PERFORMANCE AGREEMENT

Made and entered into by and between:

UThukela District Municipality as represented by the Municipal Manager

MPUMELELO BONGANI MNGUNI

AND

NHLANHLA NEAL KHUZWAYO

[ID NO. THE CONTROL OF THE

The employee of the municipality

for

FINANCIAL YEAR: 1st June 2023 - 30 JUNE 2024

PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

UThukela District Municipality herein represented by

MPUMELELO BONGANI MNGUNI

in his capacity as Municipal Manager (hereinafter referred to as the Employer or Supervisor)

And

NHLANHLA NEAL KHUZWAYO:

[ID NO.

Employee of UThukela District Municipality

(hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

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.

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 Employee's

- 2.3 specify accountabilities as set out in the Performance Plan (Annexure A);
- 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.

COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 1st July 2023 and will remain in force until 30 JUNE 2024 where after a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next quarter or any portion thereof, if applicable.
- 3.2 The parties will review the provisions of this Agreement at the end of each quarter. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least every quarter (if applicable) by not later than the beginning of each successive quarter.
- 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.

PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure A) sets out-
 - (a) the performance objectives and targets that must be met by the Employee; and

- (b) 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.

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 and development system that the Employer adopts.
- 5.5 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.
- 5.6 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.
 - (a) 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.
 - (b) Each area of assessment will be weighted and will contribute a specific part to the total score.
 - (c) KPAs covering the main areas of work will account for 80% and CMCs will

account for 20% of the final assessment.

- 5.7 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:
- 5.8 The CMCs will make up the other 20% of the Employee's assessment score. Managers are to report on ALL the CMC's below giving each a weight according to relevance to your work environment.

Key Performance Areas (80% of Total	Weighting
Basic Service Delivery	80
Municipal Institutional Development and Transformation	5
Local Economic Development	5
Municipal Financial Viability and Management	10
Good Governance and Public Participation	
Cross cutting	
Total	100%

LEADING COMPETENCIES	<u>。这是一种的一种。</u>	
		WEIGHTS
Strategic Direction and leadership	 Impact and influence Institutional Performance Management Strategic planning and management Organisational awareness 	5
People Management	 Human Capital planning and Development Diversity in management Employee Relations Management 	20
	Negotiation and Dispute Management	
Program and project Management	 Program and project planning and Implementation Service Delivery Management 	60
	Program and Project Monitoring and Evaluation	
inancial Management	Budget Planning and Execution	10

	Financial Strategy and Delivery Financial Reporting and Monitoring	
Change Leadership	 Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and evaluation 	
Governance Leadership	 Policy Formulation Risk and Compliance Management Cooperative Governance 	5
CORE COMPETENCIES		
Moral Competence		
Planning and Organising		
Analysis and Innovation		
Knowledge and Information Ma	anagement	
Communication		
Results and Quality Focus		

EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out -
 - (a) the standards and procedures for evaluating the Employee's performance; and
 - (b) 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.

7. THE QUARTERLY PERFORMANCE APPRAISAL WILL INVOLVE:

- 7.1 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 7.3 below) must

then be used to add the scores and calculate a final KPA score.

7.2 Assessment of the CMCs

- (a) Each CMC 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 CMC.
- (c) The applicable assessment rating calculator (refer to paragraph (7.1) must then be used to add the scores and calculate a final CMC score.

7.3 Overall rating

- (a) An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.
- (b) The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:

VEL	TERMINOLOGY	DESCRIPTION		RA	TIN	G
			1	2	3	4
5	Superior	Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods.				
		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	Advanced	Develops and applies complex concepts methods and understanding. Effectively directs and leads a group and executes in-depth analyses.				
		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	Competent	Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and execute progressive analyses.				
		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	Basic	Applies basic concepts, methods and understanding of local government operations, but requires supervision and development intervention.				
		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	Basic	Applies basic concepts, methods and understanding of local government operations, but requires supervision and development intervention				
		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.

- 7.4 For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established
 - 7.4.1 Member of the Executive Committee;
 - 7.4.2 Chairperson/ Member of the Audit Committee;
 - 7.4.3 Municipal Manager
 - 7.4.4 Municipal Manager from another Municipality.
 - 7.4.5 Mayor

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 second and third quarter may be verbal if performance is satisfactory:
 - (a) July to September 2022 for the First quarter;
 - (b) October to December 2022 for the Second quarter;
 - (c) January to March 2023 for third quarter;
 - (d) April to June 2023 for fourth quater
- 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.

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
 - 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.

SIGNED AT LADYSMITH ON THIS THE 2023.	DAY OF August
AS WITNESS:	
1.	25/7
2. Vm.	MR MB MNGUNI MUNICIPAL MANAGER
SIGNED AT LADYSMITH ON THIS THE2023.	10 DAY OF tuguet
AS WITNESS:	MR NN KHUZWAYO GM: WATER, SANITATION & TECHNICAL SERVICES

2.

10

ANNEXURE A

Signed capies of reports & Autowledgement letters FINANCIAL YEAR ENDED; 30 JUNE 2024 Signed Engineers Report 28 868 842 1214851 2 721 158 9 509 522 sports Badan 54/56 managers Departments (entered into a Waler. Santation & to quarterly performance 1 quarterly 14 quarterly All departerly 12 performance spot demonstrates propriet demonstrates to the departments to the department of the departme and Roshoom Bulk.
Water-Dhase 2 to be 2.8 Mometers of 1 bulk papeline to be constructed by 30x067024 Completion of Sandalon designs at Sandalon designs at Sandalon by Completion of Winderton water Supply designs by 1 30/06/2024 Appointment of Contractor at Colenso 6 Bulk melens to be installed by 30/05/2024 3 springs protected district wide by 30/06/2024 3.7 km rehoulation pipeline to be conshucted at Langktoof Package Completion of Designs at Kwal-Minze Bulk Water Supply and ð Y/A ΝĄ ž bulk ppeins to be constructed by 31/03/2024 6 Bulk meters to be 6 missaled by 31/03/2024 3 Constructed al
Remaie WTW to be
0.6 kilometers of
bulk prpetine to be
constructed at (1)Number sedmantation tank pipeline to be constructed at Langkloof Package 0,49 kilometers of springs protected district wide by 31/03/2024 2 km reboulation 8 88 Š Α¥ ž ă Ŋ ×× 2 km retrolation pipeline 2 to be constructed at Langkhod Package Plent of by 311722824 0,6 lolometers of bult, of pipeline to be constructed at Bergville of 0.28 kilometers of bulk popelines to be constructed by 31/12/2023 3 springs protected district wide 3 springs protected by 30/09/2023 district wide 31/12/2023 ŝ K.N × ž Š . \$ N/A ΝA Š PERFORMANCE PLAN GENERAL MANAGEN MATELAMTATION & TECHNICAL BENYCES - BR INI KHIZWAYO NAME OF MUNCHALITY, UTHUNELA DETRICT MUNCHALITY Mahagers (enlered into a service delivery agreements in thith the immediate supervisor) a assessed on quarterly basis by III 300/05/2023 1 quarterly performance report submitted by departments to 4 the Office of the Municipal Manager by 30/09/2023 constructed at Ennersdate/Ephangwiris ward 4 by 30/09/2023 Completion of site extablishment at Langidoof and Bulk Supply Phase 1 by 100% of non section 54/56 1 km of reboulaton to be Š MA ¥, MA M ≨ Š ă × ¥¥ by 30/06/2024
Appointment of Contractor at Colenso and Rosboom Bulk Water Phase 2 to be completed by 30/06/2024 100% of man section 54/56 managers in chiteced into a service delivery agreements with the immediate supervisor) assessed on quartierly basis is by 30x06/2024. 30/09/2023

7.7 km rehoulation papeline to be constinuted at Langkloof Package Plant by 30/06/2024 4 quartedly performance reports submitted by departments to the Office of the Municipal Manager by 30005/2024 Completion of site establishment at Langkloof and Bulk Supply Phase 1 by Ann of retoculation to be constructed at Ennersidate/Ephangwini ward 4 by 3009;2023 750 of Households provided with water to endicate backlock by 30/06/2024 1.2 Idometers of bulk rising main pipeline constructed at Bergville WTW 1.03 km of bulk pipeline constructed all Ezalchen WCDM Phase 2 by 3006/2024 Completion of Designs at KwaMithuze Bulk Water Supply and Reticulation Network by 30/06/2024 Completion of winterton water supply designs by 30/06/2024 (3)Number of sedimantation tank constructed at Bergvie WTW to be completed by 3006/2024 Twelve (12) 12 spring protected distinct wide by distinct wide 3006/2024 springs protected by a springs Completion of sanitation designs at Winterforn by 31/03/2024 12 Bust meters to be installed a Ezakheni WCDM. Phase 2 by Annual Target 30406/2023 Besethe-2022/2023
Annual Assess
Tenger Actual
New Indicator New 14 Households provided New Indicator New Indicator 1743 of Households provided with p lew Indicator Vew Indicator iew Indicator Twelve (12) distinct wide springs profected by lew Indicator lew indicator v Indicator lew Indicator Vew Indicator Ward No. 1234,58,1 1,2,3,4,5,8,1 Various 11 & 12 Vanous n/a = Ξ **3**3 2 2 Number of Kilometers Date of completion Date of completion Number of Number of Number Dale of Date of mber Date of Sile Completion of sile establishment at Langubod and Bulk of Supply Phase 1 to 7008/27023

Number of Non retactation pipelines

Plant and Bulk Supplyey 30.067.0024 (st. Number of quarterly performance in reports submitted by departments to the Office of the Municipal Manager by 30/06/2024 popeline constructed at Bergwile INI

WINE DAS SUBJECTOR

Date of Appointment of Contractor at

Colenso and Reaboum Bulk ID

Whater Phases 2 to be completed by all 3006/2024
Number of bulk ppetine constructed
at Ezakhere WCDM. Phase 2 by h Percentage of miss section 54/56 menagers (eithered into a service delivery agreements with the immediate supermon) assessed on quarterly bases by 300/05/2024 Number of Hammonic provided with water to endicate backlock by 30/06/2024 Date of Completion of Designs at Kwalkituze Butk Water Supply and Reticulation Network by 30/05/2024 constructed at Bergvile WTW to be completed by 30/06/2024 Number of KNFs of bulk rising main Pipelines constructed at Emerscale/ Ephangwin(Loskop) ward 4 by 30/09/2024 Completion of winterion water supply designs by 3006/2024 Number of Bulk meters to be related at Ezakhen WCDM. Phase 2 by 30/06/2023 sumber of Kilometers of reticulation Date of Completon of winterloss sanitation designs by 31/03/2024 fumber of Water treatment plant Number district wide springs protected by 30/06/2024 2 53 = ş 7 22 KPAZ BASIC SERVCE DELWERY IDP / SDBIP NO. MTIDO6.1 **BSD02**

Signed Engineers Report		Signed Engineers Report		Signed Engineers			Signed Engineers Report		Signed Engineers Report		Signed Engineers Report			Signed Engineers Report		Signed Engineers Report		Signed Engineers Report		Signed Engineers		Signed Engineers Report		Signed Engineers Record		Soned Fromsers	Report
-		14 577 985		MIG	14 577 965		43 067 700									_				28 968 342				43 067 700		MIG	
2	Services			Water, Saniabon &		Services	Water, Sanilation & Technical Services		Water, Sanistion & Fechnical	Sevices	Water, Santation &	Services		Water. Sandation & Technical	oervices	Water, Santation & Tarbours	Services	Water, Sandalion & Technical Services		Water, Saniation &	Technical	Water, Sanitation &	Technical	Water Sanitation &	Technical	Water	Sanitation & Technical
1 boreholes drifted and equipped district	wide by JUUN/24	3.7 km of reboulation 3.6 km of reboulation to be constructed at 10 be constructed at 11 be constructed at 12 be c	water project Phase 2	constructed by	3006/2024 Completion of designs of Fitty Park Umblumayo Bulk	warer suppry infrustructure upgrade	N/A		NA			NVA		0.275 idometers of reliculation pipeline to be constructed at Oldmattamba i M	(Ward 2,3 & 14) West	NEIGHERMON OF DV		NA		MOS		, and		WA		3 km of bulk nimiting	
3 boreholes drilled and equipped district wide by 34 machons			Community water 500 VIP tubers	constructed by	31/03/2024 N/A		NA		WA		(1) Number of Reservor to be	Okhahlamba Ward	14 E 851 by 31/03/2024			ΝΆ		(1) Number of Reservor Constructed at Okhahlamba Ward	31603/2024	KIA		NA		8	Okhahilamba (Vimbuldhalo) by	2 km of bulk pipeline	
Shoekhele dided and 3 boreholes diffed 1 boreholes diffed equipped distributed by land equipped distributed and equipped distributed by land equipped distributed to an equipped distributed and equ	S to be and a second	3,4 km of reliculation to be constructed at Fithy Park Community water	Project Phase 2 by 500 VIP loueis	constructed by	NA		NVA	2 X X X X	ppeine to be constructed at Othaniamba LM (Ward	2.3 & 14) East		W.		MA		U.2 Iukimelers of bulk pipeline to be constructed at	23 & 141 West	NJA		5 production boreholes to be equipped by	31/12/2023	16 handpumps to be	consor of an iona		¥2	2 km of bulk pipeline to	
3 boreholes drifted and equipped district wide by 30/09/2023	2.3 km of reticulation to be	constructed at Fitty Park.	2 by 30/09/2023 500 VIP tolets constanted by	30409/2023	NA		0 51 lidometers of reticulation pipeline to be constructed at Olivahilamba LM (Ward 2,3 & 11) East Rebodation 01 by 30/09/2023	A Library			Mile			NA		U.S. Minoritizers of bunk problems To to be constructed at Okhahlamba LM (Ward 2,3 & C	\neg	NA		5 production bareholes to be keep to be keep to be keep to be 30,000,200,200,200,200,200,200,200,200,2		17 handpumps to be equipped 15 by 30/06/2023		474		2	AWA AWA AWA AWA AWA AWA AWA AWA
Fer (10) boreholes defled and equipped 3 boreholes, thrilled and by 30006,2024. 3009/2023	13 Kilometers of reboulation pipeliens		2000 VIP tailets constructed by		Dale of completion of designs of Filip Park Umilternayo Bulk water supply infrustructure upgrade Tugela Estate by 30/06/2024		0.51 klorneters of reticulation pipaline to constitucted at Chilathiamba Liki (Ward 2.3 & 14) East Reticulation 01 by 30/96/2024	T	Constructed at Otherhamba LM (Ward 2.3 & 14) East Reticulation 01 by 3006/2024	11 Number of December 5	Okhaklamba Ward 14 Easi by 31/03/2024			0.275 kilometers of retoculation pipeline to constructed at Cikhalikamba Lik (Ward 2.3 & 14) West Retoculation 01 by 30x0927024	コ	0.7 of Infometers of bulk pipeline to constructed at Okhahlamba LM (Ward 16.2.3 & 14) West Reboulabon 01 by 1.1 min. Construction.	of Reservior constructed at	Oktahamba (Vmbwhalopyard 14 East by 31/03/2024		10 production boreholes to be drifted at S Okhahlamba by 30:06/2024		33 handpummps to be drilled at Okhabilamba by 30/06/2021 by		Okhahlemba (Vimbukhalo) Wavt (14) by 31/03/2024		4 Montecters of Bulk pipeline Constructed at Steadwile WCDM by	30/06/2024
Ten (10) boreholes drilled and	New	Indicator	New		Indicator	New	Į.	Т	indealor	New	stor		Т	indicator	New	tor	Now	Indicator		indicalor 1	Т	indicator 3	Т	Indicator 0		ato,	
Ten (10) boreholes diritled and equiposed	New Indicator		New Indicator	1	XIIPARII MO	New Indicator		New Indicator		New Indicator			New Indicator		New Indicator		New Indicator	_	New Indicator		New Indicator	_	New Indicator		Jour Indicator		
Various		7 6 28	Vanous		7,28,29 &		2		2		2		_	3	Z	¥	2	ž.		2,3,14	Ž	2,3.14	2	7	Ž	_	9 & 10
Number	Number of	Kilometers	Number		Date of completion		Number of kilometers		Number of kilometers		Number			Number of Kilometers		Number of Autometers		Number		Number		Number		Date	1	Number of	Kulomelers
Number of drated and equipod boreholes district wide by 30/06/2024	Number of kilometers of Reticulation constructed at Fetty Park Community	water project. Phase 2 by 30/06/2024	30/06/2024	Date of completion of designs of	-26	Number of Kilometers of rebuildan	poenies consinucióa al Okhaniamba 1.M (Madi 2,3 & 14) Easi Resodabon 01 by 30/06/2024	Number of Kidometers of bulk proteines constructed at Organisms—	LM (Ward 2,3 & 14) East Retruitation 01 by 3006/2024	Number of Reservors constructed at	31/03/2024		Number of Kilometers of retroulation pipelines Orbaniamba I M (Ward 2.3	& 14) West Reballation 01 by 30/06/2024	Number of Kdomelers bulk pipelines		Number of Reservors constructed at Okhanlamba Warm 14 Warm 15.		Number of production boreholes to be equipped at Okhahlamba by		Number of handpumps to be equipped at Okhantamba ha		Appointment of 2 Contractors at Outstrantanta (Vierbushale) hu		Number of bulk pipeline constructed	al Steadhille WCDM by 30/06/2024	
#	5		22		2		R		₩.		83			E S		2	<u>ب ہ</u>	XI I	2 			2		88	2	R R	
	Jo ac	s noieivo oneriestri noticitimes noticitimes	ęπ :													Á	idns .	(Silew Viniump	п ари	rotel							
	eup	see abive of male, inumino:	(s												9.00	Desic servic	əşçei	uiejsės pue ajni	DAVISE	егрин ар	oward (οī					
	8SD15	BSD16		85017	a a	200	8SD19	2	85030			BSD21			#S022	BSD23		BSD24		90,000	57050	Renze			8SD27		

82058	_	_													
		8	Number of installation of bulk. Meterng at Steadwife WCDM by 30/66/2024	Number	9 \$ 10	New Indicator New Indica	New Indicator	(5) installation of bulk metering at Stead-Afte by 30/06/2024		C the state of the	3 bulk malers to be		Water	Mic	Social Frontier
85029			Number of bulk sineline constructed						NA NA	installed by 31/12/2023	installed by	NA	Santation &		Report
		-E	at Ladysmith AC pipeline			New Indicator New	New	10 telometers of bulk pipeline		2 km or burk papame to	4 IOT OF DUEK BIDERIOR		\rightarrow		
00000			replacement by 30/06/2024	Kalometers	2			constructed at Ladysmith AC pipeline replacement by 30,06/2024	NA	be constructed at Ladysmith AC populine	to constructed at			SIMIC	Signed Engineers Report
200			Number of installation of bulk			New Industry	1			replacement by	pipeline replacement	_	Technical	_	
		\$	meleting at Ladysmith AC pipeline replacement hy powernous				Indicator	(3) installation of built metering at Ladysmith AC profine neclarations.			(2) an laflation of	(3) unstallation of bulk tilvates	Woler	1	
		7	2070000 (Number	2			30/06/2024			bulk melenng at	melenng at	Santation &	ă	Signed Engineers Record
									WA	NIA	Ladysmith AC Otheline molacement	Ladysmuth AC			
ES031	_		Number of KM's of UPVC Mans			New Indicator Mass	Non						Senices		
	_	33	constructed at KwaNobamba/Extendeni Water	Number of	ě		Indicator	V.2 RM 5 of UPVC Mans constructed at KwaNobamba/Extendeni Water Succiv				0,3 KM's of UPVC	Water	17 532 450	Conned Engine
		_	Supply by 30/06/2024	Kilomelers	ξ.			by 30/06/2024	NA	N/A	W.V	Mains constructed at			
XCAL ECO	LOCAL ECONOMIC DEVELOPMENT	MT.	2							1	-	KwaNobamba/Eziten	Technical		
	To focusion	Ē	のできるというないとうないのでもあるので	でいるからなから100m	25147445h	Sept. Beatle	ACRES AND ACRES	Cheft in a tree of the pass				della Water Supply by Services	y Services		
	dot.	*	Number of EPWP jobs created	_	Destrict wide 1019 of	1019 of	849 of	1012 of Chain on	Principal Systems of Assessment	PUBBRISHES, TATAL SPECIAL	COLUMN PACACION	ALKIN ZOZA			
	opportunibes Implement	_	mough LED whatves, including	EPWP jobs		EPWP jobs	EPWP jobs	ED initialises metados construidad				1072 of EDWO Sales	Ment	Name of the last	HARTHANDERS
	Expanded		capital projects, by 30/06/2024			created	created					created through LED	Santation &	CDANT	Signed reports
	Public					through LED	through LED	_	NIA	NA	N.A	Inbabves, including	Technical	3	
EDOZ	Programm	Į,	Minney of FORD			HRDZINES.	mhalives.					capital projects, by	Services		
	(£PryP)		to the funder by 3006/2024	Number of	District -wade	District wide New Indicator New	New	12 EPWP reports submitted to the	3 6 DIAID parents out and all			30006/2024			
				reports			indicator	hander by 30/06/2024		s EPWP reports submitted to the funder	3 EPWP reports submitted to the	3 EPWP reports	Water,	OPEX	Signed reports
5: MUNICI	10% MUNICIPAL FIXANCIAL WASHLIY AND MANAGEMENT	JTY AND ILLAN	MAGEMENT							by 31/12/2023		hinder by 30/06/2024			
UFVI101	To ensure Tuneous	£≅	Percentance of Mile Fernandum h. 10		1000 A 100 A 100	Ser. (28/55)	PHYSICALISED.	THE SECTION STATE OF THE PERSONS ASSESSED.	Control of the Contro		31/03/2024		Services		
			30/06/2024	retember	5	100% of 140	100% of	100% of NIIG expendature by	25% of MIG aspendance bu	CON - 1 600	Misseria	PRINCIPAL WAS DESIGNATED.	STREETS SALES	School of the	and the second states
MFVIJ:51	financial Monitor the	PA CO		екеренфике		30/06/2023 expen	MIG	30/06/2024		by 31/12/2023 expenditure 75% of MaG	ž	100% of MIG	Water,	MIG	Grant exenditure
	wabshy and compliance			Number	2		_	4 Unauthorised, fregular Fruttess and	Hoadbonsed tenorities	1			Technical		to load and proof of
	managemen with relevant	2	reports submitted to Council by		_	Unauthorised	Unauthonse	Unauthonse Wasseful Expenditure reports submitted	Fruthess and Wastehal	1 Unauthorised	_	1 Unauthorised.	4	Š	Sonni Reneds to
	outputos,	_	30/06/2024			Fhalless and	d. Irregutar. Fruities and			_	irregular, Fruitless	kregular, Fruttess	Departments		Council
	financial				_		Wastelu		Council by 30/09/2023		poor	Expenditure record			
MFVM:61	antiposona.	4				Expenditure	Expenditure	_		Council by 31/12/2023	799	Submitted to Council			
	an andt	3	5	Percentage	2,0	Do to audit	95% of of	100% of audit master, course to the			by 31/03/2024	by 30406/2024			
	action plan		3006/2024	ol quenes	<u>~</u>	duches raised	audit quenes	Teral addressed by	Co. Of Budit quenes raised by the Auditor General advances	Г	75% of audit quenes	75% of audit quenes 100% of audit quenes, All	Ī	OPEX	Andit petion alas
7				document document	2.0	by the Auditor- raised by the 30/06/2024 Carberal Auditor.	raised by the		_	General addressed by	Canada Advanced	mised by the Audeor.	partments		and dashboard
					1	7	1					ceneral addressed by	_		report

FINANCIAL DISCLOSURE FORM
I, the undersigned (initials and surname) NN HUZWAYO of
(Postal address) and F.O. BOX 14 PINETOWN , 3610
1 INETOWN , 3610
(Residential address) 79 REBHLL ROKD, SEAVIEW
hereby certify that the following information is complete and correct to the best of my knowledge:
1. SHARES AND

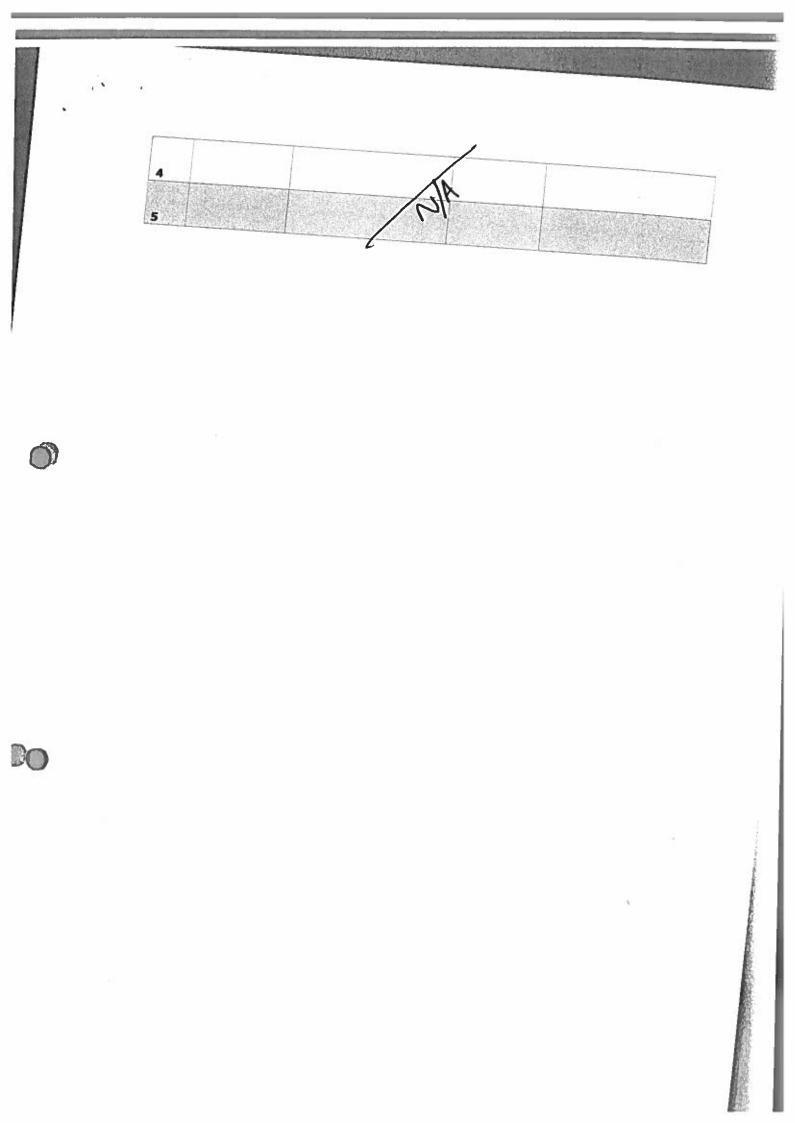
1. SHARES AND OTHER FINANCIAL INTERESTS

(Not bank accounts with financial institutions)

Designated employees are required to disclose the following details with regard to shares and other financial interests held in any private or public company or any other corporate entity recognized by law:

- The number, nature and nominal value of shares of any type;
- The nature and value of any other financial interests held in any private or public company or any The name of that entity.

No Number of shares/ extent of financial interest	Nature	Nominal value	Name of Company or enti
	1) R	- (E-14)



GIFTS AND HOSPITALITY FROM A SOURCE OTHER THAN A FAMILY MEMBER

Designated employees are required to disclose the following details with regard to gifts and hospitality:

- A description and the value and source of a gift with a value in excess of R350.00;
- A description and the value of gifts from a single source which cumulatively exceed the value of R350.00 in the relevant 12 month period; and
- Hospitality intended as a gift in kind.

Designated employees must disclose any material advantages that they received from any source e.g. any discount prices or rates that are not available to the general public.

All personal gifts within the family and hospitality of a traditional or cultural nature need not be disclosed.

No Description	Source	Value
3		
2	A	
	(2)	
satrado NASA Espara		
otal /		A 444 Mary 20 A 44 M L C 20 C

DIRECTORSHIPS AND PARTNERSHIPS

Designated employees are required to disclose the following details with regard to directorships and partnerships:

- The name and type of business activity of the corporate entity or partnership/s; and
- The amount of any remuneration received for such directorship or partnership/s.

Directorship includes any occupied position of director or alternative director, or by whatever name the position is designated.

Partnership is a legal relationship arising out of a contract between two or more persons with the object of making and sharing profits.

neration or	Amount Remuner Income	Type of business	ate entity, rm	Name of Corpo partnership or	No.
					1
		M			2
		ŚΙ.			
					total

REMUNERATED WORK OUTSIDE THE MUNICIPALITY

(As sanctioned by Council)

Designated employees are required to disclose the following details with regard to remunerated work outside the public service:

- The type of work;
- The name and type of business activity of the employer; and
- The amount of the remuneration received for such work.

Remuneration means the receipt of benefits in cash or kind, and work means rendering a service for which the person receives remuneration.

Name of Employer	Type of business	Amount of Remuneration or Income
		8 9 9
	Name of Employer	Name of Employer Type of business

Council sanction confirmed:

Signature of Acting Municipal Manager: 75

Date: 6 APRIL 2023

CONSULTANCIES AND RETAINER SHIPS

Designated employees are required to disclose the following details with regard to consultancies and retainer ships:

- The nature of the consultancy or retainer ship of any kind;
- The name and type of business activity, of the client concerned; and
- The value of any benefits received for such consultancy or retainer ships.

Nature	Type of business activity	Value of benefits received
	Nature	

GIFTS AND HOSPITALITY FROM A SOURCE OTHER THAN A FAMILY MEMBER

Designated employees are required to disclose the following details with regard to gifts and hospitality:

- A description and the value and source of a gift with a value in excess of R350.00;
- A description and the value of gifts from a single source which cumulatively exceed the value of R350.00 in the relevant 12 month period; and
- Hospitality intended as a gift in kind.

Designated employees must disclose any material advantages that they received from any source e.g. any discount prices or rates that are not available to the general public.

All personal gifts within the family and hospitality of a traditional or cultural nature need not be disclosed.

No Description	Source	Value
1		
3	A	
	/2	
otal		

SPONSORSHIPS

Designated employees are required to disclose the following details with regard to sponsorships:

- The source of the sponsorship;
- The description of the sponsorship; and
- The value of the sponsorship.

No	Source of sponsorship	Description of sponsorship	Value of sponsorship
1			
2 3		AIR	
otal	O LANCE OF THE COST OS THE COST OF THE COST OS THE COST OF THE COS		

LAND AND PROPERTY

Designated employees are required to disclose the following details with regard to their ownership and other interests in land and property (residential or otherwise both inside and outside the Republic):

- A description of the land or property;
- The extent of the land or property;
- The area in which it is situated

No	Description	Extent	Area	Value
1				
2				
3		6	11 h	
4				
5				
lotal	/			1

SIGNATURE OF EMPLOYEE

DATE: GAPRIL 2023

PLACE: LADYSMITH .

OATH/AFFIRMATION

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	
(ii) Do you have any objection to taking the prescribed oath or affirm	nation?
(iii) Do you consider the prescribed oath or affirmation to be binding on yo	our conscience?
I certify that the deponent has acknowledged that she/he knows and under declaration. The deponent utters the following words: "I swear that the corso help me God." / "I truly affirm that the contents of the declaration are tr deponent is affixed to the declaration in my presence. **Description** **Commissioner of Oath / Justice of the Peace**	ntents of this declaration are true,
Full first names and surname: RICHARD SMANGA DLAMUS Employee01 (rank): Admin Clark Ex Officio Republic of South Africa Street address of institution: 16 Keek Sheek	ock letters)
Lalys-14, 8370	
Date: 11 August 2023	PRIVAATSAK/PRIVATE BAG X9930 LADYSMITH 3370

CLERK OF THE COURT

Place: hadysnith

ANNEXURE C:

PERSONAL DEVELOPMENT PLAN

ANNEXURE C: Personal Development Plan

APPENDIX C: PERSONAL DEVELOPMENT PLÂN

1. KEY TO TERMINOLOGY USED IN TEMPLATE

Terminology	Description		
Development Objectives	are objectives that you have identified to enable you to meet the learning and development needs identified at the skills analysis stage		
Priority	 identifies whether your development objective is: critical to your current role beneficial but non-critical to your current role critical to your progressing in to future role beneficial but non-critical to progressing in to future role 		
Activities	an constitute any learning or development activity that will enable you to achieve your development objectives e.g. formal training, on-the-job training, work-shadowing another colleague etc.		
Support/Resources	Describe what you need to help you achieve your development objectives. Typically this would involve support from your manager, department or colleague to enable you to undertake a learning or development activity such as allowing you time away from your role or funding from your department.		
Farget and Actual Plates	state when you intend to achieve your development objectives followed by the date you actually achieve them. Data in these columns is particularly useful when you review your PDP as it will enable you to identify any factors that may have prevented you from achieving your development objectives on the target date and build in contingencies to prevent this from occurring in the future.		
eview date	states when you will review progress on your Personal Development Plan. Assuming that you undergo the personal development process annually, we recommend that you review your PDP every six months therefore enabling you to:		
	Assess your progress Beflect an array to a control of the		
	Reflect on your learning		
	Identify whether your development objectives need to be amended		
	 Identify factors that may have prevented you from achieving your development objectives 		
	 Build in contingencies to enable you (where possible) to meet your agreed target date in the future 		

ANNEXURE C: Personal Development Plan

PERSONAL DEVELOPMENT PLAN

	Actual date of achieving my objectives			
	Target date for achieving my objectives			
	Resources / Support	ላሴ		
Intervention/com	Name/Institution	CIVIL ENCINEBLING		
Priority				
Development	Objectives?	TRANSING CREDITED		Review Date