PERFORMANCE AGREEMENT

Made and entered into by and between:

UThukela District Municipality as represented by the Honourable Mayor

INKOSI NTANDOYENKOSI BISSET SHABALALA

AND

[ID NO. MUNICIPAL MANAGER

The employee of the municipality

for

FINANCIAL YEAR: 1 JUNE 2025 - 30 JUNE 2026

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

LANGELIHLE SIPHIWOKUHLE JILI

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 Employer's expectations of the Employee's NB J.M

2.10.

ZN

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.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on **01 July 2025** and will remain in force until **30 June 2026** 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.

4 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

5~ M3 H.M. Z.D

1.09

- (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.

2.N N.W.

- (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	
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 	30
	Program and Project	15 J

	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 I	Management	
Communication		
Results and Quality Focus		

EVALUATING PERFORMANCE

6.

- 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.

NB NB

Z.N 1.S (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	ATING	
			1	2	3 4	l ŧ
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				

520 NO NM. Z.D.



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 2025 for the First quarter.
 - (b) October to December 2025 Second quarter:
 - (c) January to March 2026 Third quarter:
 - (d) April to June 2026 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.

DEVELOPMENTAL REQUIREMENTS

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

2.P

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.

5.~

MB

N.W.

ZN

- 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.

NN NB V-5

Z.W.

SIGNED AT LADYSMITH ON THIS THE	07 DAY OF July
2025.	
AS WITNESS:	
1. Mash	MR LS JIL
2. Augustian	MUNICIPAL MANAGER
SIGNED AT LADYSMITH ON THIS THE	DAY OF July
2025.	
AS WITNESS:	1
1. 23	yll
	INKOSI NB SHABALALA
	MAYOR: UTHUKELA
2. 19	DISTRICT MUNICIPALITY

MB N.M.

1202 Sharte at 1	Coleman	Council recoldors, PNS	American American March & American March & American	Prof of subsequents and led Year Performance Report	Proof of submason and says at the Average Person	County County Persolation Copy of the Arman Gasori	Spred Assessment Hepoth. Attribute Registers.	Coped resident and Polens	Notes Agenda. Alambatece Register, strusters.	County Marchiten (Dyanga band shudan	Embyreet Equip Plan and appointment teters	Francial System Peri Qui	Sped Inney Heps/Comd Hessidon	eff related potons. A Council Mercaldum	Council Herodope at T Plans	Sapata Continentum Fund Report Copera Herutalian	Communication Strategy & Council Revestation	Marchal revaletes Prof of Publishes	Circum Bingaris, Physical submission	RUTZ 858,34 lateratory with effections regulars.	Standalons, Audi Log States Report as par the approved MPMC Westpan
A. TAN DIEG.		x340	55	0PE3	ž jo	Z date X	X 340	DPFX	2340	OPEX	156	OPEX	OPEX	OPEK	Orts	E 3400	OPEX		X ONEX	4709	
	Department	Olice of the billion	M Department.	Office of the IAM	Olles of the like	Ofto of he life	Office of the later	Office of the last	Office of the UKe	Corporate Sovices	Coperate Servin	Cupatale Sensors	Corporate Sarvans	Corporde Services	Coposite Santon	Corporate Seniors	Ollos of the Lake	Olici d he sale	Office of the sales	Office of the little	Office of the life
	Ouertor 4	Date of Adoption of Purformance Management System by Council by Melocock	Fig. (4) Departmental quantitivi- populimentors separatio, normalis by populimento in the Citizo of Na Aberrapal distange when the Appropriate the end of near-quantitivi	NA	NO.	NA.	194	Screen (1) rate and Complement government Potons adopted by Counted by 2000k200%	Ove 11 Pais Committee imprevious host by 3008 70.26	Date of Review and subplice of ingestional abusines by Council by 1105/1008	100	Hambrid (1989), jol bodgat sport in the reptimentation of Hospitory Sale, Plan by 3006-0005	I Transpropot submitted in Council by 3006/2028		Coundly and the	One (1) of Componenture / hast legam; sateshed to Count by 2008/7028	Date of Roman and adoption of contraction strategy by Count by prost/2076	Ow (1) Managed newsletters pulmoned by 2009/2026	I Crode Minports indressed to Promout COG N by 3005/2008	1 Audit and Performance Committee monthly table 57277	6 Mandred (180%) or Auch and Performance Committee Republica- programmed to Council Actioned and Miscoland by Mandement by 2000/2009
-	Omerica 3	HuA	Cot (1) Department quantity performance repor- menting by departments to he office of the full-maged Manager when 10 deep, date he end of such quantity	Date of Schmissers of Maj Your Performance Reports the Major and Irramore Lty 25-01/2026	NADA.	Date of Talang of Armust Reports Council by 31932936	Feo (2) tomas sector 5456 Ferrageric performance reserves constacted by Parformance system Parest by 3192/2006	**	One 11/8th Contribut receipts total by 11/62/2016	PA-A	1884	Several, Inve. (75% jul. budget speak in the replamentation of Novykos State Han by 31403/2028	B	Oate of Reven and alopton of Hill related potates by Council by 2006/2006	NA.	One (1) of Comprehense Two Reports wheeling to Countries 31-03/2006	W.	Ove (1) Mampal needships published by 31402/2008	1 Creder 68 reports submitted to Promost COGTA by 31409/2026	1 Audi and Performance Controlling steeling held by 1 3403/2026	Hardwat (1900's) of Audit an Performan Committee Rendalmer, presented to Count Actord and Bandwat de Management to
2023/2028 Projections	Quantum X	NA	Fore (4) Departments quantity performance experts, sychological departments to the Charge of the Oberschol Manager within (5 days after the period of each quarter	198	lifety.	NA.	N.S.	MAN	One (1) No. Corresting manifolgs had by 11:12/2025	KOA	Tee (7) people bran-employment equity target group employed in the trans (2) inglessithenits of enterpretation and approved equity plan by 31-12/2025.	Fifty (SON, jull budget spant in the employmentation of Wompson Shan. Plan by 31+(22/80%)	1 framproport submitted to Country 31/12/2025	1878	** **	One (1) of Comprehense Head Augusts automind to Council by 31-12-2025	MAA	One (1) Managal newdellers patterned by 31r12/2025	1 Chauter 88 reports automated to Provincial COGTA by 3 bri 27025	1 Auth and Parkements Comment meeting hald by 3111 22025	Munitred (1987s,) of Audi and Participance Connelline Resolutions presented to Council Adlanted and Resolved by Munitarional by 37120025
	1,1	No.A.	For (4) Departments examiny professions on professions on professions of the Charles	M-44	Part of Scientists of proughty Armal Performany Report to the Audion Contably \$100/2005	***	MA	WA.	Ove (1) Rus Committee meetings, held by Jings0025	YA	Teo (2) jeegal hum ambajamusi sopili talait gruups ambajad su the transparent in complement with distributed topili julian lay 2009/2005	Teenty (25%) of budget speries for representation of Hompinos Sells, Plan by 38096/2025	Financi report submitted to Council by 2008/2025	yak	444	Ove (1) of Compartmenture Elevel Reports submitted to Council by 9869/2005	***	Con 11) Managai revaletara commente 3606/0025	1 Croule St. reports submitted to Prevence COGTA by 300902855	I Auch and Purformance Committee meeting held by 38499-2005	Author (1907), of Authority Performance Committee Residents presented in Causal Actional and Resident by Althority 2009/2025
	Autreof Torgot	Oats of Adighton of Performance Management System by Case of by 300s.2024	Manager of Departments guarants performance reports submitted by Characterisms in the Cifes of the Managed Manages with 10 days after the entit of such quartes	Date of macematers of the Year Performance Report to the Mayor and Transverse by 2501/2020	Date of Salomoun of unbuffed (Ambul Performents Reput to the A Auditor Constrainty 21 08/2025	Date of Taking of Arman Report L. Councilly 31/03/2020	Twin (2) borned saction (44/56 charlogen"; printermatics environs conducted by Performance Reviews Paretts by 210,20/208	Seven (7) ns and Complanas governors: Politina adopted by Coand by 3006/2018	Four (4) Rais Committee ampelings healt by 30/06/c/006	Date of Reverse and adoption of organizational structure by Council by 21105/2026	Suidi) prospira formit strystylmoren seutra largeri govupa servinojen en ha those (3) indiputat sevela, of numogamenti en constitutrite valth suidi sevela daudy plan for	Munitral (190%), of budget spent or the replementation of Montplace Sells. Plan by 3004/2026	4 Franchingers satisfied to Councilly 2000/2078	Chain of Paramer and acception of self- referred policies by Council by 3000-7004	Count by \$006/20%	Fine (4) of Campashumous heet Naporit, volument is Countify by Most/2016	Othe of Review and adoption of communication strategy by Council by 2006/2009	Four (4) Numbers revealedlers published by 3006/2026	Decide 88 reports submitted to Promose COCT (4 by 38-04/00%)	a fuelt and Performance Committee straverup haid by 3006/2026	Authority (190%) at Audit and Participant or Committee Personations in examined to Council Actions and Personal Dy Management by 2009/2028
Beedles 202025	Armed Actual	Addition of Performance Management System by Council by 3805/2005	4 deutining parkembana reports nuberitind by departments in the Ottop of the Mamopar Mannyair by 2000/2025		l_ e	Amuse Report adopted by Council and Mile (1905)	Fee (7) Immal waters 54-56 managest performance removes consisted by performance removes parels by \$3005/2025	Rich management it protects tracewood and adepted by Countil on the adels/2025	Fair 14) Rea Committee martings hast by 2006/2025	Organizational shutcher reversed and adequive by Council by 3149/2825	perton hon emphyment equit larget rough employer in the free (1) robust reis of mathyment in complanes with parsound equity plan by "Mathy2003"	filip files (25%), of budget speed in the information of Workplace Selb, Plan by 3046/2025			Imp (10) RCI Pulsy revenued by Council by 3000/2015	our (s) (il Comprehensus Florit Reports sebremet to Council by 3400/2025	Communication 3/4mg) was reveneed and adopted by Countil on 76/06/20075	Four (4) Managading-wishflers published by 3006/2025	efemano COG14	And and Petroness Commission and And and Special Speci	iver by the class
1	Avenuel Target.	Adoption of Puriorsamos Management System by Council by 1949-7025					\$2000000 Aquand \$ manda vorranged to perpara transa represented \$ 10000000 \$ 00000 remain \$ 100000000000000000000000000000000000	Review and adoption of real commigment femoment by Coand a by 3846-2025	Four (4) Plan Committee Precings Perit by 2005/2025	Rever and adoption of organizational and analysis of 1149-2025	1 production employment elouis in the process of the process of management or the process of management or the process of management or the process of the p	É.		7 .			Caredby	Fox (4) Managed removalers	45	4 Auth and Performance Compagns 1 meetings held by 2004/2025	Area bedicates
411		2	_ g	a)c	98	2	8	ale.	to de	£	2	80	2	eg.	2	Par.	£	ę.	82	8	
KPI Booksmin		- Company	Nutrber	<u>a</u>	- N	å	Married	4	Number repo	Date:	1	Percentage	j	and Co	ł	Palmiton	1	Martion	Jenneper 1	Name of the last	Percentage
Indicates Triang Producementa Indicates	WOD SEAT	1. July di escopion Puriformanop I Managament System by Countri by 34005/0008	2) Number of Departmental (see they performent to nominal by objectivents to the China of the Managed Vacuper with 10 days, also for and of each speaker.	3) color of automaton of liab Yea A Verterharkos Papartin ing Mayor and Immanus by 35/81/2026	4 (vals of submeson of vincipility Armal Performance Seport to the Audior Germal by 314062025	S. Date of Taking of Amend Report to Council by 3103/2005	Il Pountino di luprad anchico Sul Sil- mangano patromano, everen- conductad de Parlimentos Review Parmit by 10006/2026	1 Name or of the and Completion governance Polices adopted by Council by 2009/2524	8 Norther of Pas Commissy meetings held by 2006/20/8.	9 Date of organization a Photogra- reversed and adopted by Council by \$1095008	10 Marties of propie from emphysical each large! grace camplescop of the Petro propiest levels of management for completion and agreement for completion and agreement open plan by 31112/0055	11) Percentage of budget word in the reportmentation of Workston Safe Plan by JUNESCOZO	L2 Number of Barrey reports submitted in Council by 3006/2026	13 Date all inners and adoption IRR trident potons by Council by 20005/2026	16 Humber of IC Publish Services of IC Publish Southid by the 30th lane 2026	15. Variation of Comprehension 5 Ned Reports subreited in Goundity, Sottle/2026	16 John of Cover and adaptant of Johnsonston Whitely by Count by Apply (N.V.)	17 Number of Managed Nevrolems published for each financial year by 3006/7026	16 Number of Centure Bitreparts 1 submitted to Province COGIA by 2004/2026	19 Number of Audit and Performance Corrodine Performance Corrodine President by 20/05/2028	20. Percentage of Audit and Participancy Connection 20 mars presented to 20 ord Activities are Resided by 22 congerned by \$00000200
Drottegy Inc	AND WETTUTCHAL TO			Implementation of Plass Princy & Transmon				Rever and adopt the and complemes government patient	Every landonally of the Management Committee	Rever of organishment shuckers	Frince employment equal (plan)	Monthland Sim Plan		Review and adoption of MK vetalled policies	Oresignment and Inners of ICS policys	Consucting Companience reporting of fined Management	Mercent and Improventation of adopted Currententation Statege	Devotopment of Marropal Communication Strategy	Adventages of partiesty my arts in OCSA	Fibrillion Artificator Performance Committee	
Objective	PAL, TRAMPOSINATION			To emany a functional in Performance of Performance of Performance of Performance of Systems (1)				For server furthers of the foreignment of the forei	<u>, a a Q</u>		improve parameteral Capacity	1 = 3	İ	forther an elective R and elected MS springs but adversors frames trame on selective interpolity	fo reprove information to and Communication Technology trough employmentation of £27 patrays	Section at electron and Control of Machine Control	De and	violet in the second		of particular de manage library	
On and	KPA 1. BUNG	10010	1 1		- 1	SHORE		1	Mr.0008	(a)Ola	14 Ta	ulbir	i I						l i		0.000

March of Spins	Approved Visua Feer by Council MFAC Stales Worklam Repurt	Speet Frybesen Report Benediary hally and Happy setters	Sgred Englesen. Report	Signed Engmeens Report	Spred Engreen Haport	Squid Esperan Repart	Signad Engineers Nappert	Pratect Completion Conflictle, Signed Frigments, Bapart	Squad Engenery Report, Bernehaary Bulley and Hugsy Belley	Squad Express. Report	Syred Engreen Repart	Squed Engrapes Report	Signad Engmern Report	Specifopers	Supraid Englacers Hepoti	Signed Engineers. Report	Squat Engrants Rojent	Superal Engineers Report	Squad Enghaura Report
ONEX	DPE x	H15 600 IIQD,00	-, <u>-</u>		R7 000 000,00		NC00 EZ 000/E		628-942-34	80,000 002 003 V	R15 000 000 00		R15 100 400,00		6/20 500 B0d B0		R17 008 008 5.0		R15 000 000 JB
Office of the tubb	Office of the MM	Vices Semilion & Tedence Services	Mater, Sandahar & Technol Senton	Mater, Santatos & Federacal Services	Visio, Sandhon & Tedward Sevans	Viete, Sentation & Individual Servania	Water Santabun & Technolis Santan	Water Santabon & Technical Santano	Water, Sungtion & Technical Services	Water Sentator & Increase Sentator	Vices Sentan I Technical Services	Video, Sandako & Tedendi Sereca	Majer, Sandaha & Technosi Sevices	Main, Savana & Terrecal Services	Water Samples & Technical Services	Vines, Seedan & Indiana Servan	Violer: Santation 6 Federaci Services	Water, Santakon E. Fedivata Services	With: Sertain & Tedrical Servan
QPPAC meeding connected by politicals	Martheol (190%) of Deberation Actimised by the MPAC on par the Approved Plan by 2008/2015	code	MAA	200	8v	99	WW	BAA	hut.	668	Pest,	- United	8	2	NAA	1	Sitt evaluation required at Neumangarmage Franchism - Assistation Conser Waller Supply by 20008/2028	Date of site establishment at Kentrabunita Edentiers C80 sever newwest by 2008/2026	and the same of th
1 MPAC presents compared by 34400700%	Municipal (508%), od Disharedders Actimised by the MAPAC as per the Apprehend Pinn by 344920006	400 of Households proceed with eather in credible bacillook by 31007038 El domestian/freeta.il	400 164V	FIRST of grady must positive in the carebodies of Wendan WCDM by 314027026	1	MA.	VM	MA	250 VP baths corrabcted by 319,276.28	MACA.	MOA	Na	4	No.	New	1	Plak	Her.	No.
MPAC meeting converted by 1113/04/25	Ambed (100%) of Defeatables Comment by the MPAC, in part the opposed than by 3 to 120005	426	Odin of the estillaborated of Weathout MCDut by 3x122025	0 95 SAFs of grady nump popules by 1 solith, of grady mump popules by constructed at Westchman WCSW is the constructed of Westchman by 31/1/2/2025	4 172 HH detweck heaper, heathed of discussion Subone 3 constructed by H Eartheet SIGDM Please 2 by by 311122025	77 But more chambers, (Hearp man from Rose Hill Reyenhot In Party Covery to the residing at Expirem WCDM Phare 2 by 11/12/02/5	74	1	450 VIP liptures constitucion by 3 bi (2)/02/5	PPA PPA	NA	Mark	Vee.	1	984	4	MAA	1994	Completion of designs at Kerambanda Estendari CIIO server meteors by 31/12/2625
3009/2025	Numbers (1997s, of Deberation Administration by 1990s, as per the Approved Pan by 1990s (875)	245 of Hauseh-Alb, provided sufficient to manufact to provide the provided sufficient to provide the sufficient to the s	For connection (Nethodominal - Approximated of Controlor of Nethodominal by 3069/2025	4	74 VA inmestic meters Testale & Carolon Station of communical & Emilian WCDE Phase 2 by 0 809/2025	of that moter characters; (found has born than 18 Rommon to up Tower) in the resisting of Contrary MCOM. Plane 2 by	1 6 Im of refusions (right: provine in the constructed at Fay, Part Contractor, Villar Propol by Moneycom	Outs of Comparison of Fait, Continuedly within proped Press 2 by advanceds		Fine (2) Reserved to by constituted in Observational Williams (4) Was 4 2 16 to Williams (4) Wil	0 545 Number of bulk potential AC populos (in the construction at Sheekelle WCOM by 300967075		d 805 km of bulk powers to be combusted at 1 asysents AC powers opticomment by Motor/1025	(A) but move chambers to be relative at Labyanah M, popelee replacement by 2008/2025	(C) of years and water rectors to be relationshed at Keenskambalt-chandler Kelatiosheren of Water & Sever Newton Proper by 2008/XISS	one 11) of sewer jumpulation reluctioned at Neurochambal Climidania - Reluctualization of Walan and Sewer Networks Propert by 2000/20075	76	*	15
a MPAC meetings convented by 2006/2026	Advanced (1905); of Options other Advanced by the 1805, on pre the Approved Plan by 3005/2038	235 of Museumakin provided with water to endoze backloch by 3402/2008 for commerciator (Welenbaug), 408	and convention (Ventualisms 3) in an of the option/orange of the option/orange of the option of the	135 KRs of gady man power constructed of Mandous MCDM by 3163/2026	346 HW danvalic Preters Yesden 1 al Candian Subpres 3 construction of European MCDM Press 2 by 1 31112/2025	HI But some charitons. Filming in man han Store Hill Eventual in man family or supplement to the forest results of European VICOL Phase 2 by 31/12/2025	14 to 4 to	Community with project Phase of by Jones of Jones of the	1100 VP table portrained	Two IZI Roseware convolución del Ortuchiembol I il (Mayor 2.3 & 14) Verbuchiebo Cramidiani programme 3 & by 3009/2025 p	6 545 built payment AC powlms) or concluded at Sheatmin WCDAR by p 1009-2025	9.0	0.005 lin. of but papere constitution of a retyreth AC pooline 2009, 2023	(d) halt meter charless related at Latycean N. popular repairment by 3380/2075	That severe and make represent to a shadoched at manufactured at shadochemical of thates & Server several Property of thates & Server	on (1) of sever purposition of retargement of Kunnopanished planeters Kunnopanished Weder and Sever P Retarbasisment of Weder and Sever P Neumann Properties, 30000-2025	Den Sie extentionment at Kernschantige Erentern - Anstructur Tower Water Supply a., 2006/2001	Can of Six extensionant at Kearthmake Extension COD server related by MARCHES	Date Compation of designs at Kumedownian Edimedow CRD severa certears by 31/4/2/825.
4 MPMC streetings conversed by 2006/2025	fine Industry	No. belong	New Industries	Mere tedanism	No. before	Buth replants chamber (Debengman an Rouse hill Procurents to high Toest). An enablind of Egothers WCDR Proper by 2006/2025.	1.227 Mannetes of refusions (HDPE) Posters and PVC Posters) posteres accordancial de Fay PracTorensurary Connection of PracTorensurary Maker Prayed by 2004/2024	New Industrial]	One 11 Sections combusted at Circulations L6 (Weed 2, 3.8.14) Verboalsky Coprelector programme 3 64 by 38405/2025	& OCYNEARISMS of Ind. (gradient combined at Shannish WCDM by 1006/2025		3.7M Mannyin y of bull provides 0 convibration of a superior AC populms o o replacement by 3046/2123.	(5) residiation of but mediang at 1.36 pents inplasment by as 30,000 for the second of the sec	l .	one 11 of sever purpolators relationed of all custody and all custody and all custody and Severe is feed after and Severe is feed and all custody and Severe is feed and all custody and Severe is feed and all custody.	More Indicated	Now Industria	The total and th
4 MPAC eventrals conversed by 3006/2025	Now Indicates	New Toloday	New beloater	the Intribu	apple solution	02 bish prefers chanisar (Planny fram hore Rope his Rependent in high in Town) to be resided at Estatemen WCDas Plane 2 by 3000/2005	1272 standards of relations: (HDFF Payers and PAC Payers) populars annihilated at 6th Part (Dentality) Mate Physica by 2604/2025	No bication		Ow (1) Reserve consistent of all Observations (1) Physics (2) & 94 Westerland Goundwalling programms 3 61 by 3006/2025	e d'talippere Steane MCDB by		276 feminers of total position concluded at Lagurette AC position replacement by 2006/2005	(5) restallation of bulb malering at 1.40p.mill AC powine replocement by 30006/2025	New Intrator	one (1) of sevent participation telephone at fearnt-barrows of Steam and Sevent Polarizational of Motor and Sevent Newsorth Proper by Jobble 2005;	Nove Indicator	APPROXIMATION OF THE PROPERTY	hea bilicita
2		24.14			~	٧,	22.20	27 25 25 20 40 40	District	1177	9.20 6.29	9,204.23	24.12	317	10,21	1204	54	1021	1282
Number	Percentage	Nurtee	all C	n Moneters	Comment	200	5 humber	1	Митре	and	Manhor	Murbe	hambe	Name of the last o	Number	1	80	8	Dee
21 Number of APAC mostrys convenies by 3805/2026	22 Percentage of Delver stats Advanced by the aitPAC as get The Agraved Pim by 3966-2009	Sustained Household protect of the time is an animal bactory (1400/00)		1	l	555	İ	-			2 6 6 8	1	Vursion of Dub positive ormaturated at Lanyandia AC: points erplocativest by 30 09/2025	Number of bull meter chambers enabled at Lahyandh AC popeling replacement by 30000709.	11111		Sole of Sie volabbreant at Secretamente Estendes And action Tower Water Secret by 2006/2026	1	Bate of Competium of Beaugns at Keamplambe Eulenden CBD beauer network by 11-17/2024
Durught mushiga Add		23	7.	s	*	Si Catha agus fanna		£	Ř	F	TK.	8	, a	я	*	žs.	78	8	
	Of the second	ALL ALL ALL ALL ALL ALL ALL ALL ALL ALL			6807,81	Sens sometime of the	Mountesden abricing bi												
WT(D2)	urion?	10059	200039	rodsø	HSD0+	PSD06	20053	()0000	82008	S003	BSDIB	ESP .	21 (3)	1 (20)	RGD14	\$1009	94009	\$301	BODOS.

	1		_		_	, _					,													
Spraf frager	Squad Engreens Bayest	Signal Engineers Report	Sgred Framers Report	Sgred Engrees Paper	Sgred Engrates Report	Sgred Engraves Report	Speed fragings Report	Signed Engineers Report	Superal Engineers Report	Squed Engreen. Report	Signal Engages Report	Signed Engineers Report	Synot Espain Repail	Sgrad Engmen.	Signed Enginees Report	Support Haport	Signed Englewes. Hegan	Synal Engraent Report	Signed Engineers Region	Separat Engreen. Report	Signed Engineers. Repairt	Signed Engineers Heport	Sgred Engraers. Report	Squed Englands Report
HC4.315763.00			RS6.315.743				R-15-800-000,00		R16 am not 00		R20 900 B00 JB		R10 300 000 08		R15 006 008,00		H18 DD0 600.00		R16 INC coto an		P 10 076 078, CQ		R15 008 000,00	
Main: Sandan & Technical Services	Water, Sandales & Technical Sensors	Water, Sametime & Lectures Services	Meter, Sandatan A. Teatence Servors	Water, Sandaton & Technical Sanicas	Maler, Sertation & Fechnical Services	Water Sundation & Technical Services	Water, Surtains & Technical Services	Water Services &	Wales, Savigion 6 Tedencal Savigio	Weler, Santator & Technical Santator	Males Sentation & Technical Senson	Vizine, Sandahan J. Terdimus Sanatin	Water, Servicion à Tachesca Sorviges	Make, Sertakin & Enthrica Services	Water Sandson & Federald Services	Water Scrimes I. Technical Services	Water Sentation & Festivate Sentation	Pase, Sentatur d Technical Sensors	Water, Suntabus & Teominal Services	Holm: Santabor & Technical Services	Water, Santabon S. Technical Sentation	Water Semination & *	Hebrica Services & Technical Services	Velen, Sentabus à Technica Seviens
166Å	384	Perk	a a	(1) KM of psystem in the committeded of Amagnes Phose (IB3 by 2006/2026)	EV.	O 6 HAIrs, of appetres to the correlation of Arraques Please VID by 1000-2006	hunc	3 productors burefallers in the equapped all turnhers Geoenovaller by 3000/7025	1	ev ev	No.	(1) of abult action have to be continueded at twentuments Esteroles to 2009/2016	2	2		2.7 kB s of hub populary Kropshro No 19 kb occupación of Shankato WC Stall Manh parcego. By	2 55 KHY of Duff populms to be conflicted at Languards AC. Hera publica 2 plants or replecement by 3846-2028	9 leds matering chambers in he misland of Lacycosts AC than package 2 powers replacement by 2005/2026	Della	13 Myretern powins at Expedient Geographical WCDM ward 11 by 3006/2026	2	il 48 KM's of clear water mong mans in the correlated at Upp ade at Bengale 917b water supply Prans by 21rt 27005	To the state of th	5 MAs of UPVC powher to be and/ucted of deepsta AC Pipalina placement by 2006/2026
New Year	HeSA	(1)of stotronon namp(likk), in the restined of Loukep Abstraction WTH by 31 statemen	i i	(1) fold of populous to be constructed at Amager Phase A 961 by 21/03/008	1	11 6 NATA of populties in the Committed at Amagine Philase 980 by 3143/2025	10A	NA NA	150	2	Outs of apparentment of Contracts at Keandamine Ediendern Abskanten Tower by 310320006	849	2	n _s	8	25 IOTs of but partwoods peline) to be constructed at teacher HCOM Hous achage 2 by 11/03/008	95 HATs of but powers to extrated at Ladyworth C. Workpackage 7 province phrasement by 31112/2025	9 Luli continuento charectera la les restales al Langaretto AC West packago 2 posetro replacament ley 21422/QCB	944	12 humbles ppeting af Envolve Goundarie WCDM ward 33 by 31 022026	*	1 44 KNPs of door water reservants to be constituted at largenies of the gate WTH water supply Phone 2 by 1742/2025	Date of Approximated Centrates at Bergale AC Popular replacement by 31402/2018	23 ratioal UPVC profes in 3 be constructed at largelle AC on Profess registratement by 1143/2026
1	COTT ATA's of bull positive to be constructed of Leukop Assistation WTW by 31/12/2025	199	New York	(1) (Ob at payments to be commutated at Averages Prope 981 by 31/12/2025	E0.	0 5 MATs of popultry to be correlated at Amagan Phase 962 to by 3009/2025	4 handpalings to be at neuroped Education Consortius by 21/12/025	*	***	Date of Competents of Materialist's Vision Supply Scheme by 3 V12/2025]	5	a	14	Oak of Apparament of Centrator at Shands WCDM Year package 2 by 11/12/2025	0 IE. KAPs of but proverel/AC proems in the constructed of Stronder WCQM Wark partiage 2 by 31/12/2025	0.55 kMh, of tush poperar to be committeed at Language AC Wards to pockage 2 populms repleasement by A Ministration		NA.	18	15.	8 So Kahn of dear water name mamb by convention of they are of Brogule VFFF rater mappy Phase 2 by 2008/25(2)	1	Mesh.
Onto at who contributement at Lockap, Apalandon of TW by 300097025	- Vola	144	Oats of site seligibly/smart of Amages Phase 981 by 30035025	9	Cale at the entitle broad of Amages Photo 802 by 30092025		l	T	One (1) 1814 CAS foreness completes at Habamhapra by 1000c325	ask.		94	of PRYA of Water & Summon Rollette Prime 1 by 2009/2015	James Darth oblition to be refutiented of Visites and Sentation Solution Phase : Project by	*	W4.	W	***	See al Appartment al Contractor of Fronders Groundsuler WCDM is and 33 by 3008/2025	***	this of Appointment of Contracts flampelin WTW to upp advoy of electrophy Phase 2 by parameter.	4	***	W.
Oals of silv evidablewood at Contrap Abstraction WTW by 3609/7025	0,075 KM sil bull, ppainte communal at Lancy Application Write by 3 to 12/2005	(This actions were take to be evident at toking Abots action WITH the 31403/2008	Date of new splitting/respirit at Awages Phase 581 by 1049/2025	(3) FOR's of powers constructed at Amages Phase 981 by (SMIGGER)	Outs of the exactment at Amagne Phone SGZ by 3089/2025	17 lathy of positive constructed at Anagere Phase 182 by Socientific	Shandpungs to be pt-apaged Figuration Cosmologie by 11/12/025	7 production bondholes equepos at Chandeon Countdestin by INDERCOZS.	L G&S Reservat Water-Maphe by	Date of L'ompayons of Maternhaute Water Supply Southe by 33/12/2025	Outs of appointment of Contracts of Foundation And action Tower by 3100/2006	(1) of abulantum tower to ter constructed at American Extendent by 3000£7076	Referring Phase 2 by 3000/2005	5 verse purity laterar in be retarbated at Yealer and Samples of Return Phase 3 Proped by 1009/1005	Date of Apparatement of Contractor at Sevenher WCDM Horn Pachage 2 by 311 20025	4 0 MV S. of tust productivity of positivity of production of Stead-New WIZDM - Warth participy II by 2005/2025	AC Vers	21 s-stellatur of Luth metherig chambers of Ledysmith AC Horn pechage 2 populous replacement in Spots-2009.	_	3 KES profes at Estavalues Geoendouses WCDM march 33 by 3008-2026	Ushe of Apparented of Carbacha of Bergele WTW to upp other name sample Phase 2 by 2009/2025			If Oth of UPPC position constitution Bergala AC Pusher reformed by Associate
en balanda	(14 Manufor of bufupohra al Lokkop Nedrocker WTN by 3000/2024		ive Indicalar		tere Indicates		Very Voluntian	he hécitir	ter helcolor	Pro trainina	Nove Indicates		ter Intrak		re Michiga	ce francisco			ą.		re helicite		n biddler	- Property
	ctor With by	New Industrial	New Indicator		Mee Indicator			the littleton		ine behalin			les fédiciles	re-industry	tors (Materials)	ive tracelar			two thickers As				A Company	to industria
-	-	n	-	-	-		E	ā	13,14	23,10	-	7.	34.5	Outed:	204.21	9,704.71	27.5	224	я	а	=	=	=	=
Number	Charabet	Mumbe) Prompter	One	Dies	hante	Number	Samber	Number	å	lamba.	Humber		O O	Number	rumber	shart-base		Canada			1	- Invested
Subp Nethodon Whife by 2009/10/5	Allowerers of balls psychological actions of the state of	Mumber of stonucion samplishing missing at Lesion Analyzing WTW by 3140/2026	Acros Personal Strains	Number of purens concluded of Anages Prese 103 by DOS/1026	Ush- of the establishment at Jerugae Phine 982 by 3849-2025	Number of pooline constructed of Amagers Phase 982 by 2005/7028	Mutther othandpersus is be equipped at Escenders Courrelesses by 31/12/3025	Marker of production boreficies elupped at Electronic Crossbasse by 3000/2025	Person Contract	Date of Completion of Virtuality of Main Supply Schools by 11(12/02)	Office of apparentment of Contractor at Neumbarean Estimation Abstraction Toward by 31.002009	Aumtors of absylvion fourer at Emprobarities Edientiers by 3000/2026	Member of PRV's milytoched of Water & Sarvitiess Refutts Phase 3 by 2009/2025	Murtier of sever pump	Outh of Apparatones of Cort-acts at Steamer WCDs Authoritogy 2 by 31/12/2025	Marther of hull populmyAC (spokes) constructed at Mendally MCDM Max. pechage 2 by 3006/2025	Murbor of but populmy construint at Layerna AC, Wan pockage 2 yearer replacement by 3800/2028	Number of explosion of Loth reference chambers of Luthreeth AC: New puchage 2 profess replacement by	Contractor of Equations of Contractor of Equations of Contractor of Equations of Contractor of Contr	se francisco Controlos de Marcolos de Controlos de Contro	Contacts at Burgale WTW by upperating of union supply Phone 2 by 3000/2005	water from practical at the control of Bergala WTW control outple Phase 2 by 2008/2026	Contractor of Apparentment of Contractor of Bangains AC Physian important or a 2940000000	Control of Bergalian Control of Bergalian AC Pooley replacement by APPACEMENT
5	5	Ş	3	÷	*	Ş	3	\$	\$	š	a	z	3					- 1	i i					9
Addrs was a	i den fantalum in	prod																						

					,					, .				,		
Synd Engler Repart	Sgred frigrums Report	Signed Engineers Report	Sayad Engreess Regard	Squal Espress	Signed Engineers. Regard	Signed Engineers Region!	Sgreet Enghanns Report	Squad Engmen. Report	Syred frystern Report	Sgred (nymen) Report	Signed Engineers. Report	Sgred Report	Signed Report	Signed reports.	Speed report	Signed reports
R15 d8b dap, pq	R14,208,491,00			620 000 000 000 000 000 000 000 000 000						·		OPFX	OWEX	OVEK	R1 665 800,80	
New Series &	Water, Sentation & Technical Sentation	Water, Santalan S. Technical Santan	Mater, Sertation & Technost Services	Main, Saniglan & Tuderall Services	Ventro Services à Lachtrois Services	Major, Santains & Lectural Santons	Voles Sancture & Fechnical Seniors	Water Services & Technical Services	Vole: Santabu i. Fedincal Sevices	Mater, Sandaton & Inchrical Services	Main, Santahan A Technologischer	Main Sandan & O Sedmad Servan	Male, Serulton 5 O	Community Services	February Severa	Water, Sentators & Technical Services
PRA	6993	20 community standagors, in the mutation of Langaland Sults water supply 1 by 2000/2/26	Éi	4 probetos barensies so be debel expepted and tension at 10/5901 AREAS. C.S. Eventey Prepart to in Theeled Datest Sprrop, and flowesters by 2009/2026.	2 pumps to be relativistic MOTSFOT AMERICA - CES Lemmy Proped for Ultraffin (Dariel Syrriga and Borenwire by 3800/2028)	4 podage plant beamount be notated HO 1990 I AREAS - CES Tumpy Physical for ell-based Banaci Spray, may Bovenotes by 3008/2036	MAA.	10 I Manthibes of Roung mari to ba prevalence at 401 (240) 4466 AS. I Charley Proposit for vilhalolit Best Springs and Brownian by B0062005	9 77 Adjuments of Bulk for Epital constructed at HOTSPO1 AREAS DRS Tomery Proped for ultrustee DRS Tomery and Beartonis by 3606/2027	75 of KAzerbers of Reholdern to be controded at HOTSPOT AREAS £3 Tember Physical for othereto	A.	15 e-der Tradment plants, montored by Jouls-2026	9 oath sale hallsen sons montand by 3006/2016	270 backhanding premium, respected by 2806/2026	178 of EPWP ples Challed Incough. (ED millions, echalling capital projects, by 2006/2016	Arction by 2006/2006
****	MA	N-14	New New		hack	MA	2 wider stange lates to be neglected at https://de.cc.cc.science.cc.cc.science.cc.cc.science.cc.sci	17 Kikanetes of Plang umn is be constructed at 4015/901 A6EAS - CES Turning Phopic for a Thurste Daked Springs and Basenor ay 3145/2026	5.55 stitumeten of lists tree in w conducted at HOTSPOT WEAS - CES Transpy traps for otherwise by family and Bordenies by 1153,703/8	Sil straument of Problem to be constructed at HOTSPOT AREAS CES	to a gloring to the second of	15 exter hustingst plants morntaned by THUMAN	9 mile water transment of a solice transment by 31 92/2026	270 loos hunding premies mapecial by 3143/2026		3 EMPP reports automited to the lander by 310310000
160 learnings to be digitated at Time in Impatementation of CIF-CS Weiger Management System Press 1 by 13112/0025	MA	454	4.0	3	5	4	¥9	0.75 Marmellan of Stung issum to the caresthochol of HO19901 MASS C.ES Corney Project to v Thiudele Calvard Servey and Shamburin by 31112/2025	0.54 Klavnens of Bab the buby constructed at HOTSPO1 AREAS, B CES Territory Propol ter all human babes Sprenge and formbase by 3147/20075	056 of staments of Percentary to be combasted at 1015POT ARASS. On 1 bring Paged In	Washington and the same of the	65 saler bastment plants, manufaced by ±11122025	3 water water 9 culturant north. montered by 311/2/00%	270 Sout humbry premous. repected by 31412/3025	***	3 E-1989 coparts, submitted to the lander by 3 L12/2025
2) bendrates to be digitated at the regionsembles of CH OS years the CH OS years Amagement System Please 1 by to decided.	1 x1 0ML/comyve wearves to be constituted at Langillor But. water supply 1 by 2009/2025	74	4	-	*	5	4	0.47 Abmoditis of Rang mant to the encalected at MOTSPOT Absolute to Motspot to White the territories for the Motspot to Revenues by 3609/2025	Do ridormetro, of Bull time is to constructed at HOTSPOT NESS: o CES furmey Proyed for ultimate Colored Servey and donnletery	# D'al Abramien of Reforeach of the constructed at HOTSPOI IN AREA CES Turning Properties A Comment of the Comm	W. W. W. W. W. W. W. W. W. W. W. W. W. W	the sales treatment plants.	2 mark one bearing soils	70 loot harding parentees 7	***	2 EVMP reports separating in the 3 Lender by 2000/2003
17 bornhein to in Ageno is Ph. 107 bornhein in the options at The Theoremism of COS 200 the Improvement of COS Teams the annual residency of Entranches and Environment that annual system Orlean 19 International annual System Orlean 199 International System International Internat	La I Bill, concrete reversor to be constructed of Langboot Bulk respect to by 2006/2019	All command developes in be- evalable of Languard Ball water topicy it by 20.052/206	1 = 1 SALJA Praterent package plant to be constructed at Language Bah unter supply 1 by 2006/2020	4 production between to be defined, equipped and below of or (1939 or Addis, C.E.) turning Proper die 19 Nouvie David Serry and Burensten by 2016/2029	2 permits to be referrational HOTISTO I AREAS - CR S Turney Project for Ultradia (paint 5 permits and Berelviers by 35/06/2025	4 poctoge plant beatment to be ratified as HOT BroOf April 50. OPS Terming Propol for a Thurston Deard Springs and Berstrotes by 2005.5.	2 andre varage tents is to evident in an evident in the evident in	195 (Mumellers of Revigenants of the constructed at HOTSPOT 12 (Mark) S. C. E. Consulphysiology of Villadeb Cartery Physiology of Naudeb Cartery Sheep, and Starshoff, p. 10004/2026	2 116 (Aurusia v. af Bub Itan tu in g complexicité at 1901 (2001 ARES) o C.S. Turtiury Project bis ill'human Daines Sprogs and Bernstons by 3866-5009	2 ms of Nationalms of Recodelors to be constructed as MOTSPO AREAS on Tenney Properties A Material Debied Science, each	to of identitions, the mobiled at the MOTSPOT ARRAYS, creat furnish, Project for all hunders Debres Spreng, and Burstwins by 2000/2026.	15 witer traditioning them.	monthored by 30006/2026	1000 lacet surding premiers 1.7	1176 of EPHP past caching through LE or Mahama, extenting caching propert, by 200th/2478	To EVMV rejects subveited to the 1 available to 1 available to 1 available to 1 available to 1 available to 1 available to 1 available to 1 available to 1 available to 1 available to 1 available to 1 available to 1 available to 1 available t
in helicida.	in british	ten bilanter	tee locato	www. britisalize	es bedrafor	To the parties of the	es Indicates	we bedeated	valuable and	an britain	a polygon	15 milet fraufmert plants montosed by a 2000L/2014	9 while valler trainment acris, months of the by 2000/2004	113 food handing premises imported by 3806/7023	1823 of EMM pan craimed brough LEO 1 members, in-during capatiprepain by a spekings;	To 2 2 PMP imports suspentited in the lander in the Jacobsep 2025
Name Medication	Her Michiga	New Industries	Mee thickier	New Industrial	New bolicalize	We beforeign	the thirties	eve Philodica	New Inducator	the tracks	ere indicatio	9	9 multiple visible vis	118 food handling positions 117	(C.2. of EMP) pick ovaling through 15. (E.D. mobilese, reclaiming capied to the projects, by 300t/2025;	12 Environment of the Particle
Yeron	Yeros	Varion	Varian	Varous	None Co	Veran	Vatoria	Varian	Varia	Varian	Varon	Veron	6 Samode	i i	3 1	įt
- Francisco	}		and and a	principal.	and and and and and and and and and and		Japan Park	A LINE	a district	mpr.	a a	actory	ł.	100	urbai	
Author of barmlanes is to deplete a federal of the CDL OB Water the approach and Dowlette Management Systems Prans. 1 by 2006/2008	Number of 1044 congress in reservor to be compacted at Langlical ball mater supply 1 by 2001, VCb	Marrier Comment directors. In the market of Longbort San ander 1009 3 by 3000/2006	humber of 1 SALut tradheest in package paint to be constructed at Langlood Balt water supply 1 by 2006/2004	Manufact of production Loverhales is to defined exception or this had at exception or this had at exception or this had at exception or this had at exception or this had at exception or this had at the first Spray, and Senaturian by 2005/2006	Number of pumps to be evaluated HOTSPOT AREAS s.C. Turkey Popol by Ulframic Dated Sprage and Juveniew by States/ICE	Author of package plant in the attention of the control of to the control of the control of Townsy Propert to ultramis Daint Springs and Barchades, by Jackey Otto.	Sumbar of order storago tanta. No to be matched at MOTS/POT AMPAS - U.S. Furney Proper or of Thirdes Dullect Spreap, and Geodemics by 2000/2/C/S	*Anthor of Mamorlans of Russy H nums is be constructed at 1017901 MeEgg. CES 107901 Phoped to ultrasea (Sunday Phoped to ultrasea (Sunday Sunday and Beneficiars (sy \$0.006,2006)	Number of referendents of Bud. No. and to the construction at and to the construction at Number of the construction Chair of Service, and Servician by 2006/2009	Number of Hammers of Market by Number of Market American Day constructed as NOTS-PORT AMERICAN DES Numbers Phoped Bits of Probable	Number of standpose to be established at HOTSPOT AREAS CES. Turney Flaged by Ulfurelit David Spreag, and Bowners by BROAZOZO	Number of some business. In part, montanes by 3008/2026	Number of walky walky Professivery to received by John-70,14	Number of load handing the premary expected by Joseph 200	Naturbur of EPNEP jobs crassed in the process LED creatment, managery capital properts, by '2004/7028	Tamber of E-PMP rejurts to submitted to the familier by 2006/2026
8	3	3	a	E	E	E	4.	z	£	£	ž.	e.	z	8	=	2
												audica fu Inc. alle a	EDBNIBH BY E'BCE	SANCO SUBMITOS /2 FOURNILIOS /SANCO		Pulice Maria Programma (EPNP)
													To chase take and healthy possible mater	ESDAS To enhance consistent protection with sufficient book contrast. The contrast of the co		diportement
	BSD4\$	93076	(KIDA)	9+O653	REDA	POST	RSDS:1	\$459	RSDCV3	*50S9	Material	Bronk	25000	95059	15061	115307

Supply Supply	Control landane and (47) studies	Nobra Agenta. Algendance Heygine i dinden		report and proof of Signed reports.	Sgred reports	Sgred reports	Sgred reports.	Syned rejeath	Signed Indiana.	Signed reports	Count vestable	Program Regura. Prod of Submeason to Immany	Prod of supressor	Autet Hespater	Count lessings	Spred Squats to France	Specificant is Count	Authorities of report	Notice, entrates &	Sgreet Hepart Counts Breatabari		Count insulation we living and	Georgiana Countriesan and Spale Development Publican
	OPEA	94-6 94-6	0.241 741 4.34 Ri	OFEX	41 152 728 920,00	4299 429 000,00	Office and society	1946	OWEX	X dec	over	Ptz	OPER	Orex	OPEX	PEX	24.2	PF.X	OPEX	142 142	and the state of		OMEX COMEX
Home, Several February Several	Community Services	methyliky Services	Main Section 3		Bedget & Transary Other		1	Bangat & Tramsory Ottor	Badget & Instancy Office	Budget & Treeury Office	Budget & Invesery Office	Odget & Teasury Office	Budget & Ironnary Office	Budget & Terleupy O Office	Bueget & Treasury Office	M Organización O	O	A Departments	Office of the 1884	Ollos of the Mala	000000000000000000000000000000000000000		Community Services (Of
423 F IE system to be created through the UE of and although the contact of an although the contact of a second of		C) Aydreen teachers.	Ш		\neg	Т		8.0	18	28			- Pa - S	developed by Bush	12		Liv. Forders and All D report submitted	٦,	Ш	Mayora Activity. Olio Youth Public Shapma Saltieri y Jacob 2007			75
423F FE's pulse to be LEO and alterns, mala oy 38408/2028	Date of Review and aduption of JED strange by Counce by SINGERICS	1 denth LED Fourners heart by 3006-2029	180% of MC exponence by		100% of operating budget spent by 3408/2028	\rightarrow		2010	25 10	1010	Asperon of ARMAS hangestay 31 months	Rhose (J) of Physics Reports Submitted to Physical Theory on Implementation of the Budget Eurobra Plan by 20 Jane 2029	154	Meet Hypain devel Jook7076	Date of Adeption of France votal protons by Council 31-05-2006	10% reduction of unsubnated integrals futilists and manifold expenditure by 30002/20%	F. Unushonaci, Yangazi, Trafiyas and Mashid F. Samiliano rapari submilind is Caunci by 3006/2026	100% of audit queers country to Audier General addressmet by 2006/2020	HOT'S of fundional FCH Shuckers commission by 3005/2006	Dve bit Reports on Mayoral Activities Capital Special Physiosophysiology Participation Operators Statute Sales materialist in Control by 2000/2003	Harring Creek	Date of Review and adoption of cooline may also development	Seeming by contract by a respective shall be be supported to the seeming the seeming to the seem
1989	999	T dental LEDITourium luman Impellings hadd by 3 UQ32008	75% of MG superstance by		75% of operating budget sperifie, 3x03/2028	75% of captal badget spirit by 31403/2028	75% of reports and recommended speed by 31 93/2036	0103	of to	58 10	hat.	Too I is of Progress Purport Amelied to Provincial House on Importantian To Budget Funding Plan by I March 2009	NA NA	NA NA	NOA.	the reduction of constituents of property of equality is expenditure by 31-02/2026	1 Unsufficient throughts, further and throughts, Experiment report submitted to Counsillay 3143/2676	75% of ealt query tend by the Audion General addressed by 31/43/25%	10th of Andona ICR Shown mortraled by	11/51/2006 One 11 of Mapers, one Mayor & Adoleses I Special Programmer, Novels, Personal Programmer, Operation Seature Softer, pubmilled to	Councilly 3403/3024		*
199	4	1 dunted 1 EQFI custom forces meretryps hadd by 21r12/2025	50% of MG expenditive by	1 8	Soft at operating badget speed by SIA 2012	50% of capital budget speet by 11/12/2025	50% of repairs and manter, and speed by 31/12/2025	01 03	0110	8	4	Down III of Progress Maparis Submitted to Province from progress Submitted to Province from progress From Province of the Budget From Planting 31 Disconness 31 2875				5% respective of unauthorized, respilie fulliers and unauskal expensions by 211122035	Liberatornal, trippial Frates. I transferond integral, and Westeld E-pontation report. Frates, and Westeld and Westeld and Westeld and Westeld and Westeld and Westeld and Westeld and Westeld and American Science and Ame	50% of audit querra, irraed by the Auditor General addressed by 21112/2025	100% of Landary ACR Stychers coordinated by 31/12/2025	One (1) of Reports on Nayous Accessor, 1500 on the Con- Programmes Touth Petic, Peticipation Operation Statems Peticipation Operation Statems Touristons of Touristons on Touristons on Touristons on Touristons on Touristons	none		
1	1	Section to the second sec	25% of MIC expenditure by 5	. £			75% of repairs and municiparity or upon by 2008/2005	0141	91	0101	24	Feeting (32) of Program Rayons. (7) To Submitted to Promout Interacy on Submitted to Programme from the Submitted for March 19 18 Submit March 19 18 Submitted for March 19 18 Submitted for March 19 18	Averal Cornel by 1108/2025 AMA	NAM	NOR	The coduction of unsubstrated, 33, magdet, buffers and weakled for expenditure by 3000-7005 on	Handhoraut, impain, fraffits 11.0 and Washink Equation in sport and withink in Country 2000/2025 say	17% of Audit quarters Limed by Pre 1507 Auditor General addressand by Aust 2009/2005		Achieves September on Mayorsa On- Achieves September Schools Public Performance Country Per Services International Country September September Schools September Septe			1 100
23.1 ft. y justy to be created frought ED visitions, and adopting again propriets, by 3006/2009.	Date of Stowers and elegation tol. (ED Winless by Govern by Molechtore.	Gertzi ji Diflacese busasa mesebya held by 3006/2016	100% of shill expendates by 2	1.6	100% of operating beingst specifiery 25% of operating budget specifiery 2006/2006	90% of capital bedget speniely 25 specials 20	100% of repart and internances 77	10			Approve = 20,7627 budget by	Leuker (12) of Program Reports. (4) Schmidtel to Province of Survey or Survey or Survey or Survey or Survey or Survey or Survey or Survey or Survey of Survey 30 June 2009. (5)	ž	Asset Regular developed by MA	Other of Adoption of Feunna recited patient by Council 14/05/2021	Why induction of unauthanisms. The magniful halfists and summed may experiment by 2006/7006.	4 Unaufronium implate Frotente (1) and Vinabla Figuralians impolis — err solembert is Council by 3008/7009 juli	VOOLs, of audit queens yound by the 195 Auditor General and man by Au-	100% of landons FCR Students 100 condended by 3086/25% axe	Anne (4) of Reports on Majorate Anne (5) of Programment, You'll Public Anne (5) of Programment, You'll Public Anne (5) of Programment, You'll Public (5) of Programment, You'll		State of Review and adaption of Creditor Angulard Revelopment (American In Court In 1995/00)	Review and addition of classed Spalled Development Participated by Country y 2000/2019
227 if the late bein owned through 1521 its type used through 160 (121 its lates the content (150 miles, modern table) we content (150 miles, modern table) where is colored to the content of the colored table (150 miles, the colored table) where is the colored table (150 miles, the colored table) where the colored table (150 miles) where the colored table (150 miles) where the colored table (150 miles) where table (150 miles) where table (150 miles) we content table (150 miles) where table (150 miles) whe	170 wangging Country 7885/2034	with by 3000/2003	190% of 44G expandition by 30/09/7025	On of arrest decision to two trace of a services spent by 2006/2075		ent by	plants and insurfactories spent by		70 (F)		and on approved on the	l	d by			O's reduction of annufactured regular. TV refers and supplied expendition by eq.	Council by annual engages frustees and 410 and Council by annual engages and annual engages and council by annual engages and	1955, of th east quarter Laurel by the Auditor Control a stiffmund by 3000C/RES Au po	100s, of fundamet CA: Shuckers by 100 3006/2005	A A A See of the Control of the Cont		Revenue and stapping couldbe engrand Crop	Reviewed and attigated dished Spatial Revi Development Egitescrib by Cannell on Spatial Int 31 (\$452923
1721 file space for two counted through (3) LEO missions, producing capital property, by 300862025	Dee of Renew and adoptured LED 11 to shall by Council by 2006/2024	4 64r01 ESO (caren Layers 4 markings held by 3804/00/3	100% of IAIG espanditus by 10	18	5	ă	of topurs and municipality by 30:08/7025		20 10		1605/7077	top profit life	la l		ŧ	10% induction of constituents (Ch. everyth: bottom and equinity the expendition by 2000/2025	4 Unathermed, Proplets Frances 1-0 and Westerful Equipments reports 9th schmilled in Country by Steen years Country	100% of auth quints result by the 1953 Author Comain addressed by Aud 2000/2003	10th of fundons (CA Strutum) 100 by 2004/2025	ne nAcific	Charles of apprehi	Reverse and adoption of treation relationship development planning by Reve Council by Associates	
ġŧ.	£	2	1	2	ą	Reg.	£	,	- NA	ar.	Po.		2	g	ą	P4	2	2	2	2		£ E S	2 80
- Advantages	Office	Marten	Percentage	Несентара	62	Per constagn	di January	9	Make	gago gago	me of approach	Note the second	8	Purelos	al Color	Persentage	Manufacture of the second	Petrology Petrology	Percentage	Author		1	
Number of Fire couled Prough 125 adallors. Malachg catal propers, by Biografics	Date of reverse and absylate of 1.0 to shipp by Council 3006/2026	Monthur of Baltin (ED/Gartes) Mounts meetings held by 3000/2026	Percentage of MG Expenditure by 2008/7026	Percentarge of annual electron in the lapes sensors speed by 3009/2016	Hercellups of specialing buegot speecby 30466/2025	Presentings of capital budget spent by 30/08/2026	Promising of repair and mantenance speed by 3006/2026	Mate on Branch stady or Service of debt coverage by 3006/2006	Neme of configuration by thems of configuration by 1046/2036	17 do on francas valully in Latter, of confidenting service lections to eventue by JACOLOGIA	bedget by 3148502%	Schooling to Progress Reports Schooling to Progress Treatery on Impresentation of the Badger Lenting Plan by Ann	Outh of submission of cryclass fround framcad Statements to the Audion Certeia by 31-06/2005	Aurelia of Australia	The district by Count by 31 chance	Percentage of reduction of Interpretation Program Frollers and Mandala Expenditure by Scotlands	Murther of Unauthorized Pregate Trabea and Weshidd Expenditure reports adomnsia to Ceanol by Stessesco.	Percentage of audi queries rained by the Audion Germal addensised by 2008/2008	Anoethpr of lendand füll Structure controlled by 2006/1026	Number of Reports on Mayor 3 Activities (Stream Programmer, Truck Public Programmer, Truck Public Pertrainent Sperment Selver instruction for Council by 2006/2023	HEHIT MARKET	Date of review and adoption of dradible integrated (Armitophies) planting by 134 Countrilly 31495/2016	2000 of revers and adaptars of about Spales Development Turberest by Countil by 31 05/2001
WP) (WW)	3	2 5	1	26	8	2	<u> </u>	F .	3	3 1		g	# 2	8 1	R	ç	5	101	2	is is	HIP SECTION		<u>\$</u>
Page wone (FPNP)	I E D jackey revees	Committee shart LEOFLoaten Forum meetings.					peneg	tulkus (tulle Stu	Lediu Boy	erl nom?				Frues bylithe		Monter the complaints with	robrard Ingustion regarding formula capabilities	Stylement or and other plan	Emare Puricipation in the IGM Structures	Enhance Supprices Retion and Probe Participatum	Weden III	Respond of a Coultain Integrated Development Plex	Myrowed Spales Opmotopment Furnished
To Moreove, and		University to the Economic Development							an week	Ana bah (segar)	popular c	nos April is increases.						number and spens	is emante gual and bit have governed	to principle for who exists of designated groups,	PAR. Come Cuting Image	Ellorel & Crubbs Shalp, L. Spales Marupal Purme	To whose the enginementation of Spatter Development Francource.
95	16041	IFURS	10mm and	COMPA MA	CONV MA				į	5000	. Ale		i i i	i i		Ĭ		M VANS		2044725	PARCOS	35,1	2000

		_	-													
8	To sensor supplicably protection and development of the selections.	Development and processment of processment and processment and process and process and process and pro-	2628	Date of review and adoption of Franchisement Management Her sprowfed by Council by 106 3606/2026	į	2	Outh of review and adoption of Environmental Managament Plan provided by Coarsol by 2006/2025	Reviewed and Adepted Environmental Management Han by Countd by 2849/5025	Profes and adoption at Economics Management Par- proceeded by Councy by Management	99	\$	1	Colle of Review Review and adoption of Confronting Management Plan	3	A	Count Recotter
ĕ		Pad Custowally	Date of Sec Management Desarter to Part submer 1-17 Anno 20078	Date of Science on all Datestin Management Annual Report on Datestin rections in the pros- per submitted to Council by 30 Anno 70278.	4	ε	New Yndronier	AND and and a	Other of Subsempayer of Deamies Management Arrested Regions on Management Arrested Regions on malaritation to Control by 30 Arrest 2009.	100	4		8		i i	Death Management Menu d Manu (Carat
·	To crode a salety and insurants and responses entractioners recipients with a salety and	invariant to the second of the	285€	Sumber Of American Campaigns on Damille provided to the UTDM 100 Community by 2008/2014	Number	Dead wide	New (edicality	Phys. Policides	For Hilberton Carpage of Disease provided to the UTDA Community by 2008/2008	Ore (1) ferra ensein Campangra, on Dhustle provided to the UTDM Convention by 2009/2025	One (1) American Compages of Disable provided to the UTDM Comments by 31(12/3025		One 11 Years ormed Companying on Cheeses provided in the Little			
900	To writte proper Subdrate for communication with the efforming an public.	Manter for Unclosing and observed for Manages Cult Control	8 8	Date of Reverse of the Call Control Charter submitted to 109 Council by 30006/2008	ŧ		New Palestin	open programme and the program	Brown of the UTDA Cut Cambe Churter submitted to Councility MOD/2009				Country			Cal Conte Charte Count

The Land and the	PARAMETAL YEAR ENDED: 30 JUNE 2028	Evidence		Signed reports and proof of submission	Signed reports and copies of completed work plans	Rsk Response Action Plan, Total workings Risk Committee		Grant exenditure report and proof of payments	Signed reports	Signed reports	Signed reports	Signed reports	Signed reports	Signed reports	Signed reports	Council resolution		Proof of submission and Annual Financial Statements
Secondary.	Rudon		SENIORS.	X3-00	<u>م</u>			MIG	y OPEX	o o e ex	CAPEX	уорех	396 3	y OPEX) opek	уорех		<u>م</u>
	Parabographia	Department		Corporale Services	Corporate	Office of the MA		Water, Santation & Technical Services	Budget & Treasury Office	Budget & Treasury Office	Budget & Treasury CAPEX Office	Budget & Treasury Office	Budget & Treasury Office	Budget & Treasury Office	Budgel & Treasury Office	Budget & Treasury Office		Budget & Treasury Office
		3		I quarterly performance report submitted by departments to the Office of the Municipal Manager by 30/06/2026	100% othou section 54/56 managers (entered into a service deficiery agreements with line emmediate supervisor) assessed on quartenty	pass by subscruce Twenty (20%) of Risk Response Action Plan Implementation Progress implementation by 3:106:2026		100% of MIG expenditure by 30/06/2026	190% of annual allocation to free basic services spent by 30,06/2026	spent by 30/06/2026	spent by 3006/2026	100% of repairs and mainlenance spent by 30r06/2026	01.03	01.02	01.00	Approval of 2026/2027 budget by 31/05/2026	Three (3) of Progress Reports Submitted to Provincial Treasury on Implementation of the Burgast Funding Plan by 30 June 2026	NA
SPECIAL SECURITY SECU		8		1 quarterly performance report submitted by departments to the Office of the Municipal Manager by 31,032,026	100% of non section \$455 managers (enliered into a service debrery agreements with the mmediate supervisor) assessed on quarterly basis by 31/02/026	Twenty (20%)of Reak Response Action Plan Implementation Progress implemented by 3003/2026		75% of MIG expendeure by 31/03/2026	75% of annual allocation to free basic services spent by 31/03/2026	75% of operating budget spent by 31/03/2026	75% of capital budget spent by 31/03/2026	73% of repairs and mainlenaires spent by 11/03/2026	61.00	Ø10	1919	N/A	Three (3) of Progress Reports Submitted to Provincial Treasury on Implementation of the Budget Funding Plan by 31 March 2026	MA
median sessiones		8		1 Qualerty performance report submitted to the Office of the Municipal Manager by 31/12/2025	1 non-section 54/56 managers quarterly review co-ordinated by the General Manager by 31/12/2025	Twenty (20%)of Rish. Response Action Plan Implementation Progress implemented by 31/12/2025		50% of MIG expendane by 31/12/2025	50% of annual allocation to free basic services spent by 31/12/2025	50% of operating budget spent by 31/12/2025	50% of capital budget spent by 31/12/2025		0103	01.02	1010	nla	Three (3) of Progress Reports Submitted to Provincial Treasury on Implementation of the Budget Funding Plan by 31 December 2025	nla
P 2025/2028	2025/2026 Projections	8		1 Qualerly performance report submitted to the Office of the Municipal Manager by 30/9/2025	1 non-section 54/56 managers qualitaty review co- ordinated by the Ceneral Manager by 30/09/2025	Twenty (20%)of Risk Response Action Plan Implementation Progress implemented by 30/09/2025		25% of MiG expenditure by 30/09/2025	25% of annual allocation to free basic services spent by 30/09/2025	25% of operating budget spent by 30/09/2025	el spení	25% of repairs and mainlenance spent by 30/09/2025	0163	20:10	91,01	n/a	Twerve (12) of Progress Reports Submitted to Provincial Treasury on Implementation of the Budget Funding Plan by 30 September 2025	Submission of credible Annual Financial Statements to the Auditor-Genral by 31/08/2025
DENDUR BUDGET & TREASURY OFFICE DEPARTMENTAL SOSIP 2025/2326	R	Annual Tarpet		4 Qualenty performance reports submitted to the Office of the Municipal Manager by 3006/2026	4 non-section 54/56 managers quarterly reviews co-ordinated by the General Manager by 30/06/2026	Ephy Perceni (80%) of Risk Response Action Plan Implementation Progress replemented by 30 June 2026		100% of MIG expendance by 3006/2026	100% of annual allocation to free basic services spent by 30,06,20,26	Turn of operating budget spent by 30/06/2026		100% of repairs and mainlenance spent by 30/06/2026	60,03	20:10	01.01	Apxoval of 2026/2027 budget by 31/05/2026	Twelve [17] of Progress Reports Submitted to Provincias Treasury on Implementation of the Budget Funding Plan by 30 June 2025	Submission of credible Annual Financial Statements to the Auditor-Gent. by 31/08/2025
DENDUR BUDGET & TREASU	2024/2025	Annual Actual		4 Qualefly performance reports submitted to the Office of the Municipal Manager by 30/05/2025	4 non-section 54/56 managers quarterly reviews co-croinsled by the General Manager by 300/6/2025	New Indicator		100% of MIG expenditure by 30/06/2025	0% of armust allocabon to free basic services spent by 30/06/2025	74% of operating budget spent by 30/06/2025	100% of capital budget spent by 3006/2025	38% of repars and maintenance spent by 3006/2011	8,49,03	1,47 02	0,14:01	2025/23 Budget was approved on the 28/05/2025	New Indicator	Submitted credible Armual Financial Statements to the Auditor-General by 31/10/2023
MANNE OF INUNICIPALITY: UTHURCLA DISTRICT M	1331	Amusi Tarpet		4 Qualetry performance reports submitted to the Office of of the Municipal Manager by 30/6/2025	4 non-section 54/56 managers quartery revews co-ordinated by the General Manager by 30/06/2025	New Indicator		100% of MIC expenditure by 30/06/2025	100% of annual allocation to free basic services spent by the 30x06/2025	100% of operators 100% of 100%	100% of capital budget spent 1 by 30/06/2025	Hone of repairs and maintenance spent by a 30/06/2025	01:03	2010	01:01	Approval of 2025/25 budget by 2 31/05/2025	New Indicator	Submission of credible Arnual 1 Financial Statements to the F Audrior-Gernal by 31/08/2023 A
OF MUNICIP	Ward No.			e/s	u/a		District of the last	n/s	e/u	n/a	eju	e/u	n/a	n/a	n/a	eju		n/a
MAN	Unit of	T T		Number	Number	Percentage		Percentage	Percentage	Percentage	Percentage	Percentage	Ratio	Ratio	Ratio	Dale	Mumber	Date
	indicator		DEVELOPMENT	Number or qualerly performance reports submerted to the Office of the Numcyoe Harager by 3006/2008	Number of was section 5456 managers quarterly reviews co-ordersted by the General Munager by 30406/2026	Percentage of Rask Rasponse Achon Plen Implementation Progress emplemented by 30 June 2026	ALL S. S. M. BLANDWICK STATES	Percentange of MIG Expenduire by 30/06/2026	Percentange of annual allocation to free basic services spert by 30/06/2026	Perceitage of operating budget spent by 30,06,20,26	Percentange of capital budget spent by 30/06/2026	Percentance of repairs and maintenance spent by 30,066,2026	Rabo on furancial viability in terms of debt coverage by 30/05/2026	Rabo on furançial vrability in terms of cost coverage by 30,062/026	Rabo on intarcual viability in terms of outstanding service debions to revenue by 30/06/2026	Date of approval of 2026/2027 budget by 31/05/2026	Number air Progress Reports Submitted to Provincial Treasury on Implementation of the Budgel Funding Plan by 30 June 2025	Date or with sound credible Annual Financial Smements to the Audion- Generity 1/09/2025
II Tochester	Indicator	É	TITUTIONAL	4	~	~	MAGEMENT	4	so.	9	2	sú	6	10	11	12	13	X
SERVICE COMPANY	Strategy		KPA 1; MUNICIPAL TRANFORMATION AND INSTITUTIONAL DEVELOPMENT	mplementation of PMS Policy &	Framework	Ensure functionality of Risk Management Committee	RPS: MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT					\$namager	iem bas god	acel repor	n sucernī			
	Objective St		PAL TRAHFOR	To ensure a functional in	System	To ensure Er fundonal risk fun	L FINANCIAL Y.							Juanna Sev	am bris yhide	ry leconomy b	unos Agetaj auroka e j	
		- Anna	KPA 1: MUNECI	0	MTID6.2	M TOI8.1 To	KPS: MUNICIPA	MFVMO	MFVM02	MFVM03	MFVM04	MINMOS	Mivlado	MFVM07	MFVM08	MFVM09	MFVM10	NEWIT

	_							
	Assel Register	Council Resolution		Signed Reports to Council		Signed Reports to Council	Andle action plan	and dashboard report
	ı	ł		OPEX		OPEX	OPEX	í
	Budget & Treasury	Umce Budgel & Treasury OPEX Office		All Departments		All Departments	All Decarments OPEx	
i	1Assel Register developed Budget & Treasury OPEX	by Sundazdazo		10% reduction of unauthorised, inegular, fruitless and wasteful expenditure by 30/06/2026		1 Uhauthorsed, irregular, Fruitess and Wasieful Expenditure report submitted to Council by	30/06/2026 100% of audit queries	raised by the Auditor- General addressed by 30/06/2026
	NA	Adoption of Finance related policies by Council 31/05/2026		2% reduction of unauthorses, 5% reduction of 8% reduction of unauthorses, regular, findless and vesteful unauthorses, impular, findless and vesteful expenditure by 30/06/2026 runtess and vesteful expenditure by 30/06/2026 expenditure by 30/06/2026		1 Unauthorised, kregular, Fruitess and Wasteful Expenditine report submitted to Council by 31/03/2026	75% of audit queries raised by the 100% of audit gueries	Audior-Ceneral addressed by 31/03/2026
	eju.	ŧ		5% reduction of unauthorised, irregular, fruitess and was leful expenditure by 30/06/2026		1 Uhaufhorised, Irregular, Fruitess and Wasteful Expenditure report submitted to	Council by 31/12/2025 n/a	
	E/G	пја		2% reducibon of unauthoreae, 5% reducibon of irregular, fundiess and wassleful unauthorized, irru expenditure by 30/06/2026 expenditure by 30/06/2026	:	2		
	Asset Register developed by 30/06/2026	Adoption of Finance related policies by Council 31/05/2026	Т	reduction of unsurhorsed, orgoliar, fulless and waseful expenditure by 30/06/2026		4 Unaufhorised, Impglast Fndess 1 Uhandhorised Impglast and Washful Eppendaure reports Fnudess and Washful abrithed to Council by 3006/2025 Expendulare peort submitted to Council by 3009/2025	100% of audit quenes raised by the Inda	Audion-General addressed by 30/06/2026
	New Indicator	New Indicator	W				95% of of audit quenes raised	by the Auditor-General addressed by 30006/2025
	JOESE INDICATOR	Меж Ілбісаюс	films ladantas	Distributed departs	Many tradeston	JORGINGI MANA	aised	by the Auditor-General addressed by 30/06/2025
	200	n/a	App		9	PA .	eņa	
Mountain	5	Date	Decrantana		Missendone		Percentage	
Marther of Accol Protector described by Marshare	30062026	Date of adoption of Freques policies by Council by 31/05/2026	Percentan of neduction of	M6/2026	Number of Hazailhoncood traceitee	Fruitess and Wasteful Expenditure reports submitted to Council by 30/06/2026	ž	30/06/2026
16		16	12		18		61	
		Ensure legislative compliance		Montor the compliance with relevant legislation	negarding	financial expenditure	Implement an	
							To emprove	
MEVALIZ		MFVN13	MFVN:4		MFVMIS	e e	MFVM16	

FINANCIAL DISCLOSURE FORM
I, the undersigned (initials and surname) Mo (S.) of
16 levence Vince, Suebon Morth, 4056 (Postal address) and
(Residential address) Employed as Lancage Nat UThukela District Municipality hereby certify that the following information is complete and correct to the best of my knowledge:

1. SHARES AND OTHER FINANCIAL INTERESTS

(Not bank accounts with financial institutions)

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		1		
2	ll.s		1	

	1 1		
\cap	1 #	***	
			TA IA

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			
2		1 / /	
3			
5			
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.

No	Name of Employer	Type of business	Amount of Remuneration or Income
1			
2			
3			
4			All 7,011 18 (A) (A)
5			
Total			

Council sanction confirmed:

Signature of Mayor

Date: 08 07 2025

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.



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			
4			
5 Total			

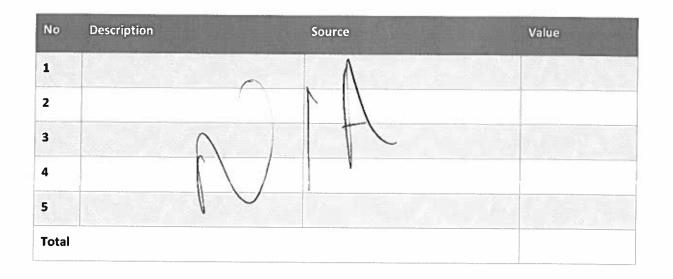
GIFTS AND HOSPITALITY FROM A SOURCE OTHER THAN A FAMILY MEMBER

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.



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				
4				
5				
Total		4		

SIGNATURE OF EMPLOYEE

DATE: 08 101/2025

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	e declaration?
Answer	yes	
(ii) Answer	Do you have any objection to taking the prescri	ped oath or affirmation?
	you consider the prescribed oath or affirmation to	be binding on your conscience?
declarat so help	- 200	e knows and understands the contents of this swear that the contents of this declaration are true declaration are true. The signature/mark of the
Commis	ssioner of Oath /Justice of the Peace	
Full first	names and surname: BHEKISISA M. K	(Block letters)
Employe	ee01 (rank):E	x Officio
Republic	c of South Africa	I CERTIFY THAT THIS IS A TRUE COPY OF THE ORIGINAL WHICH WAS EXAMINED BY ME
Street a	ddress of institution:	AND THAT, FROM MY OBSERVATIONS, THE ORIGINAL HAS NOT BEEN ALTERED IN ANY MANNER MANNER AND BHEKISISA M. KHATHI AND BHEKISISA M. KHATHI AND BHEKISISA M. KHATHI
Date:	18/07/2025	ADMITTED MMISSIONER OF OATHS 33 FORBES STREET / 36 LYELL STREET LADYSMITH 3370 DATE:

Place:			

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
	 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 dates	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.
Review 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
	 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

PERSONAL DEVELOPMENT PLAN					
Development Objectives?	Priority High (H) Medium (m) Low (L)	Intervention/ Course Name/Institution	Resources / Support	Target date for achieving my objectives	Actual date of achieving my objectives
Soliey analysis of Sevelo Finence	7	Frakegre Jouey Sevelopment	Spen Course	ourse of oxfrosts or 606 faces	or (06/2026
Review Date		5x0x/20/10			