

RATLOU LOCAL MUNICIPALITY

2021 -2022

PERFORMANCE AGREEMENT

As represented by

Tebogo .S.Chanda

(In his capacity as the Municipal Manager of RATLOU LOCAL MUNICIPALITY)

(The employer for the purpose of this agreement)



And

Tumelo Letlojane

In his capacity as the Chief Financial Officer of RATLOU LOCAL MUNICIPALITY

(The employee for the purpose of this agreement)

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SA J.M
M.C
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PERFORMANCE AGREEMENT

Entered into by and between

The Local Municipality of Ratlou herein represented by Mr Tebogo. S. Chanda , in his capacity as Municipal Manager (hereinafter referred to as the employer)

And

Mr Tumelo Letlojane, in his capacity as the Chief Financial Officer of Ratlou Local Municipality, (hereinafter referred to as the Employee)

Whereby it is agreed by the parties as follows:

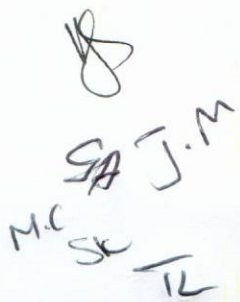
1. INTRODUCTION

- 1.1. Section 57(1)(b) of the Municipal System Act 32 of 2000, requires the parties to conclude an annual performance Agreement in terms of section 57(2)(a) of the same Act.
- 1.2. Parties wish to ensure that they agree on goals to be achieved, and secure the commitment of the Employee reporting to the Employer, to set of outcomes that will secure local government policy goals
- 1.3. Parties wish to ensure that there is compliance with Section 57(4A) 57(4B) and 57(5) of the Municipal System Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to-


- 2.1. Comply with the provision of the Section 57(1)(b) and (5) of the Municipal System Act 32 of 2000.
- 2.2. Specify objectives and targets established for the Employee and to communicate to the Employee to the Employer's expectations of the Employee's performance expectations and accountabilities;
- 2.3. Specify accountabilities as set out in the Performance Plan, which is attached herewith as Annexure "A"


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- 2.4. Monitor and measure performance against set targets outputs and establish a transparent and accountable working relationship
- 2.5. Use the Performance Agreement and Performance Plan as the basis for assessing whether the Employee has met the performance expectations applicable to the job;
- 2.6. Appropriately reward the Employee in accordance with the Employer's performance management policy in the 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 through a performed management system.

3. COMMENCEMENT AND DURATION

- 3.1. This Agreement will commence on the 01 July 2021 and will remain in force until 30 June 2022, irrespective of the date of signatures by the parties, where after a new Performance Agreement, Performance Plan and Personal Development Plan may be concluded between the parties for the next financial year or portion thereof
- 3.2. The parties will review the provisions of this Agreement during June each year and 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. The payment of performance bonus is determined by the performance score obtained during the annual performance evaluation exercise and approval of the performance assessment report by Council.
- 3.4. This Agreement will terminate on the termination of the Employee's contract of the employment for any reason.
- 3.5. The content of this Agreement may be revised at any time during the abovementioned period to review the matters agreed upon.
- 3.6. If at any time during the validity of this Agreement the work environment alters (whether as results of government of council decision or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.



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4. PERFORMANCE OBJECTIVES

- 4.1. The Performance Plan(Annexure A) sets out:
 - 4.1.1 The performance objectives and targets that must be met by the Employee; and
 - 4.1.2 The time frames within which those performance objectives and targets must be met,
- 4.2 The performance objectives and targets reflected in annexure A are met by the Employer in consultation with the employee's and based on the integrated Development Plan and the Budget of the Employer,; and shall include strategic objectives; key performance Indicators and Performance Targets.
- 4.3 The strategic objectives describe the main task need to be done, The performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. Performance targets describe the quantum and timeframes in which the work must be achieved.
- 4.4 The Employer'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 and Top Layer SDBIP.

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 agrees to participate in the performance management system that the employer adopts
- 5.5 The Employee undertakes to actively focus towards the promotion and implementation of key Performance Areas (including special projects relevant to the employee responsibilities) within the local government framework.


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- 5.6 The criteria upon the performance of the Employee shall be assessed and shall consist of two components, both which shall be contained to in the Performance Agreement. The Employee must be assessed against both components, with a weighting of 80, 20 allocated to the Key Performance areas (KPAs) and the Core Managerial Competencies (CMCs) respectively.
- 5.6.1 Each area of assessment will be weighted and will contribute a specific part to the total score
- 5.6.2 Key performance Areas covering the main areas of work will account 80% and the core management Competencies will account for 20% of the final assessment
- 5.7 The Employee's assessment will be based on his performance in terms of the output / outcomes (performance indicators) identified as per the attached Performance Plan (Annexure A), which are linked to key Performance areas, which constitute 80% of the overall assessment result as per the weightings agreed to between Employer and Employee

Key Performance Areas	Weightings
Basic Service Delivery	5%
Municipal Institutional Development and Transformation	20%
Local Economic Development	5%
Municipal Financial Viability and Management	40%
Good Governance and Public Participation	30%
Total	100%

- 5.8 The Core Management Competencies will make up the other 20% of the Employee's assessment score; the following are the Core Management Competencies:

CORE COMPENCIES REQUIREMENTS FOR EMPLOYEES	
Core Managerial Competencies(CMC)	Weight
Strategic Capacity	10%
Programme and Project Management	10%
Financial Management	20%
Change Management	5%
Service Delivery innovation	5%
Problem Solving	5%
People and Diversity Management	10%
Client Orientation and Customer Focus	5%
Communication	5%
Accountability and Ethical Conduct	5%
Policy Conceptualization and Implementation	5%
Supply Chain Management	15%
TOTAL	100%

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6. EVALUATING PERFORMANCE


- 6.1 The Performance Plan (Annexure A) to this Agreement set out
 - 6.1.1 The standards and procedures for evaluating the Employee's performance, and
- 6.2 Despite the agreed intervals for evaluation, the Employer may in addition review the employer'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 demented in a personal Development Plan as well as the actions agreed to and implementation must take place within set time frames
- 6.4 The annual performance appraisal will involve
 - 6.4.1 Assessment of the achievement of results as outlined in the performance plan
 - 6.4.1.1 Each key Performance Area should be assessed according to the extent to which the specified standard or performance indicators have been met and with due regard to ad hoc task that has to be performed under the KPA
 - 6.4.1.2 An indicative rating on the five point scale should be provided to each key Performance Areas score
 - 6.4.1.3 The applicable assessment rating calculator must then be used to add the score and calculate a final Key performance area score.
 - 6.4.2 Assessment of the Core Management Competencies
 - 6.4.2.1 Each CMC should be assessed according to the extent to which specified Core Management Competencies
 - 6.4.2.2 An indicative rating on the five-point scale should be provided for each Core Management Competencies
 - 6.4.2.3 This rating should be multiplied by the weighting given to each Core Management Competencies
 - 6.4.2.4 The applicable assessment rating calculator must then be used to add the scores and calculating a final Core Management Competencies score
 - 6.4.3 Overall rating

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6.4.3.1 An overall rating is calculated by using the applicable assessment – rating calculator

6.4.3.2 Assessment of Employee’s performance will be based on the following rating scale for KPS’s and CMC

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding	Performance far exceeds the standards expected of and employee at this level. The appraisal indicates that employee has achieved far above fully effective result against all performance criteria and indicators as specific in the PA and Performance plan and maintained this in all areas of responsibility throughout the year					
4	Performance Significantly above expectation	Performance is significantly higher than the standards expected of and employee at this level. The appraisal indicates that employee has achieved dabove fully effective result against all performance criteria and indicators as specific in the PA and Performance plan and maintained this in all areas of responsibility throughout the year					
3	Fully Effective	Performance fully meets the standard expected in all areas of the job. The appraisal indicates that employee has fully achieved effective result against all performance criteria and indicators as specific in the PA and Performance plan					
2	Not fully effective	Performance fully meets the standard expected in all areas of the job. The review/assessment indicates that employee has fully achieved below fully effective result against more than half the key performance criteria and indicators as specific in the PA and Performance plan					
1	Unacceptable performance	Performance does not meet the standard expected in all areas of the job. The review/assessment indicates that employee has fully achieved below fully effective result against more than half the key performance criteria and indicators as specific in the PA and Performance plan					


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- 6.5 For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established:
- 6.5.1 Municipal Manager;
 - 6.5.2 Chairperson of the Audit Committee;
 - 6.5.3 Member of the e=Executive Committee, responsible for Performance Management and
 - 6.5.4 Municipal Manager from another Municipality
 - 6.5.5 Manager: Performance Management System (Secretariat)

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 periods with the understanding that the reviews in the first and third quarter may be verbal if performance is satisfactory
- 7.1.1 Fourth quarter & Annual review: End of August 2022
- 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 Employer'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 reason, The Employee will be fully consulted before any 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 change is made
- 7.6. Record/results of quarterly, mid-year and annual assessment/reviews and changes made to the performance agreement as a result of such evaluations will be documented and form part of the annual performance evaluation report.

8. DEVELOPMENT REQUIREMENTS

The personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure "B"

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9. OBLIGATIONS OF THE EMPLOYER

The Employer shall:


- 9.1 Create enabling environment for effective performance by the employer;
- 9.2 Provide access to skills development and capacity building opportunities
- 9.3 Work collaboratively with the employees to solve problems and generate solutions to common problems that may impact on his/her performance;
- 9.4 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

10. CONSULTATION

- 10.1 The Employer agrees to consult the Employees timeously where the exercising of the power will have amongst others;
 - 10.1.1 A direct effect on the performance of any of Employee's functions, performance objectives and targets;
 - 10.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer; and
 - 10.1.3 A substantial financial effect on the Employer
- 10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken when exercising powers contemplated in 10.1 above to enable the Employee to take any necessary action without delay

11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance
- 11.2 After the annual performance evaluation in terms of this performance agreement has been completed, the performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to the Employee in recognition of outstanding performance
- 11.3 In determining the performance bonus the relevant percentage will be based on the over rating, calculated by using the applicable assessment rating calculator provided that :



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- 11.3.1 A score of 100% to 129% will be awarded a performance bonus of five percent (5%)
- 11.3.2 A score of 130% to 149% will be awarded a performance bonus of five percent (10%)
- 11.3.3 A score of 150% will be awarded a performance bonus of five percent (14%)
- 11.4 The above mentioned performance bonus will be awarded based on the following scheme

Level of Performance	Description	Allocated Total Score	Bonus % of the Total Package
5.0	Outstanding Performance	Above 150%	14%
4.0	Performance significant above expectations	130 -149%	10%
3.0	Fully effective (meet the standards)	100 – 129%	05%
2.0	Performance not fully effect	50 – 99%	0%
1.0	Unacceptable Performance	1 – 49%	

In the case of unacceptable performance, the Employee shall-

- 11.5.1 Give notice to the Employee to attend a meeting with the Employer and the Employer will have the opportunity to satisfy the Employer of the measures being taken to ensure that the Employee’s performance becomes satisfactory by a particular date.
- 11.5.2 Provide systematic remedial or developmental support to support to assist the Employees to improve his/her performance; and
- 11.5.3 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 in grounds of unfitness or incapacity to carry out his/her duties.


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11.6 Nothing contained in this Agreement in any way limits the right of the Employer to terminate the Employee's contract of employment for any other breach by the Employee of his obligations to the Employer or for any other valid reason in law

12. DISPUTE RESOLUTION

12.1 If the Employee is dissatisfied with any decision or action of the Employer in terms of this agreement, or where a dispute arises about the nature of this performance agreement, whether it relates to which the Employee has achieved the performance objectives and targets established in terms of this Agreement.

12.1.1 The Employer may meet with the Employee with a view to resolving the issue. The Employer will record the outcome of the meeting in writing

12.1.2 In the event the Employee remains dissatisfied with the outcome of the meeting, the dispute shall be mediated by the Executive Mayor within thirty (30) days of receipt of a formal dispute from the Employee.

12.1.3 Provided that if the dispute is about the outcomes of the Employee's performance evaluation, the dispute shall be mediated by a member of the Municipal Council who was not part of the evaluation panel within thirty (30) days of receipt of a formal dispute from the Employee

12.2 In the event that the meeting and mediation process contemplated in clause 12.1 above fails, dispute resolution mechanisms or processes provided for in the contract of employment shall apply and subsequent report to Council.

12.3 The outcome of any meeting and the decisions of the Employer, mediation or arbitration with regards to any dispute in terms of the performance agreement must form part of the report of the annual assessment exercise.

13. PERFORMANCE PLAN

13.1. Purpose

The performance plan defines the Council's expectations of the Municipal Manager and Senior Managers Performance Agreement to which this document is attached and Section 57 (5) of the Municipal System Act, which provides that performance objectives and targets must be based on the key performance indicators as set the Municipality's integrated development Plan (IDP) and as reviewed annually.

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13.2 Key Responsibilities

The following objects of local government will inform the Municipal Manager and Senior Managers performance against set performance indicators;

1. Provide democratic and accountable government for local communities
2. Ensure the provision of service to communities in a sustainable manner
3. Promote social and economic development;
4. Promote a safe and healthy environment;
5. Encourage the involvement of communities and community organisations in the matters of local government.

13.3 Key Performance Areas

The key performance Areas (KPAs) as outlined in the Local Municipal Planning and Performance Management Regulations (2001) inform the strategic objectives listed in the table below;

1. Municipal Transformation and Organisational Development;
2. Infrastructure Development and Service Delivery;
3. Local Economic Development;
4. Municipal Financial Viability and Management;
5. Good Governance and Public Participation.



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Ratou Local Municipality – Department: Budget and Treasury Office

ANNEXURE A: PERFORMANCE PLAN: FUNCTIONAL AREAS DEPARTMENTAL KPIS AND TARGETS

Departmental KPIS and Targets

KPA: FINANCIAL VIABILITY										
Corporate Objective	Key Performance Indicator	Baseline	Annual Target	Budget	Outcome Indicator	Quarterly Targets				Portfolio of Evidence
						Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Promote Financial Accountability	2022/2023 Budget approved by Council	2019/2020 Budget	2022/2023 Budget approved by 31 May 2022	Operational	Accountable and Transparent Institution	Process Plan (Schedule of Activities) Adopted		Draft Budget by 29 March 2022	Approved by 31 May 2022	Council Resolution
	Number of Budget Related policies* adopted by Council	13 Policies	13 Policies Adopted by 31 May 2022	Operational				13 Draft Policies Noted by Council	13 Policies Adopted by Council	Council Resolution & Policies
	2021/2022 Adjustment Budget Approved by Council	2020/2021 Adjustment Budget approved	Approved 2021/2022 Adjustment Budget by 28 February 2022	Operational			Budget Analysis Report (Actuals)	Approved Adjustment Budget		Council Resolution
	Council approved 2020/2021 Annual Financial Statements (AFS) submitted to the Office of the Auditor-General (A-G)	2020/2021 Audited AFS	AFS submitted to A-G by 30 August 2021	R 1 900 000		Compiled & Submitted AFS by the 31 August 2021			Acknowledgement letter by the Office of A-G/ Proof of Submission	

Budget Related Policies: Approval of Budget Policy, Funding & Reserve Policy, Cash Management & Investment Policy, Asset Policy, Virement Policy, Provision of Bad Debt Policy, Appointment of Consultancy Policy, Tariff Policy, SCM Policy, Overtime Policy, S&T Policy, Cellphone Policy & Rates Policy

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KPA: FINANCIAL VIABILITY

Corporate Objective	Key Performance Indicator	Baseline	Annual Target	Budget	Outcome Indicator	Quarterly Targets				Portfolio of Evidence
						Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Promote Financial Accountability	Number of Reconciliations (Sect 64 of MFMA) submitted to the Accounting Officer	Existing	12 Reconciliations (Sect 64 of MFMA) submitted to the Accounting Officer	Operational	Accountable and Transparent Institution	3	3	3	3	Signed Reports By MM
	Number of VAT Returns submitted to SARS	Existing	12 VAT Returns submitted to SARS	Operational		3	3	3	3	Signed Reports By MM
	Number of Reports on MIG Expenditure noted by Council	New	4 Reports on MIG Expenditure noted by Council	Operational		1	1	1	1	Council Minutes
	Number of Budget Statements submitted to PT & NT	Annual Budget	4 Budget Statements submitted to PT & NT	Operational		1	1	1	1	Proof of Submission/Acknowledgment letters from PT and NT
	Number of Section 71 Reports submitted to PT & NT	Annual Budget	12 Section 71 Reports submitted to PT & NT	Operational		3	3	3	3	Signed Reports By MM

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KPA: FINANCIAL VIABILITY

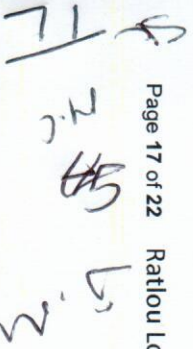
Corporate Objective	Key Performance Indicator	Baseline	Annual Target	Budget	Outcome Indicator	Quarterly Targets				Portfolio of Evidence
						Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Revenue Enhancement	% Collection of Billed Revenue (i.e. Opening Balance + Billing - Impairment - Closing + Billing X 100)	15% Collection Rate	95% Collection Rate of Total Billed	Operational	Increased Municipal Revenue	95%	95%	95%	95%	Section 71 Reports
		Number of Supplementary Valuation Rolls conducted	1 Supplementary Valuation Roll Conducted by 30 June 2021	R 100 000		1 Supplementary Valuation Roll Conducted by 30 June 2021	1 Supplement any Valuation Roll Conducted	Copy of Certified Supplement any Valuation Roll		
Achieve Clean Audit	Number of Queries on AGS Report Addressed on the Audit Action Plan	New	45 Queries on AGS Report Addressed on the Audit Action Plan	Operational	Improved Audit Outcome			45 Queries on AGS Report Addressed		Council Minutes
		2018/2019 Audit Action Plan	1 Audit Action Plan Developed by 31 January 2022	Operational		1 Audit Action Plan Developed	Proof of Submission/Acknowledgment letters from PT and NT			
		Existing	2 Reports on the Implementation of the Audit Action Plan noted by Council 3 rd and 4 th Quarter	Operational		1 Report	Plan Signed by Municipal Manager			
		Number of PAAP reports included in the Management Meeting	4 PAAP reports included in the Management Meeting (1 per quarter)	Operational		1	Management Minutes			
		Number of revised Compliance Check List for Procurement Plans submitted	1 revised Compliance Check List for Procurement Plans submitted by 31 July 2021	Operational		1 revised Compliance Check List for Procurement Plan submitted				
		Plan Exist		Operational						

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KPA: FINANCIAL VIABILITY

Corporate Objective	Key Performance Indicator	Baseline	Annual Target	Budget	Outcome Indicator	Quarterly Targets				Portfolio of Evidence
						Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Improve Asset Management	Number of reports on updating of the Asset Register noted by Asset Committee	Existing	3 Reports noted by the Asset Committee (1 per quarter)	Operational	Improved Asset Management	1 Report	1 Report	1 Report	1 Report	Report signed by the Chairperson of the AC
	Number of Asset Verifications conducted	Existing	4 Assets Verifications Conducted by 30 June 2021	Operational		1	1	1	1	Signed report
	Number of Reports on the implementation Chart of Accounting	mSCOA	4 Reports noted by the council	Operational		1	1	1	1	Council Minutes
	Number of Assets Committees established	Existing	1 Asset Committee established by 31 September 2021	Operational		1 Asset Committee established				Appointment letters
	Number of AC Meetings held	Existing	3 Meetings held by 30 June 2022	Operational		1 meeting	1 meeting	1 meeting	Minutes	





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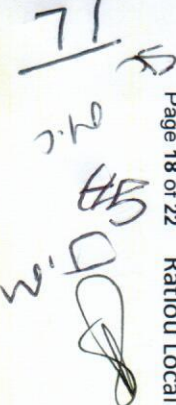
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MANAGEMENT FUNCTIONS

Corporate Objective	Key Performance Indicator	Baseline	Annual Target	Quarterly Targets				Portfolio of Evidence
				Quarter 1	Quarter 2	Quarter 3	Quarter 4	
Promote Communication	Number of Workshops held to communicate municipal IDP within the department by 31 August 2021	New	1	1				Minutes and signed attendance registers
	Number of Workshop held to communicate the Top Layer and Technical SDBIP within the department by 31 August 2021	1	1	1				Minutes and signed attendance registers
	Number of departmental contributions (articles) towards municipal newsletter	New	4 (1 per quarter)	1	1	1	1	Copies of municipal newsletter with each issue featuring departmental programmes/ articles
	Regular submission of statutory website information (budget, tenders, SLAs etc)	4	4 (1 per quarter)	1	1	1	1	Website Screen Printouts Date Stamped by IT
	Number of departmental meetings held	12	12 (Monthly)	3	3	3	3	Signed attendance register and agenda of meetings
	Number of formal performance assessment and feedback sessions held with immediate subordinates	New	2	1	1		1	Report signed by the director and immediate subordinates indicating that performance assessment sessions took place
Achieve positive employee climate	Number of Departmental Team Building exercise held by 31 December 2021	New	1	1			Attendance Register and Participation List	
Promote Planning and Performance Management	Procurement Plan submitted to the Procurement Office	None	Procurement Plan submitted to the Procurement Office before 31 July 2021	Procurement Plan Submitted by 31 July 2021				Copy signed/ Date Stamped by Procurement Office
Promote Good Governance	Number of Portfolio Committee meetings arranged and attended	4	6	2	1	2	1	Copies of 6 agendas of portfolio committees


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CHAPTER 5

Financial Information

1. Departmental Projected Operational Expenditure

Vote/Item	Budget	July 21	Aug 21	Sept 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Apr 22	May 22	June 22
Salaries	10 791 324.46	899 277.40	862 183.28	862 183.28	862 183.28	862 183.28	862 183.28	862 183.28	862 183.28	862 183.28	862 183.28	862 183.28	862 183.28
Audit Fees	1 600 000	133 333.33	133 333.33	133 333.33	133 333.33	133 333.33	133 333.33	133 333.33	133 333.33	133 333.33	133 333.33	133 333.33	133 333.33
Bank Charges	65 000	5 416.66	5 416.66	5 416.66	5 416.66	5 416.66	5 416.66	5 416.66	5 416.66	5 416.66	5 416.66	5 416.66	5 416.66
Congresses and Conferences	60 000			15 000			15 000			15 000			15 000
Bad debts	4 200 000	350 000	350 000	350 000	350 000	350 000	350 000	350 000	350 000	350 000	350 000	350 000	350 000
Depreciation	12 500 000	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66	1 041 666.66
Printing and Stationery	600 000			150 000			150 000			150 000			150 000
TOTAL	29 816 324.46	2 429 694.05	2 429 694.05	2 594 694.05	2 429 694.05	2 429 694.05	2 594 694.05	2 429 694.05	2 429 694.05	2 594 694.05	2 429 694.05	2 429 694.05	2 594 694.05

2. Departmental Projected Capital Expenditure

Project	Budget	July 21	Aug 21	Sept 21	Oct 21	Nov 21	Dec 21	Jan 22	Feb 22	Mar 22	Apr 22	May 22	June 22
Office Furniture	40 000.00											R 40 000	
Computer	60 000.00						60 000						
Total	R 100 000						60 000					R 40 000	

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CORE MANAGEMENT COMPETENCIES

The competency level will be assessed according to the extent to which specified standards have been met

Competency	Definition	Standards
Strategic Capability and Leadership	Must be able to provide a vision set the direction for the municipality and inspire others in order to deliver on the municipality's mandate	<ul style="list-style-type: none"> • Evaluated all activities to determine value added and alignment with the organisations strategic goals • Displays and contributes in-depth knowledge to strategic planning at the at the organisational level • Ensure alignment of strategies across various functional areas to the organisation strategy • Defines performance measures to evaluate the success of organization's strategy • Monitor and review strategic plans consistently and takes corrective action to keep plans on track in light of new challenges in the environment • Promotes organization's mission and vision to all relevant stakeholders • Empower others to deal with complex and ambiguous situations • Develops and implements risk management • Achieve agreement or consensus in an adversarial environment
Programme and Project Management	Must be able to plan, manage, monitor and evaluate specific activities in order to ensure that policies are implemented and that Local Government objectives are achieved	<ul style="list-style-type: none"> • Manages multiple projects and balances priorities and conflicts between projects based on broader organizational goals • Manages risk across multiple projects by examining total resources requirements and assessing impact of projects on the day to day operations • Modifies projects approach and budget without compromising the quality of outcomes and the desired results
Financial Management	Must be able to know, understand and comply with the Municipal Finance Management Act No 56 of 2003	<ul style="list-style-type: none"> • Takes ownership of key planning, budgeting and forecasting processes and answers , questions related to topics within own responsibilities • Formulates long term financials plans and resource allocations • Develops and implements systems, procedures and processes in order to improve financial management • Advises on policies and procedures regarding asset control • Dynamically allocate resources according to internal and external objectives.
Service delivery Innovation	Must be able to explore and implement new ways of delivering services that contribute to the improvement of municipal goals	<ul style="list-style-type: none"> • Formulates and implements new ideas throughout the organization • Ensures buy-in from key stakeholders • Consults and utilizes innovative best practices in SDI • Coaches others on innovation techniques • Inspires service providers to improve delivery of services

14. GENERAL

- 14.1 The contents of this agreement and the outcome of any review conducted in terms of annexure A will not be confidential and may be available to the public by Employer as part of municipal annual in terms of the MFMA, 56 OF 2003 and the MSA OF 2000.
- 14.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the employees in terms of his/her employment contract , or the effect of existing or new regulations , circulars, policies directives or other instruments.

Thus done and signed at SETLAGOLE on this the 14th day of July 2021

AS WITNESS:

1 [Signature]
2 [Signature]

[Signature]
EMPLOYEE

AS WITNESS:

1 [Signature]
2 [Signature]

[Signature]
MUNICIPAL MANAGER

[Handwritten initials]
S
J.M
SC
TL

**ANNEXURE B
PERSONAL DEVELOPMENT PLAN (PDP)**

DEPARTMENT: Budget and Treasury Office
 JOB TITLE : Chief Financial Officer
 INCUMBENT : Tumelo Letojane

PURPOSE: To enable the manager and the employee to identify skills development requirements and as a result agree on the steps taken to address those developmental gaps.

AREA IDENTIFIED FOR DEVELOPMENT	OBJECTIVE OF DEVELOPMENT	TYPE OF INTERVENTION (SHORT COURSE, BURSARY)	QUARTER TARGETED

You may attend a conference within the year that would be a substitute for any of the areas of development.

CONFERENCES ATTENDED	TYPE OF CONFERENCE

Signatures: Employee: *Tumelo Letojane* Date: 2021-07-14 Supervisor: *[Signature]* Date: 20/07/21

SK

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APPENDIX A

FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials) LETLOJANE T(Postal address) 4497 MODIBOA STR, IKAGENG
POTCHEFSTROOM, 2531(Residential address) 4497 MODIBOA STR, IKAGENG
POTCHEFSTROOM, 2531(Position held) CHIEF FINANCIAL OFFICER(Name of Department) BTOTel 018 330 7036 Fax _____

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

1. Shares and other financial interests

See information sheet: note -

Number of shares/Extent of financial interests	Nature	Nominal Value	Name of Company/Entity
100	Ordinary	20	TUMELO L & ASSOCIATES

2. Directorships and Partnerships

See information sheet: note-

Name of Corporate entity or partnership	Type of business	Amount of Remuneration
TUMELO L & ASSOCIATES	ACCOUNTING FIRM	Average 7000 per month

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Disclosure of financial interest: Municipal Performance Regulations 2006 for
Municipal Managers and Managers directly accountable to Municipal ManagersGA
J.M

Handwritten initials and scribbles in the top left corner.

Disclosure of financial interest: Municipal Performance Regulations 2006 for Municipal Managers and Managers directly accountable to Municipal Managers

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

See information sheet: note-

5. Sponsorships

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

See information sheet: note-

4. Consultancies and retainerhips

Name of Accounting Officer _____ Portfolio _____
Signature of Accounting Officer _____ Date _____

Name of Employer	Type of work	Amount of Remuneration
	N/A	

Must be sanctioned by your Accounting Officer. See information sheet: note-

3. Remunerated work outside the Council

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3.

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6. Gifts and hospitality from a source other than a family member

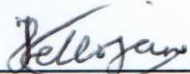
See information sheet: note-

Description	Value	Source
	N/A	

7. Land and property

See information sheet: note-

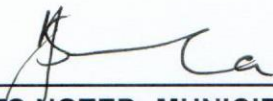
Description	Extent	Area	Value
	N/A		



SIGNATURE OF DESIGNATED EMPLOYEE

DATE: 2021-07-14

PLACE: SGTLAGOVE



CONTENTS NOTED; MUNICIPAL MANAGER

DATE: 20/07/21

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Disclosure of financial interest: Municipal Performance Regulations 2006 for
Municipal Managers and Managers directly accountable to Municipal Managers