PERFORMANCE AGREEMENT

Made and entered into by and between:

UThukela District Municipality as represented by the Municipal Manager

LANGELIHLE SIPHIWOKUHLE JILI

AND

[ID NO. GENERAL MANAGER: WATER

SANITATION & TECHNICAL SERVICES

The employee of the municipality

for

FINANCIAL YEAR: 1st July 2025 - 30 JUNE 2026

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

UThukela District Municipality herein represented by

LANGELIHLE SIPHIWOKUHLE JILI

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

And

EMMANUEL XOLANI MTHEMBU:

[ID NO.

Employee of UThukela District Municipality

(hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

INTRODUCTION

- 1.1 The Employer has entered into a contract of employment with the Employee in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance Agreement.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Systems Act as well as the Contract of Employment entered into between the parties;
- 2.2 specify objectives and targets established for the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance expectations and accountabilities;

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- 2.3 specify accountabilities as set out in the Performance Plan (Annexure A);
- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the Performance Agreement and Performance Plan as the basis for assessing the suitability of the Employee for permanent employment and/or to assess whether the Employee has met the performance expectations applicable to his/her job;
- 2.6 appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance; and
- 2.7 give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 1st July 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.

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.
 - (c) KPAs covering the main areas of work will account for 80% and CMCs will

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account for 20% of the final assessment.

- 5.7 The Employee's assessment will be based on his/ her performance in terms of the outputs/ outcomes (performance indicators) identified as per attached Performance Plan (Annexure A), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:
- 5.8 The CMCs will make up the other 20% of the Employee's assessment score. Managers are to report on ALL the CMC's below giving each a weight according to relevance to your work environment.

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

		WEIGHTS
Strategic Direction and leadership	 Impact and influence Institutional Performance Management Strategic planning and management 	5
	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 	60
	Program and Project Monitoring and Evaluation	
Financial Management	 Budget Planning and Execution 	10

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

6. 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.
- The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.

7. THE QUARTERLY PERFORMANCE APPRAISAL WILL INVOLVE:

- 7.1 Assessment of the achievement of results as outlined in the performance plan:
 - (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
 - (b) An indicative rating on the five-point scale should be provided for each KPA.
 - (c) The applicable assessment rating calculator (refer to paragraph 7.3 below) must

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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

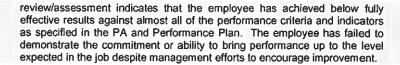
- (a) An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.
- (b) The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:

EVEL	TERMINOLOGY	DESCRIPTION		RA	ATIN	G	13
			1	2	3	4	ę
5	Superior	Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods.					
		Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					
4	Advanced	Develops and applies complex concepts methods and understanding. Effectively directs and leads a group and executes in-depth analyses.					
		Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Competent	Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and execute progressive analyses.					
		Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Basic	Applies basic concepts, methods and understanding of local government operations, but requires supervision and development intervention.					
		Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Basic	Applies basic concepts, methods and understanding of local government operations, but requires supervision and development intervention					
		Performance does not meet the standard expected for the job. The					

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

SCHEDULE FOR PERFORMANCE REVIEWS

- 8.1 The performance of each Employee in relation to his/her performance agreement shall be reviewed on the following dates with the understanding that reviews in the second and third quarter may be verbal if performance is satisfactory:
 - (a) July to September 2022 for the First quarter;
 - (b) October to December 2022 for the Second quarter;
 - (c) January to March 2023 for third quarter;
 - (d) April to June 2023 for fourth quater
- 8.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 8.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 8.5 The Employer may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and/or amended as the case may be. In that case the Employee will be fully consulted before any such change is made.

DEVELOPMENTAL REQUIREMENTS

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

10. **OBLIGATIONS OF THE EMPLOYER**

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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.

MANAGEMENT OF EVALUATION OUTCOMES

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

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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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Water Saniation &	Technical Services	Water, Sanitation & Technical Services	Water, Sanitation & Technical Services	Water, Saniation & Technical Services	Water, Sanitation & Technical Services	Water, Saniation & Technical Services	Water, Santation & Technical Services	Water, Santalion & Technical Services	Water, Sanitation & Technical Services	Water, Senitation & Technical Services	Water Sanitation & Technical Services	Waler, Saniaton & Technical Services	Water, Sanitation & Technical Services	Water, Sanitation & Technical Services	Water, Sanitation & Technical Services	Water, Sanitation & Technical Services	Water, Saniation & Technical Services	K.Y.
(1) KM of pipeline to be constructed al	Amagwe Phase 9B1 by 30/06/2026	r/a	0.6 KM's of pipeline to be constructed at Amagwe Phase 982 by 30/06/2026	WA	3 production boreholes to be equipped at Ekunukeri Groundwater by 30/06/2025	r/s	rifa	(1) of abstraction tower to be constructed at Kwanobamba Eziendeni by 30/06/2026	e/s	17.9	r/a	L.? K.W.s of bulk pripetrne(AC popeline)Io % constructed at Steachville WCDM- Nork peckage 2 by 30W6/2026	2.55 KM*s of bulk pipeline to be constructed at Ladysmsh ACWork package 2 proeline replacement by 30/06/2026	9 bulk metering chambers to be installed at Labysman AC-Work package 2 prpetine replacement by 30/06/2026	ria	1.8 kilometars pipelune at Ekurukeni Groundwater WCDM -ward 33 by 3006/2026	Na	6.30
(1) KM of pipeline to be	constructed at Amagwe Phase 981 by 31/03/2026	n'a	0.6 KM's of pipeline to be constructed at Amagwe Phase 9B2 by 31/03/2026	NA	WA	n's	Date of appointment of Contractor at Kwanobamba Ezitendeni Abstraction Tower by 31/03/2026	nla	n/a	rla	vla	1.25 KM's of bulk pipeline(AC 2) pipeline) to be constructed at 8 Steadynie WCDM-Work package 2 by 31/03/2026	95 KM's of bulk pipeline to constructed at Ladysmith CWork package 2 pipeline splacement by 31/12/2025	9 bulk metering chambers to be installed at Ladysmith AC. Work package 2 pipeline rightcoment by 31x032026	NA	1.2 kilometers pipeline at Eluvukeni Groundwater WCDM -ward 33 by 31/03/2026	NA	MA
1 KM of pipeline to be constructed	at Amagwe Phase 981 by constructed at Amagwe 31/12/2025 Phase 981 by 31/03/2026	nia	0.5 KM's of pipeline to be constructed at Amagwe Phase 982 by 30/09/2025	4 handpumps to be at equipped Euroticeri Groundwater by 31/12/2025	rvis	Date of Completion of Niabamhlophe Water Supply Scheme by 31/12/2025	N/a	rda	Va	NA	Date of Appointment of Contractor in Stead-file WCDM Work package 2 by 31/12/2025	0.85 KW's of bulk pipeline(AC pipeline) to be constructed at Steadylle WCDM-Work package 2 by 31/12/2025	0.55 KAY's of balk pipeline to be 0 constructed at Ladysmith AC. Work b package 2 pipeline replacement by A 31/12/2025	143	NA	NIA	WA	
		Date of site establishment at Amagiwe Phase 982 by 30/09/2025	rVa	1 handpumps to be at equipped Ekunukeni Incundwater by 30/09/2025	2 production borehole to be equipped at Ekuvuleni Groundwater by 30/99/2025	NA	1/3	n/a	of PRV's at Water & Saniabon elurbs Phase 3 by 30/09/2025	Sewer pump statuors to be furbished at Water and Santation efurbs Phase 3 Project by MG9/2025	N/A	N/A	NA B		· ·	NA	Date of Appointment of Contractor at Bergville WTW for upgrading of water supply Phase 2 by 30/09/2025	
(3) KW's of pipeline constructed at In/a	98		15 tal		2 production boreholes equipped at a grandwater by 30/09/2025		actor 9026	1	7 of PRV's at Water & Samisbon Refurbs Phasa 3 by 30/09/2025	5 sewer pump stations to be refurbished at Water and Sanitation in Refurbs Phase 3 Project by 30/09/2025	Date of Appaintment of Contractor at Steadwife WCDM Work Package 2 by 31/12/2025		* *	21 installation of bulk melening chambers at Ladysmith AC-Work package 2 pipeline replacement by N 30/06/2026	Date of Appointment of Contractor Date of Appointment of Contractor at Etuvuken Groundwater WCDM, at Etuvuken Groundwater WCDM, ward 33 by 30092025 ward 33 by 30092025	3 KM's pipeline at Ekundkeni Groundwater WCDM -ward 33 by 30/06/2026	Dale of Appointment of Contractor of at Bergyille WTW for upgrading of at water supply Phase 2 by 30/09/2025	
		-	-	3	31	2,3,14	21	21	3,4,5	District -	9,20 & 21	9.20 & 21	21.22	21.22	83	R	=	
	Number	Date	Date	Number	Number	Number	Date	Number	Number	Number	Date	Number	number	Number	Date	Kilometers	Date	
Number of pipeline constructed			8		90	Ajdan			Number of PRV's rehurbished at Water & Sanitation Refurbs Phase 3 by 30/09/2025	Number of sawer pump stations refurtished at Water and Santiation Refurts Phase 3 Project by 30/09/2025	Date of Appaintment of Contractor at Steadwile WCDM . Work package 2 by 31/12/2025	(AC	· -	/ bulk skage 2	Date of Appainment of Date of Appainment of Contrador at Eturuskeri Groundwater WCDM -ward 33 by 30/89/2025		Date of Appointment of Contractor at Bergville WTW for upgrading of water supply Phase 2 by 30/09/2025	
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	R15 000 000,00		R15 009 000,00	R18 206 891,00	1		R20 000 000,00				
Water, Sanilation & Technical Services	Water, Sanitation & Technical Services	Water, Santation & Technical Services	Water, Sanitation & Technical Services	Water, Santation & Technical Services	Water, Santation & Technical Services	Water, Sentiation & Technical Sentices	Water, Sanialion & Technical Services	Water, Santation & Technical Services	Water Santation & Technical Services	Water Services Technical Services	Water, Sanitation & Technical Services
0.48 KM's of dear water insing main to be constituded at Upgrade of Bergville WTW water supply Phase 2 by 31/12/2025	rla	3.5 KM's of UPVC pipeline to be constructed at Bergwile AC Pipeline replacement by 30/06/2026	WA	NA	30 communal standopes to be installed at Lengkloof Bulk water supply 1 by 30/06/2026	1 x 1.5Mil/d leatinent package plant to be condincted at Lengtood Bulk water supply 1 by 3006/2026	4 production bowinders to be diffied. AREAS - CES Turkey Project for UThakes Octor Storys and Boreholes by 300/6/2028	2 pumps to be refundatived HOTSPOT APEAS - CES Turney Project for UThulada Deutot Springs and Boveholes by 30/06/2026	4 package plant breatment be installed HOTSPOT AREAS. CES Turnkey Propet for uThukala Distinct Songs and Soreholes by 30/05/2026	NA.	1.01 Kilkoneters of Rigang main to be constructed at HOTSPOT AREAS. CES Turnley Project for ulThakela District Springs and Boreholes by 30x6c7026
1.44 KM's of clear water nsurg main to be constructed at Upgrade of Bengville WTW water supply Phase 2 by	Date of Appointment of Contractor at Bergville AC Pipelina replacement by 31/03/2026	2.5 KM's of UPVC pipeline lo be constructed at Bergyille AC Pipeline replacement by 31/03/2026	N/A	NJA	WA	NA	WA	N/A	N/A	2 water storage tanks to be restailed at HOTSPOT AAREAS CES Tunkey Proper for Unitalea District Springs and Boreholes by 31/03/2026	0.77 Kalomelers of Rising 1.01 Kalom main to be constructed at constructed HOTSPOT AREAS. CES CES Turik Turnkey Project for ultrakela District Spin District Springs and Boreincles 3000672026
0.96 KM's of dear water nang mainto be constructed at Upgrade of Bergville WTW water supply Phase 2 by 30/09/2025	N/A	N/A	10 boreholes to be digitised at The Implementation of CITI-OS Water Infrastlucture and Borehole Management System Phase 1 by Assemble	NA	N/A	NJA	WA	WA	WA	WA	0.75 Killiamellers of Rising main to be constructed at HOTSPOT AREAS - CES Turnkey Project for ViTrukela District Sonngs and Boreholes by 31/12/2025
NA	WA	N/A	07 boreholdes to be deglised at The Implementation of CITHOS Water Infrastructure and Borehole Management System Phase 1 by Aniophone.	1 x1.0MLconcrete reservair to be constructed at Langktoof Bulk waker supply 1 by 30/09/2025	NA	WA	NIA	NA	WA	NA	0.42 Killometers of Rising main to be constructed at HOTSPOT AREAS - C.E.S Turnkey Project for uThuketa District Springs and Boretholes by 30/09/2025
2.88 KM's of dear water rising main constituted at Upgrade of Bergville WTW water supply Phase 2 by 30/06/2026	Date of Appointment of Contractor at Bergville AC Proetine replacement by 31/03/2026	6 KM's of UPVC pipeline all constructed Bergville AC Pipeline replacement by 30/06/2026	17 boreholes to be digitised at The Implementation of CTT-OS Water Infrashuchus and Borehole Management System Phase 1 by 344326995.	1 x 1.0MLconcrate reservoir to be constructed at Langdoof Bulk water supply 1 by 30/06/2026	30 communal standpipes to be installed at Lengtkod Bulk water supply 1 by 30/05/2/2/6	1 x 1.5ML/d treatment package plant to be constructed at langkloof Bulk water surphy 1 by 3006/2026	4 production boteholdes, to be duffed, equipped and lessed at HOTSPOT AREAS, - CES Turnkey, Project for ull Turkela District Project of ull Turkela District Springs and Boreholdes by 90/05/2026	2 jumps to be refurbished HOT SPOT NREAS, CES Tumkey Project for ull haketa District Springs and Boreholes by 30/06/2026	4 package plani Insahmeni to be misalatina at HOTSPOT AREAS. CES Turries Project for ultrukala Destruz Spings and Boreholes by 300/05/2026	2 water storage tanks to be straight at HOTSPOT AREAS. CES Turnies Project for ultrakela Destuck Solving and Boreholes by 30006/2026	2.95 Killometers of Rusing main to be constructed at HOTSPOT AREAS - CES Turnkey Project for uThuketa District Springs and Boreholes by 30/06/2026
11	11	11	Vanous	Vanous	Various	Various	Various	Vanous	Various	Various	Vanous
	Date	Number	Number	Number	Number			Number	Number	Number	
dear ucted at TW	Date of Appointment of Contractor at Bergwille AC Pipeline replacement by 31/03/2026	Number of kilometers constructed at Bergville AC Pipeline replacement by 30/06/2026		Number of 1.0ML concrete reservoir to be constructed at Langktoof Bulk water supply 1 by 30/06/2026		Number of 1,5ML/d treatment package plant to be constructed at Langlood Bulk water supply 1 by 30:06/2026	Number of production boreholdes Number of production be obtained inspect and lessed at HOTSPOT AREAS. CES Turking Propect for Ultrikida District Springs and Boreholes by 3006/2008	Number of pumps to be melunished to the melunished to CES Turniery Propect or uThasea District Springs and Borekviers by 30/06/2/2006	Number of package plant treatment to be masalide at HOTSPOT to be masalide at HOTSPOT SES Turkey Project for uffuséra Distinct Springs and Beneholes by 20066/2026	Number of waker storage tanks to be enstated at HOTSPOT AREAS. CES Tunkey Project for Universe District Springs and Boreholes by 30/06/2026	Mumber of Kiltometers of Rising Number main to be constructed at HOTSPOT AREAS - CES Turnkey Project for ultrukea District Springs and Boreholes
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Signed Engineers Report	Signed Engineers Report	Signed Engineers Report	Signed Report	Signed Report		Signed reports	Signed reports	Signed Reports		Grant exenditure report and proof of	Signed Reports to Council	Audit action plan and dashboard report
			OPEX	OPEX		EPWP GRANT	OPEX	EPWP GRANT		MIG	OPEX .	OPEX
Water, Santabon & Technical Services	Water, Sanitation & Tedrarical Services	Water, Sanitation & Technical Services	Water, Seniation & Technical Services	Water, Santation & Technical Services		Water, Sandation & Technical Services	Water, Sentation 4 Technical Services	Water, Santabon & Technical Service		Water, Santabon & Technical Services	All Departments	All Departments
0.72 Killometers of Bulk ine to be constructed at HOTSPOT AREAS. CES Turnkay Project for uthukela District Springs and Boreholles by numerons.	"TS of Kidmenters of Relocutation to be constructed at HOTSPOT AREAS. CES Turkey Phoest for uThusea District Sories and Boverholes by 3006/2006	WA	15 water treatment plants montored by Water, Sentiation & 30/6/2026 Technical Services	9 waste water treatment works monitored by 30/06/2026		1176 of EPWP jobs created through LED initiatives. Including capital projects, by 30/06/2026	3 EPWP reports submitted to the funder by 30/06/2026	473 FTE's poss to be created through LEO missives, including capital projects, by 3006/2026		100% of MIG expendeure by 3006/2026	10% reduction of unauthonsed, uragular, fruitess and wasteful expenditure by 30/06/2026	75% of audit rusines rased by 100% of audit quenes rased by the the Auditor-General Auditor-General addressed by addressed by 31037026. 3006/2026
\$5 Killomelers of Bulk line to be constructed at HOTSPOT AREAS - CES Turnkey Project for uThulkels Dictrict Symms and Bresholder	0.53 of Midmelers of Too Midmelers of Midmel	xxx of standiples to be installed at HOTSPOT AREAS – CES Turnkey Project for ut haukey beings and Boreholes by 31/03/2026	15 water treatment plants monitored by 31/03/2026	9 waste water treatment works monitored by 31/03/2026	The second secon	WA	3 EPWP reports submitted to the funder by 31/03/2026	NA		75% of MKS expenditure by 31/03/2026	8% reduction of unauthorised, in megular, fruitess and wasteful expenditure by early 31/03/2026	75% of auch quenes raised by 1 The Auchlor-Ceneral addressed by 31/03/2026
U.SP Nationelets of Bulk line to be constructed at HOTSPOT AREAS. CES Turnies Project for uthrukela Bistrict Springs and Boreholes by 31/12/2025.	0.56 of Killometers of Reticulation to be constructed at HOTSPOT AREAS CES Turkley Project for UThukkala District Springs and Boreholes by 31/12/2025	NA	15 water treetment plants monitored by 31/12/2025	9 waste water treatment works monitored by 31/12/2025	Table Berner of the Patentine Professional	NA	3 EPWP reports submitted to the funder by 31/12/2025	NA	The state of the s	50% of MIG expenditue by 31/12/2025	5% reduction of unauthonsed, irregular, fruiless and wasteful expenditute by 31/12/2025	50% of audit quentes raised by the Auditor-General addressed by 31/12/2025
constructed at HOTSPOT AREAS. CES Turnkey Project for uThukela District Springs and Boreholes by 30/09/2025	0.32 of Kilometers of Retinatesion to be constructed at HOTSPOT AREAS - (E.S. Turnley Project for Ultrikele Distrat Springs and Boreholes by 30/09/2025	WA	15 water transment plants monitored by 30/09/2025	9 waste water treatment works monitored by 30/09/2025	A Table St. Dan California and Calif	WA	3 EPWP reports submitted to the funder by 30/09/2025	NA		25% of MIG expenditure by 30/09/2025	2% reduction of unauthorised, imagular, futilitiess and wasteful expenditure by 30/09/2025	25% of audit quenes raised by the Auditor-General addressed by 30/09/2025
consistencies it HOTSOVO AREAS, donateded at HOTSOVO AREEAS, donateded at HOTSOVO AREAS, sometimes at HOTSOVO AREAS, sometimes project for ultrakata CEES Tuminey Project for ultrakata Destrict Springs and Borstoides by Destrict Springs and Borstoides by Destrict Springs and Borstoides by 3009/2025.	2.206 of Killometers of Reboulation to be constructed at HOTSPOT AREAS - CES Turkies Project for Ultukkal District Springs and Boreholes by 30/06/2026	xxx of standposes to be installed at HOTSPOT AREAS. CES Turnisely HOPed for ut Turkies Distinct Springs and Boreholes by 30/06/2026	15 water treatment plants monitored by 30/06/2026	9 waste water lieatment works monitored by 30/06/2026			12 EPWP reports submitted to the funder by 30/06/2026	423 FTE's jobs to be created hirough LED mitlatives, including capital projects, by 30/06/2026	The second secon	100% of MIG expenditure by 30/06/2026	10% reduction of unauthorised. Irregular, fruitiess and wasteful in expenditure by 30/06/2026	100% of aucht quenes raised by the 2 Auchter-General addressed by 30x06/2026
	Vanous	Various	Various	Various			n/a	Vanous	Checomony	nía	n/a	n/a
	Number	Number	Митрег	Number		Mumber of EPWP pobs Vanous	Number of EPWP reports	Number	Section and section is a second	Percentage of exependiture	Percentage of reduction	Percentage of quenes addressed
line to be constructed at HOTSPOT AREAS - CES Turrikey Project for uthuskela District Springs and Boretoles	Number of Kilomeiers of Retoulers to be constructed at HOTSPOT AREAS. CES Tumkey Project for utThukes Osstrict Springs and Boretoles by 3006/2026	Number of standbibes to be installed at HOTSPOT AREAS. CES Turnkey Project for UThukela District Somigs and Boreholes by 30/06/2026	Number of water treatment plants moritored by 30/06/2026	Number of waste water treatment works monitored by 30/96/2026	Commission of the Commission o	SS Number of EPWP pobs created chough LEO initiatives, including capital projects, by 30/06/2026	Number of EPWP reports submitted to the funder by 30/06/2026	Number of FTE's created flycough LED mitatives. mcluding capital projects, by 30/06/2026	ALTERNACIONAL PRODUCTION OF THE PERSON NAMED IN COLUMN NAMED I	62 Percentange of MKG Expenditure by 30/06/2026	53 Percentage of reduction of Unauthorised, Irregular, Fruitess and Wastehal Expenditure by 30008/2026	64 Percentage of aucht quenes raised by the Auchtor-General addressed by 30/06/2026
!	a 	8	25	æ	III WITH GESTS FO		3	159	ENT			3
			ns Joan bns relew retew t mergorq g	M92fi GUGCENG	ELECTRICADES L'ES	Implement Expanded Public Works	Programme (EPWP)	Implement Expanded Public Works Programme (EPWP)	TY AND MANAGEM	sucemil Isconsnil grimogen bns megensm Ine	compliance with refevant Registation regarding financial excendings.	Implement an audit action plan
			To ensure safe and	neartry potable water		8	senumoddo	To incress Job opportunities	KPS: MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	iment ibaliy and	el enzae oT sv leionenit egenem	Terriprove audit opinion 1
BODE		BSD55	92026	180097		LEGGI	LEDOZ	LEDOS	KP5: MUNIC	MFVW01	M-VM-14	MFVM 16

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SIGNED AT LADYSMITH ON THIS THEDAY OF JULY
2025.
AS WITNESS:
1. MR LS JILI MUNICIPAL MANAGER
2. Nyyeur
SIGNED AT LADYSMITH ON THIS THE DAY OFDAY OF
2025.
AS WITNESS:
1. MOISI MOISI MR EX MTHEMBU
GM: WATER, SANITATION & TECHNICAL SERVICES

FINANCIAL DISCLOSURE FORM

I, the undersigned (initials and surname) Emmanue 1 Xoloni Mthembo of
30 Wattelgoud Arboretum
Richards Bay
(Postal address) and
30 Wattelgoud Arboretum
Richards bay, 3900
(Residential address)

Employed as Meneral Meneger Water & San I ta Mar Thukela District Municipality hereby certify that the following information is complete and correct to the best of my knowledge:

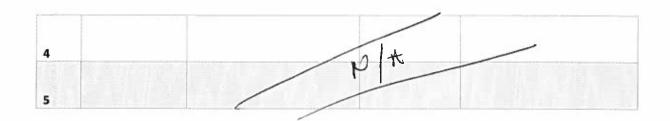
1. SHARES AND OTHER FINANCIAL INTERESTS

(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				
2		/N/A/		
3	1			



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, Type of b partnership or firm	usiness	Amount of Remuneration or Income
1	THE SLEEPWAY Cocklait	BAR	NON
2	BAR		
3			
4			
5			
Total			200

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
l .			
		NIA	
1			
5			
Γotal	_		

Council sanction confirmed:
Signature of Municipal Manager:

Date: 07/07 / LOLS

CONSULTANCIES AND RETAINER SHIPS

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

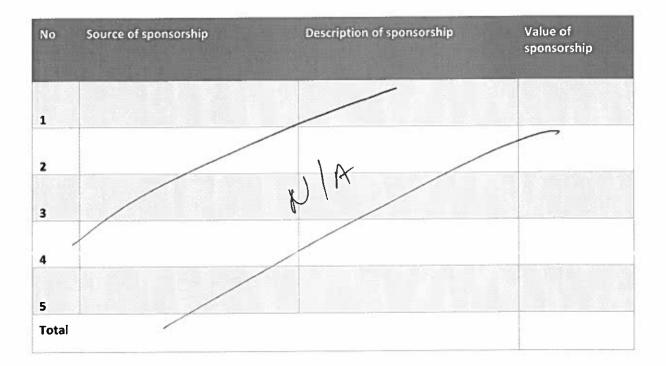
- The nature of the consultancy or retainer ship of any kind;
- The name and type of business activity, of the client concerned; and
- The value of any benefits received for such consultancy or retainer ships.

No	Name of client	Nature	Type of business activity	Value of benefits received
1				
2				
3		N1	A	
4				
5				
Total				

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.



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			
2		JA	
3		NIN	
4			
5			
Total			

LAND AND PROPERTY

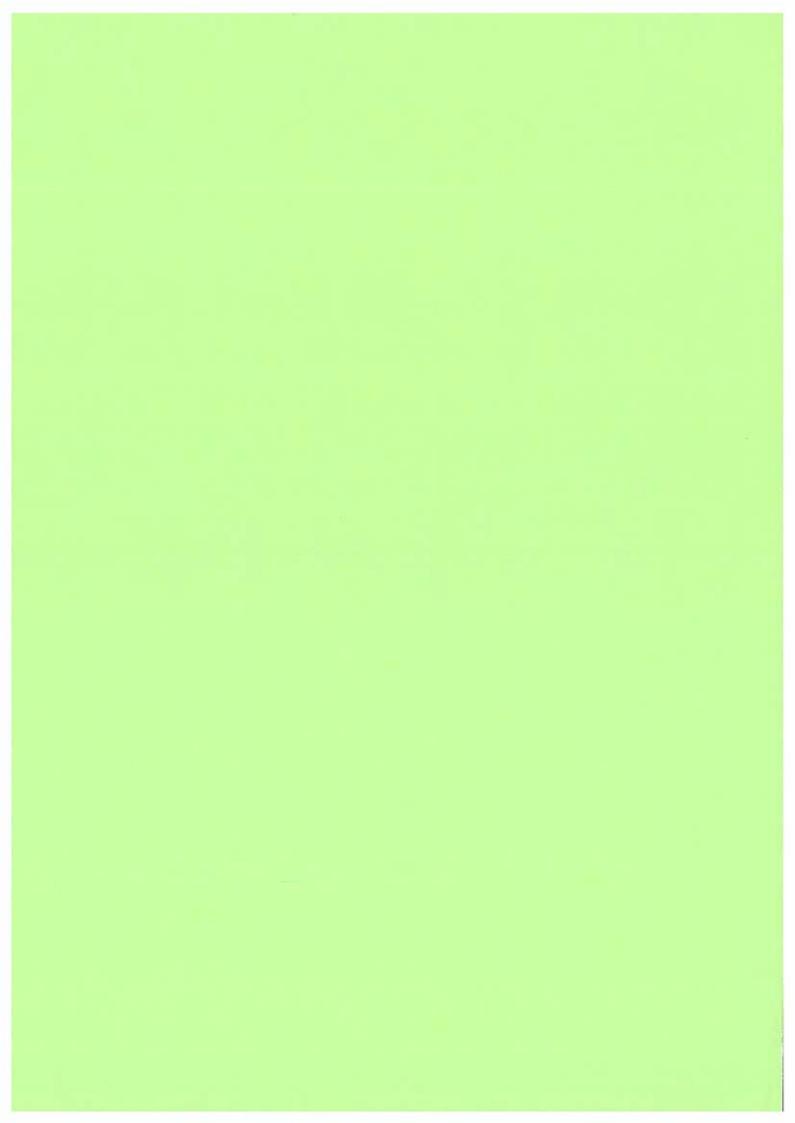
Designated employees are required to disclose the following details with regard to their ownership and other interests in land and property (residential or otherwise both inside and outside the Republic):

- 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	House	+ 1000 m ²	Richardsbay	R1.500.000.00
2	House	+ 400 m ²	Umlazi	R 600.000 00
3	FLAT	+ 200 m	Durban Centra	R 750,000 00
4	House	+ 400 m	EGKHWANI	R 500.000.00
5				
Total	272		- SEE - 12	R3.350.00

SIGNATURE OF EMPLOYEE

DATE: 05 July 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 <u>Ye></u>	
(ii) Do you have any objection to taking the prescrib-	ed oath or affirmation?
Answer _ N P	
(iii) Do you consider the prescribed oath or affirmation to	be binding on your conscience?
Answer <u>JES</u>	
I certify that the deponent has acknowledged that she/he	knows and understands the contents of this
declaration. The deponent utters the following words: "I s so help me God." / "I truly affirm that the contents of the	
deponent is affixed to the declaration in my presence.	designation are trace in the signature, many of the
Commissioner of Oath /Justice of the Peace	
Full first names and surname:	(Block letters)
Employee01 (rank):Ex	Officio
Republic of South Africa	I CERTIFY THAT THIS IS A TRUE COPY OF THE ORIGINAL WHICH WAS EXAMINED BY ME
Street address of institution:	AND THAT, FROM MY OBSERVATIONS, THE ORIGINAL HAS NOT BEEN ALTERED IN ANY
	ADMITTED ADVOCATE OF THE HIGH COURT COMMISSIONER OF OATHS
	33 FORBES STREET / 36 LYELL STREET LADYSMITH 3370
Date: 128/07/2025	DATE: 6/07/2025

Place:	

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 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

ANNEXURE C: Personal Development Plan

	Actual date of achieving my objectives						
	Target date for achieving my objectives						
	Resources / Support						
	Intervention/ Course Name/Institution					X	No.
	Priority High (H) Medium (m) Low (L)				SAME		
PERSONAL DEVELOPMENT PLAN	Development Objectives?				Review Date	M	