retain competitive staff	Number of employees trained (Technical Services) by 30 June 2026	New	Internal	40 employees trained (Technical Services)	10	10	10	10	Quarterly Reports	2%
117	GOOD GOVERNANCE & PUBLIC PARTICIPATION	Unqualified Audit Opinion	Attaining and maintaining Clean Audit Opinion	Clean Audit Opinion attained and maintained by 30 December 2026	Audit General's Report	Internal	Clean Audit Opinion attained and maintained	N/A	Clean Audit Opinion attained and maintained	N/A	N/A	Auditor General's Report	2%

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118	GOOD GOVERNANCE & PUBLIC PARTICIPATION	Strategic Risk Monitoring	To deepen democracy and promote active community participation in the affairs of the institution	New	Internal	100%	100%	100%	100%	100%	Signed Strategic Risk Progress Report / Register by CRO	2%
119		Operational Risk Monitoring	To coordinate, monitor maintain and improve the effective and efficient functioning of risk management system	New	Internal	100%	100%	100%	100%	100%	Signed Operational Risk Progress Report / Register by CRO	2%
120	MUNICIPAL FINANCIAL MANAGEMENT & VIABILITY	Managing Departmental Budget	Ensure accurate and reliable financial planning and management	New	Internal	4 quarterly reports on managing departmental budget	1	1	1	1	Quarterly reports on managing departmental budget	2%
121	LED	Job Creation and Poverty alleviation	To create conducive environment for economic growth and tourism, to attract investment within the municipal area	New	Internal	200 job opportunities facilitated through Capital Projects (MIG & INEP)	50	100	150	200	List of projects implemented on letterheads, with number of people employed per project	5%

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