

PERFORMANCE AGREEMENT

Made and entered into by and between:

UThukela District Municipality as represented by the
Honourable Mayor

**INKOSI NTANDOYENKOSI BISSET
SHABALALA**

AND

LANGELIHLE SIPHIWOKUHLE JILI
[ID NO. [REDACTED]]
MUNICIPAL MANAGER

The employee of the municipality

for

FINANCIAL YEAR: 01 JULY 2026 - 30 JUNE 2027

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

UThukela District Municipality herein represented by

INKOSI INTANDOYENKOSI BISSET SHABALALA

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

And

LANGELIHLE SIPHIWOKUHLI JILI:

[ID NO [REDACTED]]

Employee of UThukela District Municipality
(hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. 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.

2. 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.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **1 JULY 2026** and will remain in force until **30 JUNE 2027** 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
 - (b) The time frames within which those performance objectives and targets must be

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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.

5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer.
- 5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.
- 5.4 The Employee agrees to participate in the performance management and development system that the Employer adopts.
- 5.5 The Employee undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 5.6 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
 - (a) The Employee must be assessed against both components with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Managerial Competencies (CMCs) respectively.
 - (b) Each area of assessment will be weighted and will contribute a specific part to the total score.
 - (c) KPAs covering the main areas of work will account for 80% and CMCs will account for 20% of the final assessment.

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- 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 - Organisational awareness	30
People Management	- Human Capital planning and Development - Diversity in management - Employee Relations Management Negotiation and Dispute Management	20
Program and project Management	- Program and project planning and Implementation - Service Delivery Management - Program and Project Monitoring and Evaluation	30
Financial Management	- Budget Planning and Execution - Financial Strategy and Delivery	10

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

6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out -
- the standards and procedures for evaluating the Employee's performance; and
 - 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:
- 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.
 - An indicative rating on the five-point scale should be provided for each KPA.
 - 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.

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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:

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

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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

8. 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 2026 for the First quarter.
 - (b) October to December 2026 for the Second quarter.
 - (c) January to March 2027 for third quarter.
 - (d) April to June 2027 for fourth quarter
- 8.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 8.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 8.5 The Employer may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and/or amended. In that case the Employee will be fully consulted before any such change is made.

9. DEVELOPMENTAL REQUIREMENTS

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

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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.

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12.3 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of at least twelve months (12) service at the current remuneration package on 30 June (end of financial year) subject to a fully effective assessment.

12.4 In the case of unacceptable performance, the Employer shall –

12.4.1 provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and

12.4.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.

13. DISPUTE RESOLUTION

13.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by:

13.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or

13.1.2 any other person appointed by the MEC.

13.2 In the event that the mediation process contemplated above fails, clause 19.3 of the Contract of Employment shall apply.

14. GENERAL

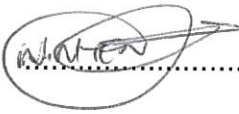
14.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Employer.

14.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

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SIGNED AT LADYSMITH ON THIS THE 30 DAY OF June 2026.

AS WITNESS:

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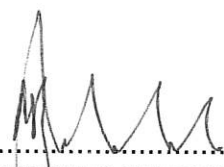

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MR LS JILE
MUNICIPAL MANAGER

SIGNED AT LADYSMITH ON THIS THE 30 DAY OF June 2026.

AS WITNESS:

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INKOSI NB SHABALALA
HON. MAYOR: UTHUKELA DISTRICT MUNICIPALITY

MTD10	To ensure compliance	Ensure functionality of Risk Management Committee	10	Number of Risk Committee meetings held by 30/06/2027	Number meetings	N/A	Four (4) Risk Committee meetings held by 30/06/2026	Four (4) Risk Committee meetings held by 30/06/2026	Organizational structure reviewed and adopted by Council by 31/05/2026	New Indicator	Percentage of budget spent in the implementation of Workplace Skills Plan by 30/06/2027	Percentage	Number of training reports submitted to Council by 30/06/2027	Number	Four (4) Risk Committee meetings held by 30/06/2026	Review and adoption of organizational structure by Council by 31/05/2026	Four (4) Risk Committee meetings held by 30/06/2026	Four (4) Risk Committee meetings held by 30/06/2026	Four (4) Risk Committee meetings held by 30/06/2026	One (1) Risk Committee meetings held by 30/09/2026	One (1) Risk Committee meetings held by 31/12/2026	One (1) Risk Committee meetings held by 31/03/2027	Office of the MM	OPEX	Notice/Agenda, Attendance Register, Minutes
MTD11		Review of organisational structure	11	Date of organizational structure reviewed and adopted by Council by 31/05/2027	Date	N/A	Review and adoption of organizational structure by Council by 31/05/2026	Organizational structure reviewed and adopted by Council by 31/05/2026	Date of Review and adoption of organizational structure by Council by 31/05/2027	N/A	N/A	N/A	N/A	N/A	Corporate Services	Date of Review and adoption of organizational structure by Council by 31/05/2027	Corporate Services	Corporate Services	Corporate Services	Corporate Services	Corporate Services	Corporate Services	OPEX	Council Resolution, Organizational structure	
MTD12	To improve organisational Capacity	Ensure implementation of Employment equity plan	12	Date of submission of the reviewed Employment Equity Plan to the Department of Labour by 31/03/2027	Number	N/A	New Indicator	Date of submission of the reviewed Employment Equity Plan to the Department of Labour by 31/03/2027	Date of submission of the reviewed Employment Equity Plan to the Department of Labour by 31/03/2027	N/A	N/A	N/A	N/A	N/A	Department of Labour by 31/03/2027	Date of submission of the reviewed Employment Equity Plan to the Department of Labour by 31/03/2027	N/A	N/A	N/A	N/A	N/A	Corporate Services	OPEX	Employment Equity Plan and Proof of Submission	
MTD13		Ensure implementation of Workplace Skills Plan	13	Percentage of budget spent in the implementation of Workplace Skills Plan by 30/06/2027	Percentage	N/A	Fifty Five (55%) of budget spent in the implementation of Workplace Skills Plan by 30/06/2026	Hundred (100%) of budget spent in the implementation of Workplace Skills Plan by 30/06/2027	Twenty (25%) of budget spent in the implementation of Workplace Skills Plan by 30/09/2026	Fifty (50%) of budget spent in the implementation of Workplace Skills Plan by 31/12/2026	Seventy Five (75%) of budget spent in the implementation of Workplace Skills Plan by 31/03/2027	Financial System Print Out													
MTD14		Implementation of Workplace Skills Plan	14	Number of training reports submitted to Council by 30/06/2027	Number	N/A	4 Training reports submitted to Council by 30/06/2026	4 Training reports submitted to Council by 30/06/2027	1 Training report submitted to Council by 30/09/2026	1 Training report submitted to Council by 31/12/2026	Corporate Services	OPEX	Signed Training Report Council Resolution												
MTD15	To ensure an effective	Review and adoption of HR related policies	15	Date of review and adoption of HR related policies by Council by 30/06/2027	Date	N/A	Review and adoption of HR related policies by Council by 30/06/2026	Date of Review and adoption of HR related policies by Council by 30/06/2027	N/A	N/A	Corporate Services	OPEX	HR related policies & Council Resolution												
MTD16	To improve information	Development and review of ICT policies	16	Number of ICT Policies developed and reviewed by the Council by 30/06/2027	Number	N/A	Ten (10) ICT Policy reviewed by Council by 30/06/2026	Ten (10) ICT Policy reviewed by Council by 30/06/2027	N/A	N/A	Corporate Services	OPEX	Council Resolution, ICT Policies												
MTD17	To ensure an effective	Conducting Comprehensive reporting of Fleet Management Services	17	Number of Comprehensive Fleet Reports submitted to Council by 30/06/2027	Number	N/A	Four (4) of Comprehensive Fleet Reports submitted to Council by 30/06/2026	Four (4) of Comprehensive Fleet Reports submitted to Council by 30/06/2027	One (1) of Comprehensive Fleet Reports submitted to Council by 31/03/2027	One (1) of Comprehensive Fleet Reports submitted to Council by 31/12/2026	Corporate Services	OPEX	Signed Comprehensive Fleet Report, Council Resolution												
MTD18	To ensure effective and	Review and Implementation of adopted Communication Strategy	18	Date of review and adoption of communication strategy by Council by 30/06/2027	Date	N/A	Review and adoption of communication strategy by Council by 30/06/2026	Date of Review and adoption of communication strategy by Council by 30/06/2027	N/A	N/A	Office of the MM	OPEX	Communication Strategy & Council Resolution												
MTD19	To ensure effective and	Development of Municipal Communication Strategy	19	Number of Municipal Newsletters published for each financial year by 30/06/2027	Number	N/A	Four (4) Municipal newsletters published by 30/06/2026	Four (4) Municipal newsletters published by 30/06/2027	One (1) Municipal newsletters published by 31/12/2026	One (1) Municipal newsletters published by 31/03/2027	Office of the MM		Municipal newsletters, Proof of Publication												

MT/D20	To report & Deliver	Submission of quarterly reports to COGTA	Number of Circular 88 reports submitted to Provincial COGTA by 30/09/2027	Number	4 Quarterly Performance Reports submitted to Provincial COGTA by 30/09/2026	4 Comprehensive Quarterly Performance Reports submitted to Provincial COGTA by 30/09/2026	4 Circular 88 reports submitted to Provincial COGTA by 30/09/2027	1 Circular 88 reports submitted to Provincial COGTA by 31/12/2026	1 Circular 88 reports submitted to Provincial COGTA by 31/03/2027	Office of the MM	OPEX	Circular 88 reports, Proof of submission
MT/D21	To improve the municipal Audit opinion	Effective Audit and Performance Committee	Number of Audit and Performance Committee meetings held by 30/09/2027	Number	4 Audit and Performance Committee meetings held by 30/09/2026	4 MPAC meetings convened by 30/09/2026	4 Audit and Performance Committee meetings held by 30/09/2027	1 Audit and Performance Committee meeting held by 31/12/2026	1 Audit and Performance Committee meeting held by 31/03/2027	Office of the MM	R386 660.00	Minutes with attendance registers
MT/D22	To improve the municipal Audit opinion	Effective Audit and Performance Committee	Number of MPAC meetings convened by 30/09/2027	Number	4 MPAC meetings convened by 30/09/2026	4 MPAC meetings convened by 30/09/2027	4 Audit and Performance Committee meetings held by 30/09/2027	1 MPAC meeting convened by 31/12/2026	1 MPAC meeting convened by 31/03/2027	Office of the MM	OPEX	Minutes, attendance registers
KPA 2: BASIC SERVICE DELIVERY												
BSD01	To provide infrastructure and sustainable basic services	Provide community water supply	23 Date of Commissioning of Fity Park Community water project Phase 2 by 30/09/2026	Number	New Indicator	New Indicator	Date of Commissioning of Fity Park Community water project Phase 2 by 30/09/2026	N/A	N/A	Water, Sanitation & Technical Services	R 5 000 000.00	Signed Engineers Report
BSD02			24 Appointment of Contractor at Fity Park Water Supply Water Reliculation Phase 2 by 31/12/2026	Date	New Indicator	New Indicator	Appointment of Contractor at Fity Park Community Water Supply Water Reliculation Phase 2 by 31/12/2026	n/a	n/a	Water, Sanitation & Technical Services	R 5 000 000.00	Signed Engineers Report
BSD03			25 Number of VIP toilets constructed by 30/09/2027	Number	District - wide	1100 VIP toilets constructed on the 30/09/2026	1570 VIP toilets constructed by 30/09/2027	400 VIP toilets to be constructed by 30/09/2026	370 VIP toilets to be constructed by 31/03/2027	Water, Sanitation & technical Services	R 28 091 063.00	Signed Engineers Report, Beneficiary listing and Happy letters
BSD04	To provide infrastructure and sustainable basic services	Provide community water supply	26 Completion of designs at Kwardamba Ezilendeni CBD sewer network by 30/09/2026	Date	New Indicator	New Indicator	Completion of designs at Kwardamba Ezilendeni CBD sewer network by 30/09/2026	N/A	N/A	Water, Sanitation & Technical Services	R23 080 730.53	Signed Engineers Report
BSD05			27 Site establishment at Kwardamba Ezilendeni CBD sewer network by 31/03/2027	Date	New Indicator	New Indicator	Site establishment at Kwardamba Ezilendeni CBD sewer network by 31/03/2027	N/A	n/a	Water, Sanitation & Technical Services	R23 080 730.53	Signed Engineers Report
BSD06			28 Date of appointment of Contractor at Loskop Abstraction WTW by 30/09/2026	Number	3,18,24	New Indicator	Date of appointment of Contractor at Loskop Abstraction WTW by 30/09/2026	n/a	N/A	Water, Sanitation & Technical Services	R27 291 539.50	Signed Engineers Report
BSD07			29 Kilometres of bulk pipeline constructed at Loskop Abstraction WTW by 30/09/2027	Kilometres	3,18,24	New Indicator	0,076 KM's of bulk pipeline to be constructed at Loskop Abstraction WTW by 30/09/2027	N/A	N/A	Water, Sanitation & Technical Services	R27 291 539.50	Signed Engineers Report
BSD08	To provide infrastructure and sustainable basic services	Provide community water supply	30 Number of pipeline constructed at Amagwe Phase 9B1 by 30/09/2027	Number	1 New Indicator	New Indicator	(2.14) KM's of pipeline constructed at Amagwe Phase 9B1 by 30/09/2027	0.5 KM's of pipeline to be constructed at Amagwe Phase 9B1 by 30/09/2026	0.2KM's of pipeline to be constructed at Amagwe Phase 9B1 by 31/03/2027	Water, Sanitation & Technical Services	R27 291 539.50	Signed Engineers Report
BSD09			31 Number of pipeline constructed at Amagwe Phase 9B2 by 30/09/2027	Date	1 New Indicator	New Indicator	1.7 KM's of pipeline constructed at Amagwe Phase 9B2 by 30/09/2027	n/a	n/a	Water, Sanitation & Technical Services	R27 291 539.50	Signed Engineers Report

BSD10	
BSD11	
BSD12	
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BSD15	
BSD16	
BSD17	
BSD18	
BSD19	
BSD20	

32	Number of production boreholes equipped at Ekuvukeni Groundwater by 30/09/2026	Number	31	New Indicator	New Indicator	2 production boreholes equipped at Ekuvukeni Groundwater by 30/09/2026	2 production boreholes equipped at Ekuvukeni Groundwater by 30/09/2026	n/a	N/A	n/a	n/a	Water, Sanitation & Technical Services	R18 000 000.00	Signed Engineers Report
33	Date of appointment of Contractor at Kwandamba Ezilendeni Abstraction Tower by 31/03/2027	Date	21	New Indicator	New Indicator	Date of appointment of Contractor at Kwandamba Ezilendeni Abstraction Tower by 31/03/2027	n/a	n/a	Date of appointment of Contractor at Kwandamba Ezilendeni Abstraction Tower by 31/03/2027	n/a	n/a	Water, Sanitation & Technical Services	R15 872 741.73	Signed Engineers Report
34	Date of Site establishment completed at abstraction tower Kwandamba Ezilendeni by 30/06/2027	Date	21	New Indicator	New Indicator	Date of Site establishment completed at abstraction tower Kwandamba Ezilendeni by 30/06/2027	n/a	n/a	n/a	n/a	Date of Site establishment completed at abstraction tower Kwandamba Ezilendeni by 30/06/2027	Water, Sanitation & Technical Services	R15 872 741.73	Signed Engineers Report
35	Appointment of Contractor at Ekuvukeni WCDM -ward 33 by 30/09/2026	Date	33	New Indicator	New Indicator	Appointment of Contractor at Ekuvukeni Groundwater WCDM - ward 33 by 30/09/2026	Appointment of Contractor at Ekuvukeni Groundwater WCDM - ward 33 by 30/09/2026	N/A	N/A	N/A	n/a	Water, Sanitation & Technical Services	R18 000 000.00	Signed Engineers Report
36	Number of kilometers pipeline at Ekuvukeni Groundwater WCDM -ward 33 by 30/09/2027	Kilometers	33	New Indicator	New Indicator	3 KM's pipeline at Ekuvukeni WCDM -ward 33 by 30/09/2027	N/A	N/A	1.2 kilometers pipeline at Ekuvukeni Groundwater WCDM -ward 33 by 31/03/2027	1.2 kilometers pipeline at Ekuvukeni Groundwater WCDM -ward 33 by 31/03/2027	1.8 kilometers pipeline at Ekuvukeni Groundwater WCDM -ward 33 by 30/06/2027	Water, Sanitation & Technical Services	R18 000 000.00	Signed Engineers Report
37	Number retaining wall constructed at Upgrade of Bergville WTW water supply Phase 2 by 30/09/2026	Number	11	New Indicator	New Indicator	(1) retaining wall constructed at Upgrade of Bergville WTW water supply Phase 2 by 30/09/2026	(1) retaining wall to be constructed at Upgrade of Bergville WTW water supply Phase 2 by 30/09/2026	N/A	n/a	n/a	n/a	Water, Sanitation & Technical Services	R12 582 673.00	Signed Engineers Report
38	Number of steel tanks installed at Upgrade of Bergville WTW water supply Phase 2 by 30/09/2027	Number	1,11,12, 13,15	New Indicator	New Indicator	(2) steel tanks to be installed at Upgrade of Bergville WTW water supply Phase 2 by 30/09/2026	(1) steel tanks to be installed at Upgrade of Bergville WTW water supply Phase 2 by 31/12/2026	N/A	N/A	n/a	n/a	Water, Sanitation & Technical Services	R12 582 673.00	Signed Engineers Report
39	Number KM's of clear water rising main constructed at Upgrade of Bergville WTW water supply Phase 2 by 31/12/2027	Number		New Indicator	New Indicator	2.5KM's of clear water rising main constructed at Upgrade of Bergville WTW water supply Phase 2 by 31/12/2026	N/A	N/A	N/A	N/A	N/A	Water, Sanitation & Technical Services		Signed Engineers Report
40	Number of Pump Stations completed for Upgrade of Bergville WTW water supply Phase 2 completed by 31/12/2026			New Indicator	New Indicator	One (1) Pump Stations completed for Upgrade of Bergville WTW water supply Phase 2 completed by 31/12/2026	N/A	N/A	N/A	N/A	N/A	Water, Sanitation & Technical Services		Signed Engineers Report
41	Refurbishment of Spring protection and network extension at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/06/2027	Number	District - wide	New Indicator	New Indicator	(14) Refurbishment of Spring protection and network extension at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/06/2027	(5) Spring protection and network extension to be refurbished at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/09/2026	(4) Spring protection and network extension to be refurbished at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 31/12/2026	(3) Spring protection and network extension to be refurbished at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 31/03/2027	(2) Spring protection and network extension to be refurbished at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/06/2027	(2) Spring protection and network extension to be refurbished at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/06/2027	Water, Sanitation & Technical Services	R84 014 403.00	Signed Engineers Report
42	Recommissioning of water schemes at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/06/2027	Number	District - wide	New Indicator	New Indicator	(14) Recommissioning of water schemes at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/06/2027	(4) water schemes to be recommenced at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/09/2026	(6) water schemes to be recommenced at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 31/12/2026	n/a	(4) water schemes to be recommenced at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/06/2027	(4) water schemes to be recommenced at Water and Sanitation Infrastructure repairs and refurbishment (O&M) by 30/06/2027	Water, Sanitation & Technical Services	R84 014 403.00	Signed Engineers Report

BS021		43) Number of water treatment plants monitored by 30/06/2027	Various	15 water treatment plants monitored by 30/06/2024	15 water treatment plants monitored by 30/06/2027	15 water treatment plants monitored by 31/12/2026	15 water treatment plants monitored by 31/03/2027	15 water treatment plants monitored by 30/06/2027	Water, Sanitation & Technical Services	OPEX	Signed Engineers Report
BS022	Implement an effective water and waste water monitoring program	44) Number of waste water treatment works monitored by 30/06/2027	Various	9 waste water treatment works monitored by 30/06/2024	9 waste water treatment works monitored by 30/06/2027	9 waste water treatment works monitored by 31/12/2026	9 waste water treatment works monitored by 31/03/2027	9 waste water treatment works monitored by 30/06/2027	Water, Sanitation & Technical Services	OPEX	Signed Engineers Report
BS023	To enhance consumer protection with sufficient food control	45) Number of food handling premises inspected by 30/06/2027	Various	1118 food handling premises inspected by 30/06/2026	1118 food handling premises inspected by 30/06/2027	280 food handling premises inspected by 31/12/2026	280 food handling premises inspected by 31/03/2027	280 food handling premises inspected by 30/06/2027	Community Services	OPEX	Signed reports
BS024	Optimize water consumption, reduce waste, and ensure long-term resource installing	46) Date of Development and Adoption of the Water use efficiency Strategy submitted to Council by 31/12/2027	Date	New Indicator	Date of Development and Adoption of the Water use efficiency Strategy submitted to Council by 31/12/2027	N/A	N/A	N/A	Water, Sanitation & Technical Services	OPEX	Water use efficiency Strategy Council Resolution
KPA 3: LOCAL ECONOMIC DEVELOPMENT											
LED01	To increase job opportunities	47) Number of EPWP jobs created through LED initiatives, including capital projects, by 30/06/2027	District-wide	1023 of EPWP jobs created through LED initiatives, including capital projects, by 30/06/2026	1212 of EPWP jobs created through LED initiatives, including capital projects, by 30/06/2027	N/A	N/A	1212 of EPWP jobs created through LED initiatives, including capital projects, by 30/06/2027	Water, Sanitation & Technical Services	R2 187 000.00	Signed reports
LED02	To increase job opportunities	48) Number of EPWP reports submitted to the tender by 30/06/2027	District-wide	12 EPWP reports submitted to the tender by 30/06/2026	12 EPWP reports submitted to the tender by 30/06/2027	3 EPWP reports submitted to the tender by 31/12/2026	3 EPWP reports submitted to the tender by 31/03/2027	3 EPWP reports submitted to the tender by 30/06/2027	Water, Sanitation & Technical Services		Signed reports
LED03	To increase job opportunities	49) Number of FTE's created through LED initiatives, including capital projects, by 30/06/2027	District-wide	372 FTE's jobs to be created through LED initiatives, including capital projects, by 30/06/2026	423 FTE's jobs to be created through LED initiatives, including capital projects, by 30/06/2027	N/A	N/A	423 FTE's jobs to be created through LED initiatives, including capital projects, by 30/06/2027	Water, Sanitation & Technical Service		Signed Reports
LED04	To enhance the Unilekela	50) Date of Review and adoption of LED strategy by Council by 30/06/2027	Date	New Indicator	Date of Review and adoption of LED strategy by Council by 30/06/2027	N/A	N/A	Date of Review and adoption of LED strategy by Council by 30/06/2027	Community Services	OPEX	LED Process Plan, MANCO minutes and EXCO minutes
LED05	To enhance the Unilekela	51) Number of district LED/tourism forums meetings held by 30/06/2027	Number	4 district LED/tourism forums meetings held by 30/06/2026	4 district LED/tourism forums meetings held by 30/06/2027	1 district LED/tourism forum meetings held by 31/12/2026	1 district LED/tourism forum meetings held by 31/03/2027	1 district LED/tourism forum meetings held by 30/06/2027	Community Services	OPEX	Notice Agenda, Attendance Register, Minutes
KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION											
GP001	To ensure good and effective governance	52) Percentage of functional IGR Structures coordinated by 30/06/2027	Percentage	100% of functional IGR Structures by 30/06/2026	100% of functional IGR Structures coordinated by 30/06/2027	100% of functional IGR Structures coordinated by 31/12/2026	100% of functional IGR Structures coordinated by 31/03/2027	100% of functional IGR Structures coordinated by 30/06/2027	Office of the MM	OPEX	Schedule, Notice, minutes & attendance registers
GP002	To promote the interest of designated groups	53) Number of Reports on Mayoral Activities (Special Programmes, Youth Public Participation, Operation Sukuma Sakhe) submitted to Council by 30/06/2027	Number	Four (4) of Reports on Mayoral Activities (Special Programmes, Youth Public Participation, Operation Sukuma Sakhe) submitted to Council by 30/06/2026	One (1) of Reports on Mayoral Activities (Special Programmes, Youth Public Participation, Operation Sukuma Sakhe) submitted to Council by 30/06/2027	One (1) of Reports on Mayoral Activities (Special Programmes, Youth Public Participation, Operation Sukuma Sakhe) submitted to Council by 31/12/2026	One (1) of Reports on Mayoral Activities (Special Programmes, Youth Public Participation, Operation Sukuma Sakhe) submitted to Council by 31/03/2027	One (1) of Reports on Mayoral Activities (Special Programmes, Youth Public Participation, Operation Sukuma Sakhe) submitted to Council by 30/06/2027	Office of the MM	OPEX	Signed Report Council Resolution
KPA 5: MUNICIPAL FINANCIAL VIABILITY MANAGEMENT											
MFV01		54) Percentage of MIG Expenditure by 30/06/2027	Percentage	100% of MIG expenditure by 30/06/2026	100% of MIG expenditure by 30/06/2027	25% of MIG expenditure by 31/12/2026	75% of MIG expenditure by 31/03/2027	100% of MIG expenditure by 30/06/2027	Water, Sanitation & Technical Services	R222 036 000.00	Grant expenditure report and proof of payments

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FINANCIAL DISCLOSURE FORM

I, the undersigned (initials and surname) Mr. L.S. Jici of _____

(Postal address) and

16 Terence Preece, Durban North.

4052
(Residential address)

Employed as Municipal Manager at **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		N/A		
2				
3				

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4					
5					

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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			
3			
4			
5			
Total			

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CONFIDENTIAL

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			
5			
Total			

Council sanction confirmed:



Signature of Municipal Manager: _____

Date: 30 June 2026

CONFIDENTIAL

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				
4				
5				
Total				

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CONFIDENTIAL

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	NI	A	
2			
3			
4			
5			
Total			

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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			
3			
4			
5			
Total			

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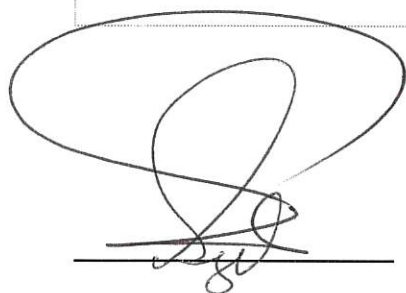
CONFIDENTIAL

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	75 ha.	Bukuru North	R3 000 000
2	House	52 ha	Eshowe	R1,200 000
3	Plot	90 ha.	Eshowe	R200 000
4				
5				
Total				



SIGNATURE OF EMPLOYEE

DATE: 1 July 2019

PLACE: Lsaryemile

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OATH/AFFIRMATION

I certify that before administering the oath/affirmation I asked the deponent the following questions and wrote down her/his answers in his/her presence:

(i) Do you know and understand the contents of the declaration?

Answer Yes

(ii) Do you have any objection to taking the prescribed oath or affirmation?

Answer No

(iii) Do you consider the prescribed oath or affirmation to be binding on your conscience?

Answer Yes

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 swear that the contents of this declaration are true, so help me God." / "I truly affirm that the contents of the declaration are true". The signature/mark of the deponent is affixed to the declaration in my presence.

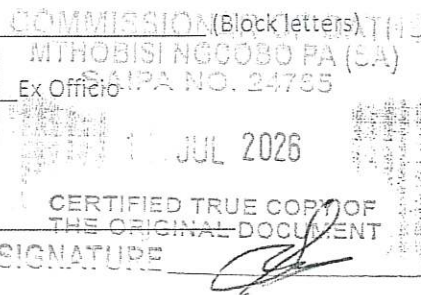
Commissioner of Oath /Justice of the Peace

Full first names and surname: _____

Employee01 (rank): _____

Republic of South Africa

Street address of institution: _____



Date: _____

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

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ANNEXURE C: Personal Development Plan

PERSONAL DEVELOPMENT PLAN

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