

# Mogale City

## Local Municipality

### PERFORMANCE MANAGEMENT AGREEMENT

ENTERED INTO BY AND BETWEEN:

MOGALE CITY LOCAL MUNICIPALITY

AS REPRESENTED BY THE

MUNICIPAL MANAGER:

MAKHOSANA MSEZANA

AND

EXECUTIVE MANAGER: UTILITIES MANAGEMENT SERVICES

SANDILE MBANJWA

THE EMPLOYEE OF THE MUNICIPALITY

FOR THE

FINANCIAL YEAR: 01 JULY 2022 TO 31 JANUARY 2023

## PERFORMANCE MANAGEMENT AGREEMENT

### ENTERED INTO BY AND BETWEEN

**MOGALE CITY LOCAL MUNICIPALITY** herein represented by **M. MSEZANA** as the **MUNICIPAL MANAGER** (hereinafter referred to as the Employer or Supervisor)

And

**SANDILE MBANJWA** as the **EXECUTIVE MANAGER: UTILITIES MANAGEMENT SERVICES** of **MOGALE CITY LOCAL MUNICIPALITY** (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

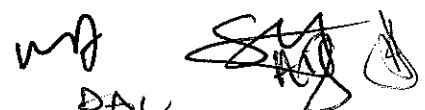
### 1. INTRODUCTION

- 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 "the Parties".
- 1.2 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.
- 1.3 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act, Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Manager, 2006 & Local Government: Competency Framework for Senior Managers, 2014.

### 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;
- 2.3 Specify accountabilities as set out in the Performance Plan (Annexure A);

  
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- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the Performance Agreement and Performance Plan as the basis for assessing whether the employee has met the performance expectations applicable to his 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 **01 JULY 2022** and will remain in force until **31<sup>st</sup> JANUARY 2023**; where after a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 3.3 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.
- 3.4 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-
  - 4.1.1 The performance objectives and targets that must be met by the Employee; and
  - 4.1.2 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 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 within which the

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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.

## **6. THE EMPLOYEE AGREES TO PARTICIPATE IN THE PERFORMANCE MANAGEMENT AND DEVELOPMENTS SYSTEM THAT THE EMPLOYER ADOPTS**

- 6.1 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.
- 6.2 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.
- 6.2.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Competency Requirements (Leading & Core Competencies) (CR) respectively.
- 6.2.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 6.2.3 KPAs covering the main areas of work will account for 80 weighting and CRs will account for 20 weighting of the final assessment.
- 6.3 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 weighting of the overall assessment result as per the weightings agreed to between the employer and Employee:

**KEY PERFORMANCE AREAS (KPAs)**

**WEIGHTING %**

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Service Delivery and Infrastructure Development	40
Financial Viability	10
Good Governance and Public Participation	20
Municipal Transformation and Organizational Development	20
Local Economic Development	10
<b>Total</b>	<b>100%</b>

- 6.4 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 weighting of the overall assessment result as per the weightings agreed to between the employer and Employee.

The six (6) core competencies that act as drivers to ensure that the leading competencies are executed at an optimal level

are executed at an optimal level.

LEADING COMPETENCY REQUIREMENTS		WEIGHTS %
Strategic Direction and Leadership	<ul style="list-style-type: none"><li>• Impact and influence</li><li>• Institutional Performance Management</li><li>• Strategic Planning and Management</li><li>• Organizational Awareness</li></ul>	15
People Management & Empowerment	<ul style="list-style-type: none"><li>• Human Capital Planning &amp; Development</li><li>• Diversity Management</li><li>• Employee Relations Management</li><li>• Negotiation and Dispute Management</li></ul>	5
Program & Project Management	<ul style="list-style-type: none"><li>• Program &amp; Project Planning and Implementation</li><li>• Service Delivery Management</li><li>• Program &amp; Project Monitoring &amp; Evaluation</li></ul>	20
Financial Management	<ul style="list-style-type: none"><li>• Budget Planning &amp; Execution</li><li>• Financial Strategy &amp; Delivery</li><li>• Financial Reporting &amp; Monitoring</li></ul>	20
Change Leadership	<ul style="list-style-type: none"><li>• Change Vision &amp; Strategy</li><li>• Process Design &amp; Improvement</li><li>• Change Impact Monitoring &amp; Evaluation</li></ul>	20
Governance Leadership	<ul style="list-style-type: none"><li>• Policy Formulation</li><li>• Risk and Compliance Management</li><li>• Cooperative Governance</li></ul>	20
CORE COMPETENCIES		-
Moral Competence		
Planning and Organizing		
Analysis and Innovation		
Knowledge and Information Management		
Communication		
Result and Quality Focus		
TOTAL		100%

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## 7. EVALUATING PERFORMANCE

7.1 The Performance Plan (Annexure A) to this Agreement sets out-

7.1.1 The standards and procedures for evaluating the Employee's performance; and

7.1.2 The intervals for the evaluation of the Employee's performance.

7.2 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.

7.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan (PDP) as well as the actions agreed to and implementation must take place within set time frames.

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

7.5 The annual performance appraisal will involve:

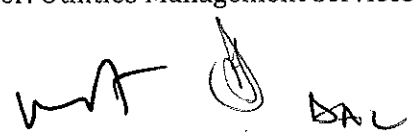
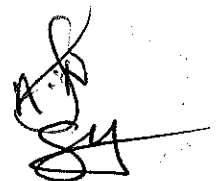
7.5.1 Assessment of the achievement of results as outlined in the performance Plan:

- (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 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 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

7.5.2 Assessment of the CRs

- (a) Each CR 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 CR
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CR score.

7.5.3 Overall rating



An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

- 7.6 The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CCRs:

OVERALL PERFORMANCE	RATING	PERFORMANCE SCORE
<b>Unacceptable Performance</b>  Performance does not meet the standard expected for the job. The employee has failed to demonstrate the commitment level expected in the job despite management efforts to encourage improvement.	1	0% - 59%
<b>Performance Not Fully Effective</b>  Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job.	2	60% – 69%
<b>Performance Fully Effective</b>  Performance fully meets the standards expected in all areas of the job	3	70% – 79 %
<b>Performance Significantly Above Expectations/ Exceptional Performance</b>  Performance is significantly higher than the standard expected in the job.	4	80% – 89 %
<b>Outstanding Performance</b>  Performance far exceeds the standard expected of an employee at this level.	5	90% – 100 %

- 7.7 For purposes of evaluating the performance of the Executive Manager: UMS, an evaluation panel constituted by the following persons must be established –

- 7.7.1 Municipal Manager;
- 7.7.2 Chairperson of the Performance Audit Committee
- 7.7.3 Member of the Mayoral Committee;
- 7.7.4 Municipal Manager from another Municipality/ or a technical expert of an equivalent position.

## 8. SCHEDULE FOR PERFORMANCE REVIEWS

- 8.1 The performance of each Employee in relation to his or 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:

Quarter	Timeline	Date of the Review
First Quarter	July – September 2022	October 2022
Second Quarter	October – December 2022	January 2023
Third Quarter	January – March 2023	n/a
Fourth Quarter	April – June 2023	n/a

- 8.2 The Employer shall keep a record of all formal and informal reviews, including 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.

## 9. DEVELOPMENTAL REQUIREMENTS

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

## 10. OBLIGATIONS OF THE EMPLOYER

- 10.1 The Employer shall –

10.1.1 create an enabling environment to facilitate effective performance by the Employee;

10.1.2 provide access to skills development and capacity building opportunities;

10.1.3 work collaboratively with the Employee to solve problems and 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 performance and the amount payable would be calculated on the following basis:

Performance Rating			Bonus Amount
1.	0% - 59%	Performance Unacceptable	0% of total package
2.	60% - 69%	Performance Not Fully Effective	
3.	70% - 79%	Performance Fully Effective	Remuneration Progression
4.	80% - 89%	Performance Significantly Above Expectations/ Exceptional Performance	<ul style="list-style-type: none"><li>• Remuneration Progression</li><li>• 5% - 9% of Total Package</li></ul>
5.	90% - 100%	Outstanding Performance	<ul style="list-style-type: none"><li>• Remuneration Progression</li><li>• 10% - 14% of total package</li></ul>

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

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

12.3.2 after appropriate counseling 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 provide for, shall be mediated by –

13.1.1 In the case of Managers directly accountable to the Municipal Manager, the executive mayor or mayor within thirty (30) days of receipt of a formal dispute from the employee; whose decision shall be final and binding on both parties.

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 diminished 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.

Thus done and signed at Krugersdorp on this the 2<sup>nd</sup> day of August 2022

AS WITNESSES:

1. [Signature]

2. [Signature]

[Signature]  
EXECUTIVE MANAGER: UTILITIES  
MANAGEMENT SERVICES

us done and signed at Krugersdorp on this the 2<sup>nd</sup> day of August 2022

AS WITNESSES:

1. [Signature]

[Signature]  
[Signature]

[Signature]  
[Signature]

MUNICIPAL MANAGER

2. Deborah

WA  
AL  
SA

National Outcome	Outcome 9: Responsive, accountable, effective and efficient local government system		
NDP Chapter	NDP: Building a professional capable citizen focused public service NDP Chapter 13		
Strategic Goal	To provide sustainable services to the community		

DEPARTMENT: UTILITIES MANAGEMENT SERVICES - 60

KPA: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT 60%										INDIVIDUAL PERFORMANCE MEASUREMENT	CMC LINK
PLANNING LEVEL	MSCOA PROJECT	WARDS TO BENEFIT	KEY PERFORMANCE INDICATOR	WEIGHTING	UNIT OF MEASURE	BASELINE	ANNUAL TARGET	QUARTER	PROGRAMME/PROJECT MILESTONE	RESPONSIBLE PERSON	Program & Project Management (Service Delivery Management)
Executive Manager: Output	Service delivery	All Wards	% SDBIP projects successfully implemented within projected timeframes and budget.	60%	%	42%	100%	Q1	100%	Executive Manager: Utilities Management Services	1=59 % and below against baseline achieved in the previous year
								Q2	100%		2=60-69% achievement against baseline achieved in the previous year
								Q3	100%		3=70-79% achievement against baseline achieved in the previous year
								Q4	100%		4=80-89% achievement against baseline achieved in the previous year
											5=90-100% achievement against baseline achieved in the previous year

KPA: FINANCIAL MANAGEMENT AND VIABILITY 20%												
PLANNING LEVEL	MSCOA PROJECT	WARDS TO BENEFIT	KEY PERFORMANCE INDICATOR	WEIGHTING	UNIT OF MEASURE	BASELINE	ANNUAL TARGET	QUARTER	PROG:AMME/PROJECT MILESTONE	RESPONSIBLE PERSON	INDIVIDUAL PERFORMANCE MEASUREMENT	CMC LINK
Executive Manager: Output	Grants expenditure	All Wards	% expenditure on WSIG grant fund	10%	%	100%	100%	Q1	19%	Executive Manager: Utilities Management Services	1=59 % and below against target set	Financial Management (Budget planning and execution)
								Q2	47%		2=60-69% achievement against target set	
								Q3	76%		3=70-79% achievement against target set	
											4=80-89% achievement against target set	

DAU

Executive Manager: Output	Grants expenditure	All Wards	% expenditure on INEP grant fund	2%	%	100%	100%	Q4	100%	5=90-100% achievement against target set	Financial Management (Budget planning and execution)
								Q1	40%	1=59 % and below against target set	
								Q2	60%	2=60-69% achievement against target set	
								Q3	80%	3=70-79% achievement against target set	
								Q4	100%	4=80-89% achievement against target set	
Executive Manager: Output	Grants expenditure	All Wards	% expenditure on NDPG grant	2%	%	100%	100%	Q1	30%	1=59 % and below against target set	Financial Management (Budget planning and execution)
								Q2	60%	2=60-69% achievement against target set	
								Q3	80%	3=70-79% achievement against target set	
								Q4	100%	4=80-89% achievement against target set	
										5=90-100% achievement against target set	
Executive Manager: Output	Revenue Generation	All Wards	% implementation of external sourced funding	6%	%	New KPI	100%	Q1	100%	1=59 % and below against target set	Financial Management (Budget planning and execution)
								Q2	100%	2=60-69% achievement against target set	
								Q3	100%	3=70-79% achievement against target set	
								Q4	100%	4=80-89% achievement against target set	
										5=90-100% achievement against target set	

KPA: GOOD GOVERNANCE AND PUBLIC PARTICIPATION 10%

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PLANNING LEVEL	MSCOA PROJECT	WARDS TO BENEFIT	KEY PERFORMANCE INDICATOR	WEIGHTING	UNIT OF MEASURE	BASELINE	ANNUAL TARGET	QUARTER	PROGRAMME/ PROJECT MILESTONE	RESPONSIBLE PERSON	INDIVIDUAL PERFORMANCE MEASUREMENT	CMC LINK
Executive Manager: Output	AG Audit Action plans	All Wards	% implementation of AG Audit Action plans	2%	%	100%	100%	Q1	-	Executive Manager: Utilities Management Services	1=59 % and below against target set	Change Leadership (Change Impact Monitoring & Evaluation)
								Q2	-		2=60-69% achievement against target set	
								Q3	-		3=70-79% achievement against target set	
								Q4	100%		4=80-89% achievement against target set 5=90-100% achievement against target set	
Executive Manager: Output	Risk Management	All Wards	% implementation of departmental mitigation actions on the Strategic Risk Register	2%	%	100%	100%	Q1	-	Executive Manager: Utilities Management Services	1=59 % and below against target set	Governance Leadership (Risk and Compliance Management)
								Q2	-		2=60-69% achievement against target set	
								Q3	-		3=70-79% achievement against target set 4=80-89% achievement against target set	
								Q4	100%		5=90-100% achievement against target set	
Executive Manager: Output	key legislative requirements	All Wards	% implementation of planned key legislation compliance requirements	3%	%	100%	100%	Q1	100%	Executive Manager: Utilities Management Services	1=59 % and below against target set	Governance Leadership (Risk and Compliance Management)
								Q2	100%		2=60-69% achievement against target set	
								Q3	100%		3=70-79% achievement against target set 4=80-89% achievement against target set	
								Q4	100%		5=90-100% achievement against target set	

WAF: 

KPA: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT 10%										CMC LINK	
PLANNING LEVEL	MSCOA PROJECT	WARDS TO BENEFIT	KEY PERFORMANCE INDICATOR	WEIGHTING	UNIT OF MEASURE	BASELINE	ANNUAL TARGET	QUARTER	PROGRAMME/PROJECT MILESTONE	RESPONSIBLE PERSON	INDIVIDUAL PERFORMANCE MEASUREMENT
Executive Manager: Output	Procurement	All Wards	% implementation of the procurement plan as a member of BSC	3%	%	100%	100%	Q1	—	Executive Manager: Utilities Management Services	1=59 % and below against target set
								Q2	—		2=60-69% achievement against target set
								Q3	100%		3=70-79% achievement against target set
								Q4	100%		4=80-89% achievement against target set
								Q4	100%		5=90-100% achievement against target set
Executive Manager: Output	Labour disputes	All Wards	% of grievances attended within the set time lines (step 2) finalised internally	10%	%	No grievances	100%	Q1	100%	Executive Manager: Utilities Management Services	1=59 % and below against target set
								Q2	100%		2=60-69% achievement against target set
								Q3	100%		3=70-79% achievement against target set
								Q4	100%		4=80-89% achievement against target set
								Q4	100%		5=90-100% achievement against target set
Financial Management (Financial Strategy & Delivery)										People Management & Empowerment (Negotiation and Dispute Management)	

Signed and Accepted by the Executive Manager: Utilities Management Services

Sandile Mbanjwa

Date: 2/8/2022

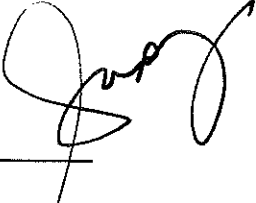
Approved by the Municipal Manager

Makhosana Msezane

Date: 2/8/2022

CORE MANAGERIAL COMPETENCIES	WEIGHTING	KPI	EVIDENCE
Strategic Direction and Leadership	10	Development of the City's 5 year infrastructure development and investment plan and implementation program	
	5	Individual Performance Management Agreements signed with Managers by 31 August 2022	Signed PMA's with Managers
People Management and Empowerment	5	Development of Personal Development Plans (PDPs) for Managers	Proof on the submission of PDPs for Managers to Learning and Development Sub-division for implementation

  
DAL








Programme and Project Management	20	Service delivery implementation	SDBIP Quarterly Performance Reports from Monitoring and Evaluation Division	
			Quarterly UIF reports	In year monitoring report January 2023
Financial Management	10	% Reduction of Unauthorized Irregular Fruitless (UIF) expenditure		
				% of grant funded capital budget spent at the end of financial year

*Final*

*SA*  
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Change Leadership	10	% Change Management Plan Implementation	Change Management Plan for the projects to be implemented
	10	Communication to employees	Agenda and Attendance Register of departmental meetings
	10	Revision and Development of Policies	Revised and Developed Policies vs Policies submitted to Council in the 2022/2023 financial year for Approval
Governance Leadership			

WAX

CORE MANAGERIAL COMPETENCIES	WEIGHTING	KPI	EVIDENCE
Strategic Direction and Leadership	10	Development of the City's 5 year infrastructure development and investment plan and implementation program	
	5	Individual Performance Management Agreements signed with Managers by 31 August 2022	Signed PMA's with Managers
People Management and Empowerment	5	Development of Personal Development Plans (PDPs) for Managers	Proof on the submission of PDPs for Managers to Learning and Development Sub-division for implementation

UFA

SAJ

	10	% Implementation of the annual risk management implementation plan	Dashboard Risk Management Reports from M&E
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Total=100

Signed and Accepted by the Executive Manager: Utilities Management Services

Sandile Mbanjwa

Date:

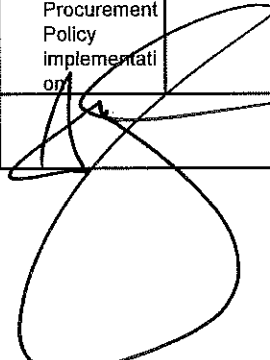
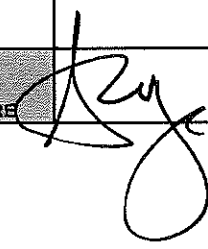
2/8/2022

Approved by the Municipal Manager

Makhosana Msezana

Date:

2/8/2022

SURNAME	SANDILE		NAME	MBANJWA		
POSITION	EXECUTIVE MANAGER: UMS		REPORT TO	MUNICIPAL MANAGER		
SALARY LEVEL	2		SALARY BAND	S56		
DEPARTMENT	UMS		FINANCIAL YEAR	2022/2023		
Competency area to be developed	Specific development objectives (what to achieve)	Competency indicators (evidence of development)	Development activities (self-study, on-the-job, formal-dates and cost)	Support required (e.g. coaching)	Development review and assessment: Training provider	Sign-off review and assessment (Individual, Expert Trainer & Coach)
Change Management	<ul style="list-style-type: none"> <li>Change Vision &amp; Strategy</li> <li>Process Design &amp; Improvement</li> <li>Change Impact Monitoring &amp; Evaluation</li> </ul>	Portfolio of evidence as required by the Training institution.	Short course NQF 6	Training through a service provider	Service provider to be appointed.	Trainer
Program and Project Management	<ul style="list-style-type: none"> <li>Program &amp; Project Planning and Implementation</li> <li>Service Delivery Management.</li> <li>Program &amp; Project Monitoring &amp; Evaluation</li> </ul>	Portfolio of evidence as required by the Training institution.	Short course NQF 6	Training through a service provider	Service provider to be appointed.	Trainer
Financial Management	<ul style="list-style-type: none"> <li>mSCOA implementation aligned to the budgeting</li> <li>Standard for Infrastructure Procurement and Delivery Management Procurement Policy implementation</li> </ul>	Portfolio of evidence as required by the Training institution.	Short course NQF 6	Training through a service provider	Service provider to be appointed.	Trainer
EMPLOYEE SIGNATURE			MM's SIGNATURE			DATE
				21/07/2022		

