PERFORMANCE AGREEMENT

Made and entered into by and between:

UThukela District Municipality as represented by the Honourable Mayor

INKOSI NTANDOYENKOSI BISSET SHABALALA

AND

MPUMELELO BONGANI MNGUNI
[ID NO. MUNICIPAL MANAGER

The employee of the municipality

for

FINANCIAL YEAR: 1 JULY 2023 - 30 JUNE 2024

PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

UThukela District Municipality herein represented by

INKOSI NTANDOYENKOSI BISSET SHABALALA

in his capacity as Honourable Mayor (hereinafter referred to as the Employer or Supervisor)

and

MPUMELELO BONGANI MNGUNI

[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 -

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;

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a specific objectives and toronte established for the Employee and

performance expectations and accountabilities;

- 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 **3rd October 2022** and will remain in force until **30 June 2023** 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

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- (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.

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- (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	30
Municipal Institutional Development and Transformation	30
Local Economic Development	5
Municipal Financial Viability and Management	20
Good Governance and Public Participation	10
Cross cutting	5
Total	100%

LEADING COMPETENCIES		
		WEIGHTS
Strategic Direction and leadership	 Impact and influence Institutional Performance Management Strategic planning and management 	30
	Organisational awareness	77
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 ImplementationService Delivery Management	30
	Program and Project	

	Monitoring and Evaluation	
Financial Management	 Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring 	10
Change Leadership	 Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and 	5%
	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 M	lanagement	
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.

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.

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(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

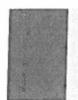
- (a) Each CMC should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CMC.
- (c) The applicable assessment rating calculator (refer to paragraph (7.1) must then be used to add the scores 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:

EVEL	TERMINOLOGY	DESCRIPTION	R	ATIN	G	
			1 2	3	4	5
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.			Y	
		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.				AND LOCATED
		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.				- No. of Section 2000.
1	Basic	Applies basic concepts, methods and understanding of local government				

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

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.

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- 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.

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SIGNED AT LADYSMITH ON THIS THE	10 DAY OF August
AS WITNESS:	MR MB MNGUNI MUNICIPAL MANAGER
SIGNED AT LADYSMITH ON THIS THE	DAY OF August
1. AS WITNESS:	INKOSI NB SHABALALA MAYOR: UTHUKELA DISTRICT MUNICIPALITY
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ANNEXURE A

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4	44	Opportuned of Contractor of Colombs and Realtone Bulk Water Physics 2 to	in Comparing by 2006/2024	manaphached by Jokop/20,74	Southern to be marked by Southern, or	Completion of Designs of Knaplifishum Dath Water Steppin and Penculation Immort by 3000/CQ24	HCA	7 km rethodistion popules to be manucled at Langsbor Pachage here by Jacobsycke	byk	Completion of assessmen designs of Westerdon by 35/06/2024	Completion of extended nature supply designs by 300042024	3 uprags protected dahid acte	I baneledos defind and repupped delas; majo	36 to of reholders in be causinged, by 3846/2014	MO VIP to bette consinucted by Boots, 2023.	T and	NOA	Nosi	MAR	BAA	Not.		NA	Park,
Ill Wumber sedenastates tare in considerate in Bargain WI'M to be complished by	0.5 Monteleys of bulk populate 2	31 <u>632203</u>	0x-9 Moments of bulk	11407/001	8 bit mater to be seeded by 31622224	NA.	NEA	Lan celezableca pordace to to commercial at Language hockage Plant by 31409/2024	NA	NA	N.A.	Superity protected delect	2 brooksites de feed auch	2,7 km of referabless to but commercial by 37409-2024	SOR VIP holes contended by 3103/QUL	MA	NA	NA.	12	1984	HeA	BOA	MA	NEA
3	0.6 Moneyers of bulk populae in be consisted by 3.912/203	МрА	0,78 shames of balk position to	470791 of \$0 Name	NOA	NEA	HRA	2 his relocation posters to be constituted in a second of the constitute of the cons	МА	byA	NEA	april Diggs polymond glaunt E	bioselvolen drilling and equepyad	ad in the of spinosking in the additional in the additional and additional additional and additional	200 VM* toles consected by 3 tr12 / 402 5	ISA	ligh	0.2 skymelen of this purbus in bu consistent by 2 b 12/2023	(1) Number of Reservation In considerated at Considerate Ward 14 foot to Authority	letA	0.2 Momentum of Itals payable to be common and by 3.01.270.3	(1) Number of Reserver spretrychel at Chambanha Ward 14 East by 2 US2024	S production templosis to by equipped by 3ULL/QUES	16 Aandpomps to be equipped by 31/12/2023
MA	NeA	leck	INA		Nek	MA		MA	I skill of relicibles in by considerability of Emergin and a by More CO.	NyA	FRA	3 springs presected delact wide	3 bombales deflet and equipped obt-ct wcfs	7.3 km of veliculation to be considurated by Justice22.3	300 VEP toleto conjanced by 3605/2023	Nest	0.51 Mornism of restalatos Opples to the constructed by 30-06-02.2	0.4 Monthless of bull, populate to be considerable by 38409/2023	Nek	G 275 kilometers of metadatase populas to be conducted by 34.0942043.	G 5 Montglers of linds psychologies to be connected by 30499-7073	NOA	> profuction hospitales to lan equipped by 304542423	17 handpumps to be equipped by 30/66/2023
complited at Begy-te VFW to be complised by 30/06/2024	1.2 Monetan of bulk may mak profess combacted at baryaka street, resolved	Apparature of Contrator at Cohesis and Restourn But. Wetter Phase 2 to be computed by	103 tem of bulk populary constitutional as Explains MCDM Phone 2 by 20000/004	12 Bull motors to be expliced at	Examines WCDM Places 2 by 30usk/2073	Completion of Designs of the allebute Bulk Wester Supply and Rehabitation Releases by SOCIATOR	Completion of the equipment of Laughtern Completion and Ball Supply Please 1 by Manager 1 by Man	7,7 km sekzádon pajedny to ba opentrucké a l. segakol Puchaga Pluei by Stode/PL24	1 And of relacions to be constructed or Exercise (phargers maid 4 by 30x0x/327	Completion of Landston designs, at Westerforn by 31/03/2024	Completion of emission scales works thropes by 3000/2024	12 spend protection delant such by Moderatora	Ten (10) belancious arthur and mycepeel by Sickle 2024	13 Kiloma lets of extendados populmes constructed at Feey Para. 2 Communesty Water Project by McCV/Q24.	2000 VP Ickeh Landwickel by Michigoly	Dule of completion of designs of Felty Park United reports Bulk a chair to pilly infrastructure appared Trigida Escale by 20105-2024	0.51 historiest of retradition profess to constructed by 3-40c.024	OA of Libration of Infl. pyshop to constructed by 30x8200A	11 Nomber of Reservan Constructed at Chiandamba Ward M East by 21-02/2024	1.275 Myneton of introduced powders in compacted by shousestack	# T T T	(1) Number of Passenge greatheast at Usbankasha (Vimberhalpfflag 14 East by 31 (1) 202	10 production harmfolds to but defind at Obbaldamba by 30-67024	23 handpartneys to be defind at Uthankante by 3009/2021
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Apparement of Contractor at In	Oblablanta (Vintuttut) by	2 km of belt, pyseles to	Managed by \$103/2024	Name and the second of the sec	4 km of bulk payeless to concentrate by \$1,602,000	3 to 6. employs to be seenable	Py 31432024	MA	15 water implement plants	Strate make backward and	216 lood handing premans		1	3 EPMP reports submitted to the header by \$11032/004		I durinci ED-Tourne toner emotings hadd by 314352024	NAME OF TAXABLE PARTY.	Mary of the head RSR Medies by 3103/2024	1 Sound Party and		1103/3024		25% of ERG Expendition by 314002004	(5) of entered absorber to	THE DESIGNATION SQUEET BY	75% of specialing budget scenic by 31-03-003-0	75's of caydal budget spent by 314920g4	1 to 1 to 1	(e)	701		103		1	Three (3) of Progress Reports Submitted to Prevences	The Badgat Fushing Plan by 31 March 2004	MA	WA	Adoption of Faunty vibrage palkurs by Council \$1,05,003/
100			CONTRACTOR PA 3 TH 27 CO.	THIS COLUMN IS NOT THE OWNER OF THE OWNER	2 km of tell ppoten to be ubsubnoted by 31/12/2023	2 buth meters to be entailed by	1117/2023	NA	15 mater to plement plants	9 medie to aley frankment monta	716 hard handling prompted Physician by \$112/2023		YAR	3 £PV/P ripods submitted in the handed by 3V12/2023		deschall ED/Tourson laster deschaps hold by 31/12/2023	The second second	MOA		NA		south and the second specifications	30% of IES expendition by 11/12/2023	30% of armyal albotaton to fee	Salat: services appeal by 31/13/4023	NOTE OF SPANNING backet speak by 11/12/2023	107s of Esphilibility livest by 11/12/2023	2013, of repairs and dwellengers spend by 31s 129 2023	193	192		Ē		4 70	Company of Provinced Provinces	melog Ples by 31 December 23	V9e	NEA	NpA
ž		Nex		lgA	КА	IBA	7	4,3 in but appairs to be consistent by 20 Aey 2023	15 mates bouldaged plunts	3			NEA	J IPMP sports selended to the harder by hu09/2023	П	manuscript for the Mode of the		hira		Neik			20% of MSG sayendeus by 3009/20/3	23% of general absorber to her	ates bevieran speek by 300/9/2027	Difference by used per typess by	and the Capital Indignal spend for	by 30.0k.ro23	[8]	193	101		940	Turbu 1171 of Poppos Recode	Substitute to Promised Treasury on	tending Plan by 30 September 323	others of coots Asses at the Children of the Audio win at by 31408/2073	NA	NSA
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New Indeputor	Mem had a store		New Industry	Mehdedo		Nye Indicates	Ne e Indicator		15 a site healthput plutts mankowy by JAGE 2023	9 waste water beauting in years, moreotoped by 32446/2023	MAT (cot handless premises inspected by JACS, 2023		415 of EPAP place couled through 1ED medicines, madding capital projects, by 2006, 602.3	Man bell and	heatalasta		N. o. hadandar			Material of a deal of the desired by Moute-2023		Art disc	EMP on Mr. (a a monature and	The 6t annual abundance to their beauti- services payed by Justic/2023	All of Cyclebra Dishipsi Spirit by	Modernon	h-04/0/) h- disperant and Reinfording Sperg by	D662011	77 47 1	a er	0,14.09		2023-23 Budget was approved on the 2009-2022	Ven InJuliar		- 1			Adolest of Fash-on mining policies by Council 31/05/2023
New Indicator	Has Indicator		New Indicates	Nav Indicator		Ale Book alon	Year Industry		13 makes transmit plants mondood by 36 var 20.3	9 natile water total dept evans rennious by 30 vid. 2023	664 food harding premises a Heartief by 33/00/20/3	Charles Management Control	1019 of EPsys jobs on adopt through LED relations substang capital property, by Joseph (4)	ha e both also	Nan Isola, glass		for a brakest		Contract by a common to be a part of the contract and the	MAN TOLD		100 of 1865 enerodian by		130% of aspend abundan to bee been semiger speed by 3046-5043	Colle of operating Swipple age of 5	halls of cayled budget speed by	Section of Square and Streets tags	hand by Soon-Culf3		12.7	130		Auto-d of 242323 Suggetsy 31 405 2027	Nea Indicates			á		by Counce 3 Market 23
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3% with class of presidented	especialists by 16067034	(British of F	and Washel Expending report	selected to Council by \$10120202		20% of dedit geerus tased by the	Name of Persons and Persons by	New York	With the last of t		MUÁ			1	N. S.			NBA			**	Ĩ	On Albert	Owner of the Company	Community by 31/13/2623		:
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10% reduction of examilionand, magain, feeling and example	expendence by 3636/2024	4 Dasebonsed, Engolar, France.	and Madelyl Expenditure repose. Technology Council by 30005/024		100% of 3x08 (werets cased by	the Anddor Gentral addresses by	MUNICIPAL	OF ASSOCIATION TO SUPPLY DELLA	Rentin and adoptes of capture	personal development playing	by Connect by 31-055/2024		News and adopted of Salaci	County Mon-man	abraha fan	Arrest and adoptes to	Contributed Management Plan	promoted by Compal by 30,000/2024	Swithfluctor of December	Linguist Asset Report on	Married McCounty on the procycle	200	lε	Detailet provided to the UTDs	Ommunity by 30406,7024	Revue of the UTDM Cult Control	Charles sectorated to Coperal by some 2024
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FINANCIAL DISCLOSURE FORM

I, the undersi	igned (initials and surnan	ne) M.B.	MNGUNI	of
47	Monzali	Drive	Hillon	Gardens
Picterm	andeburg	3201	20	
(Postal addr				
Same	as l	Abore		
(Residential a	address)			
Employed as _ hereby certify	Municipa that the following inform	Manag nation is complete and	at UThuke	ela District Municipality f my knowledge:

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 other corporate entity; and
- The name of that entity.

No	Number of shares/ extent of financial interest	Nature	Nominal value	Name of Company or entity
1				
2		WIA		272
3	/			



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.

No	Name of Corporate entity, partnership or firm	Type of business	Amount of Remuneration or Income
1	ettania (
2	**	/.	
	/	MA	
		1	
otal			

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.

No	Name of Employer	Type of business	Amount of Remuneration or Income
1			
2			
3		19/1,	
4			
5	/		
Total	1		

Council sanction confirmed:

Signature of Mayor:

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.

No	Name of client	Nature	Type of business activity	Value of benefits received
1				
2				
		MA		
		101		100
otal				120000

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.

Value of sponsorsh	ption of sponsorship		Source of sponsorship	No
				1
				2
		JA	Single -	
				rous and a second section of the section of the second section of the section of the second section of the section of t
		100		
500-04				5 Total

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	
4	70.		
5			
Γotal	/		

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				
	100			
		11		
	-	NIN		
	/			
otal				

L8/ /____

SIGNATURE OF EMPLOYEE

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 you	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 trideponent 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: RICLIARD SMANGA DLAMUS	ock letters)
Employee01 (rank): Admin Clerk Ex Officio	
Republic of South Africa	- 6
Street address of institution: 16 Keek Streek	
Ladysmith, 8370	
Date: 11 August 2023	PRIVAATSAK/PRIVATE BAG X9930 LADYSMITH 3370
	KWAZULU-NATAL

Place: hadysnith

ANNEXURE C:

PERSONAL DEVELOPMENT PLAN

ANNEXURE C: Personal Development Plan

APPENDIX C: PERSONAL DEVELOPMENT PLAN

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
William Color Brown Brown	 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.
Target and Actual lates	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
	Reflect on your learning
	 Identify whether your development objectives need to be amended
22	 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

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PERSONAL DEVELOPMENT PLAN