



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 DIRECTOR: CORPORATE SUPPORT SERVICES

MICHAEL DUBE

THE EMPLOYEE OF THE MUNICIPALITY

FOR THE

FINANCIAL YEAR: 01 JULY 2025 TO 30 JUNE 2026

Handwritten signatures and initials:
M.M. Dube
N.N. [unclear]
[unclear]

PERFORMANCE MANAGEMENT AGREEMENT

ENTERED INTO BY AND BETWEEN

MOGALE CITY LOCAL MUNICIPALITY herein represented by **Makhosana Msezana** as the **Municipal Manager** (hereinafter referred to as the Employer or Supervisor)

And

Michael Dube as the **Executive Director: Corporate Support Services** (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 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 Management Plan (Annexure A);
- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the Performance Management Agreement and Performance Management 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

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N.N.D.
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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 2025** and will remain in force in line with the appointment and/or until **30 JUNE 2026** where after a new Performance Management Agreement, Performance Management Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.

3.2 The parties will review the provisions of the Agreement during February each year. The parties will conclude a new Performance Management Agreement and Performance Management Plan that replaces this Agreement at least once a year by not later 31 July.

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-

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 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.

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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 DEVELOPMENT 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) (CRs) 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 (KPA's)	Weighting %
Municipal Transformation and Organizational Development	30
Good Governance and Public Participation	50
Local Economic Development	10
Basic Service Delivery and Infrastructure Development	10
TOTAL	100%

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7 EVALUATING PERFORMANCE

7.1 The Performance Management 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 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 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 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.

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

OVERALL PERFORMANCE	RATING	PERFORMANCE SCORE
<p>Unacceptable Performance</p> <p>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.</p>	1	0% - 59% and below
<p>Performance Not Fully Effective</p> <p>Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job.</p>	2	60% – 69%
<p>Performance Fully Effective</p> <p>Performance fully meets the standards expected in all areas of the job</p>	3	70% – 79 %
<p>Performance Significantly Above Expectations/ Exceptional Performance</p> <p>Performance is significantly higher than the standard expected in the job.</p>	4	80% – 89 %
<p>Outstanding Performance</p> <p>Performance far exceeds the standard expected of an employee at this level.</p>	5	90% – 100 %

7.7 For purposes of evaluating the performance of the Chief Audit Executive, 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 or Audit Committee in the absence of a Performance Audit Committee;
- 7.7.3 Member of the Mayoral Committee;
- 7.7.4 Municipal Manager from another Municipality; and

Handwritten signatures and initials:
 M.M. (Municipal Manager)
 DAC (Performance Audit Committee)
 N.N. (Member of the Mayoral Committee)
 CM (Municipal Manager from another Municipality)
 W.A. (Chief Audit Executive)

8 SCHEDULES 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 2025	n/a
Second Quarter	October – December 2025	December 2025
Third Quarter	January – March 2026	n/a
Fourth Quarter	April – June 2026	June 2026

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 generate solutions to common problems that my impact on the performance of the Employee;

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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.

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">• Remuneration Progression• 5% - 9% of Total Package
5.	90% - 100%	Outstanding Performance	<ul style="list-style-type: none">• Remuneration Progression• 10% - 14% of total package

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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 The Executive Mayor within thirty (30) days of receipt of a formal dispute from the Employee; or

13.1.2 Any other person appointed by the Executive Mayor.

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

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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 20 day of April 2026

AS WITNESSES:

1. [Signature]

[Signature]
**EXECUTIVE DIRECTOR:
CORPORATE SUPPORT SERVICES**

2. [Signature]

Thus done and signed at Krugersdorp on this the 21 day of April 2026

AS WITNESSES:

1. [Signature]

[Signature]
MUNICIPAL MANAGER

2. [Signature]

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National Outcome 9 Responsive accountable effective and efficient local government system
 NDP Chapter Building a professional capable citizen focused public service NDP Chapter 13
 Strategic Goal To ensure accountable governance within the municipality
 DEPARTMENT: CORPORATE SUPPORT SERVICES

KPA: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT = 10%

PLANNING LEVEL	MSCOA PROJECT	WARD TO BENEFIT	KEY PERFORMANCE INDICATOR	WEIGHTING	UNIT OF MEASURE	BASELINE	ANNUAL TARGET	QUARTER	PROGRAMME/PROJECT MILESTONE	TYPE OF EVIDENCE PER QUARTER	INDIVIDUAL PERFORMANCE ASSESSMENT	RESPONSIBLE PERSON
Executive Director Output	ICT	All Wards	Number of ICT projects implemented	10%	Time	New target	3	Q1 Q2 Q3 Q4	1 1	ICT project implementation report and/or ICT close out report	1= 1 report submitted 2= 2-3 reports submitted 3= 3 report submitted 4= 4 reports submitted 5= 5 reports submitted	Executive Director: Corporate Support Services

KPA: GOOD GOVERNANCE AND PUBLIC PARTICIPATION = 55%

Executive Director Output	AG Action Plans	All wards	% implementation of AG Audit Action plans	5%	%	70%	80%	Q1 Q2 Q3 Q4	-	OPCA Pane	1= Less than 70% implemented 2= 70 - 84% implemented 3= 85% implemented 4=90% implementation 5= 96% - 100% implemented	Executive Director: Corporate Support Services
Executive Director Output	Risk Management	All Wards	% implementation of departmental mitigation actions on the Strategic Risk Register	10%	%	75%	80%	Q1 Q2 Q3 Q4	- 80% 80%	Q1-Q4: Strategic Risk report and/or Strategic Risk Dashboard Report from Risk Management Division	1= Less than 80% implemented 2= 80%-99% implemented 3= 100% implemented 4= 100% implemented one month before quarter end 5= 100% implemented two(2) months before quarter end	Executive Director: Corporate Support Services

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Executive Director Output	Litigation	All wards	Number of litigation reports submitted to Senior Management Team (SMT)	10%	Number	New Target	4	Q1 - Q4: Litigation Report submitted to SMT				Executive Director: Corporate Support Services	
								Q1	Q2	Q3	Q4		
Executive Director Output	Litigation	All wards	Number of litigation reports submitted to Senior Management Team (SMT)	10%	Number	New Target	4	Q1	1			1= 0 litigation report	Executive Director: Corporate Support Services
								Q2	1			2= 2-3 litigation reports submitted	
								Q3	1			3= 4 litigation reports submitted to SMT 20 days after end of quarter	
								Q4	1			4= 4 litigation reports submitted to SMT 15 days after end of quarter	
												5= 4 litigation reports submitted to SMT 10 days after end of quarter	
Executive Director Output	Departmental Policies	All wards	Number of reviewed policies within CSS submitted to Senior Management Team (SMT)	10%	Number	5	6	Q1	-			1= No policy submitted	Executive Director: Corporate Support Services
								Q2	-			2= 1-5 policies submitted	
								Q3	-			3= 6 policies submitted	
								Q4	6			4= 7 policies submitted	
												5= 8 policies or more submitted	
Executive Director Output	Departmental Policies	All wards	Number of new policies developed within CSS submitted to Senior Management Team (SMT)	10%	Number	2	4	Q1	-			1= No policy submitted	Executive Director: Corporate Support Services
								Q2	-			2= 1-3 policies submitted	
								Q3	-			3= 4 policies submitted	
								Q4	4			4= 5 policies submitted	
												5= More than 6 policies submitted	

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KPA: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT: 30%												
Executive Director Output	Performance Management	All Wards	Number of Managers performance review sessions conducted	10%	Number	2	2	Q1	-	Performance Assessment minutes/agenda and or attendance register	1= No review session conducted 2= 1 review sessions conducted for managers 3= 2 reviews sessions conducted for managers 4= review sessions conducted for managers within 60 days after the end of the quarter 5= review sessions conducted for managers within 30 after the end of the quarter	Executive Director: Corporate Support Services
								Q2	1			
								Q3	-			
								Q4	1			
								Q1	-			
Executive Director Output	Labour Disputes	All Wards	No. of days taken to attend to employee grievance within the prescribed timeline	5%	Number	10 days	10	Q1	-	Signed grievance form and Grievance meeting / response	1 = None 2= More than 10 days 3= 10 working days 4= 7 working days/ relationship building meetings 5= 5 working days/ no grievances	Executive Director: Corporate Support Services
								Q2	-			
								Q3	-			
								Q4	10 days			
								Q1	3 days			
Executive Director Output	Leave Management	All Wards	Average time taken to approve leave requests	10%	Number	3 days	New target	Q1	3 days	Approved leave requests with application date and approval date	1=No responds 2= response in 4 & More Days after leave application receipt 3= Response within 3 days 4= Response 1 day after leave application receipt 5= Response within the same day of leave application receipt	Executive Director: Corporate Support Services
								Q2	3 days			
								Q3	3 days			
								Q4	3 days			
								Q1	1			
Executive Director Output	Section 79 Committee Management	All Wards	Number of functionality analysis conducted on Section 79 Committees	10%	Number	4	New target	Q1	1	Q1-Q4 Section 79 functionality analysis report signed by ED:CSS	1= No submission of report 2= 3 reports submitted 3= 4 reports submitted to SMT 4= 5 reports submitted to SMT 5= 6 or more reports submitted to SMT	Executive Director: Corporate Support Services
								Q2	1			
								Q3	1			
								Q4	1			
								Q1	1			

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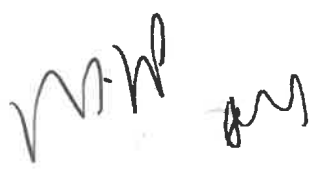
Change Leadership	10%	% Implementation of monthly management meetings resolutions	New	1= 59% and below implementation of resolutions 2= 60-69% implementation of resolutions 3= 70-79% implementation of resolutions 4= 80-89% implementation of resolutions 5= 90-100% implementation of resolutions	Agenda, Attendance registers, and Resolution meeting register
	10%	2 Staff Meetings held per year	2	1= No meeting held 2= 1 meeting held 3= 2 meetings held 4= 3 meetings held 5= 4 meetings held	Agenda, attendance registers and Minutes of staff meetings held
Governance Leadership	10%	Number of PDPs signed with Managers	5	1= 0 signed PDPs 2= 2-4 signed PDPs 3= 5 signed PDPs on the 29 August 2025 4= 5 signed PDPs on the 15 August 2025 5= 5 signed PDPs and submitted to HCM: Learning and Development	5 signed PDPs submitted to Human Capital Management Learning and Development
Total=100%					

Signed and Accepted by the Executive Director: Corporate Support Services

Michael Dube  Date: 20/4/2026

Approved by the Municipal Manager

Makhosana Msezana  Date: 21/4/2026



CORE MANAGERIAL COMPETENCIES	WEIGHTING	KPI	ANNUAL TARGET	PERFORMANCE MEASUREMENT	TYPE OF EVIDENCE
Strategic direction & leadership	15%	Time taken to sign Individual Performance Management Agreements signed with Managers within the Department by 31 August 2025	5	1= All Performance Management Agreements of Managers within the Department signed after the 30/09/2025	Performance Management Agreements signed with Managers
				2= All Performance Management Agreements of Managers within the Department signed after the 15/09/2025	
Program and Project Management	15%	No. of days taken to support departments on attendance of employee formal and informal grievances within the prescribed timeline	4	3= All Performance Management Agreements of Managers within the Department signed by the 31/08/2025	Performance Management Agreements signed with Managers
				4= All Performance Management Agreements of Managers within the Department signed by the 20/08/2025	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	5= All Performance Management Agreements of Managers within the Department signed by the 10/08/2025	Approved budget of vacant positions from Budget & Treasury AND HCLM Quarterly Reports with filled positions Per Approved Budget/in line with the approved budget AND and/or Employees Transfer and Placement letters
				1= 59% and Below implementation of the Organisational Structure Per Approved Budget/in line with the approved budget	
Financial Management	15%	% of Opex Budget spent (Bi-Annual)	4	2= 80-69%: Implementation of the Organisational Structure Per Approved Budget	List of grievance vs days taken from Employee Relations Management (ERM) And Email communications, attendance registers of informal sessions/counseling sessions
				3= 70-79%: Implementation of the Organisational Structure Per Approved Budget/in line with the approved budget	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	4= 80-89%: Implementation of the Organisational Structure	Quarterly In year monitoring report: 1 July 2025 to 30 June 2026 In year monitoring report
				5= 90-100%: Implementation of the Organisational Structure Per Approved Budget/in line with the approved budget	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	1= None	Quarterly UIWF report: Annual UIWF report: MPAC report on UIWF
				2= More than 10 days	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	3= 10 working days	Quarterly UIWF report: Annual UIWF report: MPAC report on UIWF
				4= 7 working days/ relationship building meetings	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	5= 5 working days/ no grievances	Quarterly UIWF report: Annual UIWF report: MPAC report on UIWF
				1= Less than 79%	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	2= 80 - 89%	Quarterly UIWF report: Annual UIWF report: MPAC report on UIWF
				3= 90 - 95%	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	4= 96 - 98%	Quarterly UIWF report: Annual UIWF report: MPAC report on UIWF
				5= 99 - 100%	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	1= 0 - 54% reduction on the UIWFE	Quarterly UIWF report: Annual UIWF report: MPAC report on UIWF
				2= 55 - 64% reduction on the UIWFE	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	3= 65 - 74% reduction on the UIWFE	Quarterly UIWF report: Annual UIWF report: MPAC report on UIWF
				4= 75 - 89% reduction on the UIWFE	
Financial Management	15%	% Reduction of Unauthorized /regular Frivolous (UIF) expenditure	4	5= 90 - 100% reduction including no UIWFE expenditure incurred	Quarterly UIWF report: Annual UIWF report: MPAC report on UIWF

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KPA: LOCAL ECONOMIC DEVELOPMENT = 5%

Executive Director Output	Youth employment	All wards	No. of internship programmes implemented	10%	Number	Quarterly Data				Appointment report and/or MOUs	Legend	Executive Director: Corporate Support Services	
						Q1	Q2	Q3	Q4				
					2								
					2								

Total = 100%


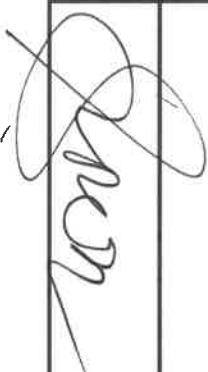
Signed and Accepted by the Executive Director: Corporate Support Services

Michael Dube  Date: 20/4/2026

Approved by the Municipal Manager

Makhosana Msezana  Date: 21/4/2026

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SURNAME	DUBE		NAME	MICHAEL		
POSITION	EXECUTIVE DIRECTOR: CORPORATE SUPPORT SERVICES		REPORT TO	MUNICIPAL MANAGER		
SALARY LEVEL	2		SALARY BAND	S56		
DEPARTMENT	CORPORATE SUPPORT SERVICES		FINANCIAL YEAR	2025/2026		
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"> Change Vision & Strategy Process Design & Improvement Change Impact Monitoring & Evaluation 	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"> Program & Project Planning and Implementation Service Delivery Management. Program & Project Monitoring & Evaluation 	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"> mSCOA implementation aligned to the budgeting process. Standard for Infrastructure Procurement and Delivery Management Procurement Policy implementation. 	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	21/4/2024		