

PERFORMANCE MANAGEMENT AGREEMENT

ENTERED INTO BY AND BETWEEN:

MOGALE CITY LOCAL MUNICIPALITY

AS REPRESENTED BY THE

MUNICIPAL MANAGER:

MAKHOSANA MSEZANA

AND

EXECUTIVE DIRECTOR:

INFRASTRUCTURE DEVELOPMENT SERVICES

XOLANI SIBIYA

THE EMPLOYEE OF THE MUNICIPALITY
FOR THE

FINANCIAL YEAR: 01 JULY 2025 TO 30 JUNE 2026

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PERFOMANCE 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

Xolani Sibiya as the Executive Director: Infrastructure Development 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), 57(C) 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;

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- 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
- 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 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

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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.

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 (CRs)(Leading & Core Competencies) respectively.
- 6.2.2 Each area of assessment will be weighted and will contribute a specific part to the total score.

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- 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)	Weightings
Service Delivery and Infrastructure Development	60%
Financial Viability	15%
Good Governance and Public Participation	10%
Local Economic Development	5%
Municipal Transformation and Organizational Development	10%
TOTAL	100%

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

LEADING COMPET	ENCY REQUIREMENTS	WEIGHTS %
Strategic Direction and Leadership	 Impact and influence Institutional Performance Management Strategic Planning and Management Organizational Awareness 	20%
Program & Project Management	 Program & Project Planning and Implementation Service Delivery Management Program & Project Monitoring & Evaluation 	20%
Financial Management	Budget Planning & ExecutionFinancial Strategy & DeliveryFinancial Reporting & Monitoring	20%
Change Leadership	 Change Vision & Strategy Process Design & Improvement Change Impact Monitoring & Evaluation 	20%
Governance Leadership	 Policy Formulation Risk and Compliance Management Cooperative Governance 	20%

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LEADING COMPETENCY REQUIREMENTS	WEIGHTS
CORE COMPETENCIES	
Moral Competence	
Planning and Organizing	
Analysis and Innovation	
Knowledge and Information Management	_
Communication	
Result and Quality Focus	
TOTAL	100

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.

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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.

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
Unacceptable Performance		
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%
Performance Not Fully Effective		
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 %
Performance Fully Effective		
Performance fully meets the standards expected in all areas of the job	3	70% – 79 %
Performance Significantly Above Expectations / Exceptional Performance	4	80% – 89 %
Performance is significantly higher than the standard expected in the job.		/

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Overall Performance	Rating	Performance Score
Outstanding Performance		
Performance far exceeds the standard expected of an employee at this level.	5	90% – 100 %

- 7.7 For purposes of evaluating the annual performance of managers directly accountable to the Municipal Manager, an evaluation panel constituted of the following persons must be established
 - i. Municipal Manager;
 - ii. Chairperson of the Performance Audit Committee or the Audit Committee in the absence of a Performance Audit Committee:
 - iii. Member of the Mayoral Committee; and
 - iv. Municipal Manager from another Municipality.

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

- 8.2 The Employer shall keep a record of all formal and informal reviews, including the midyear review and annual assessment meetings.
- Performance feedback shall be based on 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.

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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;
- 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.

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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	Remuneration Progression
		Expectations/ Exceptional Performance	• 5% - 9% of Total Package
5.	90% - 100%	Outstanding Performance	Remuneration Progression
			• 10% - 14% of total package

- 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 performance assessment results and above.
- 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 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.

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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.

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EXECUTIVE DIRECTOR:
INFRASTRUCTURE DEVELOPMENT
SERVICES

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MUNICIPAL MANAGER



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National OutcomeOutcome 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 provide sustainable services to the community

DEPARTMENT: Infrastructure Development Services

INDIVIDUAL PERFORMANCE MANAGEMENT INDIVIDUAL PERFORMANCE MANAGEMENT 5= 100 - 100+% maintenance works completed 4= 91 - 99% maintenance works completed 2=71 -80% maintenance works completed 3= 81 - 90% maintenance works completed 1≂ less than 70% maintenance works 1= less than 1 procured
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5= 10 and more procured Q! - Q4 maintenance works implementation reports TYPE OF EVIDENCE PER QUARTER TYPE OF EVIDENCE PER QUARTER Q1-Q4: Delivery note and involce PROGRAMME/P ROJECT Pretical Certificate PROGRAMMEP ROJECT Pratical Cartificate 2 ~ QUARTER QUARTER 5 8 8 8 05 g 8 5 100% ANNUAL 9 ANNUAL New Target BASELINE BASELINE 27 UNIT OF MEABURE Number UNIT OF % WEIGHTING WEIGHTING 40% 10% Maintainance conducted in line with Departmental Requests and supported by the Conditional Assessment Report Number of service delivery vehicles procured KEY PERFORMANCE INDICATOR KEY PERFORMANCE INDICATOR KPA: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT = 60% WARD TO BENEFIT WARD TO BENEFIT All Wards All Wards Building Maintenance IDS Smart
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Executive Manager: Infratructure Development Services

Executive Manager: Infratructure Development Services

RESPONSIBLE PERSON

RESPONSBLE PERSON

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Add Wards Number of ENVP Systems Services Ser	All Wards Sessions conducted Sessions conduct	Seeslore conducted Seeslore conducted Seeslore conducted Seeslore conducted Seeslore conducted Seeslore conducted Seeslore Sees	(Pt: IDS -14	Manager	Performance	All Wards	performance review	2%	Number	New target		23		Minutes of Assessments/ Performance Reviews	3= reviews	Infrastrouture Developmen
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1	COMPETENCIES	WEIGHTING	KPI	PERFORMANCE MEASUREMENT	EVIDENCE
Apparents of producted with Participation of the Sanks				1= 4 Performance Management Agreements signed after the 30/09/2025 2= 4 Performance Management Agreements signed after the 15/09/2025	
Managers 31 August 2005 15-54 Performance Management Agreements signed by the 2008/2025 15-54 Performance Management as greed by the 2008/2025 15-54 A Performance Management as greed by the 2008/2025 15-54 A Performance Management as greed by the 2008/2025 15-54 A Performance Management as greed by the 2008/2025 15-55 A Performance Management as greed by the 2008/2025 15-50 Agreed monthly management by the 30-34% implementation of the SDBIP 15-54 A Performance of the SDBIP 15-55 A Performance of the SDBIP 15-56 A Performance of the SDBIP 15-57 A Performance of the Action of the SDBIP 15-57 A Performance of the Action of the SDBIP 15-57 A Performance of the Action of the SDBIP 15-57 A Performance of the Action of the Acti	Strategic direction &	20	No. of thdividual Performance Agreements conducted with	3= 4 Performance Management Agreements signed by the 31/08/2025	Four (b) 2025/2026 Performance Management Agreements conducted
\$\frac{5}{1=59\%}\$ and below implementation of the Source \frac{1=59\%}{1=59\%}\$ and below implementation of the SOBIP \frac{1=59\%}{1=59\%}\$ and below implementation \frace{1=59\%}{1=59\%}\$ implementat	ieadersnip		Managers 31 August 2025	4= 4 Performance Management Agreements signed by the 20/08/2025	with Managers
1=59% and below implementation of the Service 2=0.049% implementation of the SDBIP				5= 4 Performance Management Agreements signed by the 10/08/2025	
% Implementation of the Service Plan Plan Plan Plan Plan Plan Plan Plan				1=59% and below implementation of the SDBIP	
20 Delivery Budget Implementation and the SDBIP Plan Handle Budget Implementation of the SDBIP Plan Handle Budget Implementation on the UNFE Plan Budget Implementation on the UNFE P			% Implementation of the Service		
Flan September Flan September Se	Program and Project	20	Delivery Budget Implementation		SDBIP Quarterly Performance Reports from Monitoring and Evaluation Division
\$\$ Reduction of Unauthorized \$1 - 54% reduction on the UNIVE \$\$ Reduction of Unauthorized \$2 - 55 - 54% reduction on the UNIVE \$\$ Appenditure \$2 - 55 - 54% reduction on the UNIVE \$\$ Appenditure \$2 - 55 - 54% reduction on the UNIVE \$\$ Appenditure \$2 - 55 - 54% reduction on the UNIVE \$\$ Appenditure \$2 - 55 - 54% reduction on the UNIVE \$\$ Appenditure \$2 - 55 - 55 - 55 - 55 - 55 - 55 - 55 -	waragamen		Plan		מים האמים היא שים האמים ומים היא מים היא
The control of Linauthorized				5= 90-100% implementation of the SDBIP	
Separation of Unauthorized 2= 55.84% reduction on the UNWFE				1= 0 - 54% reduction on the UIWFE	
S word of peak budget spent at the end of financial year through the reviewed organisational structure services and peak peak peak peak peak peak peak peak			% Reduction of Hoauthorized	2= 55 -64% reduction on the UIWFE	Quarterly UIWE report: Applial UIWE
Separation on the LWFE		S	Irregular Fruitless (UIF)	3= 65 - 74% reduction on the UIWFE	report; MPAC report on UIWF
\$ of opex budget spent at the end of financial year of financial year at the end of quartely year a			expenditure	4= 75 - 89% reduction on the UIWFE	
\$ of grant funded budget spent at the end of financial year of fin				5= 90 - 100% reduction including no UIWFE expenditure incurred	
\$ of opex budget spent at the end 3=96%. Spent				1= 92% Spent	
5 % of opex budget spent at the end of financial year 4 = 96%. Spent 1 July 2025 to 30 June 2026 in year. 10 % of grant funded budget spent at the end of financial year the end of financial year through Management Plan 2 = 96%. Spent July 2025 to 30 June 2028 in year. 10 % of grant funded budget spent at 96%. Spent the end of financial year through Management Plan 2 = 96%. Spent through Management Plan 3 = 96%. Spent through Management Plan 3 = 96%. Spent through Management Plan 3 = 96%. Spent through Management Plan 4 = 96%. Spent through Management Plan for the projects to be implementation 4 = 96%. Spent through Management Plan for the projects to be implementation 4 = 96%. Spent through Management Plan for the projects to be implementation 4 = 96%. Spent through Management Plan for the projects to be implemented to through Management Plan for through Management Plan f				10 C C C C C C C C C C C C C C C C C C C	Orienterly in year monitoring report:
10			% of onex budget spent at the end	Z= 84% Spent	1 July 2025 to 30 June 2026 in year
10	Financial Management	ર	of financial year	3= 96% Spent	monitoring report.
1				4= 98% Spent	
1				5= 100% Spent	
10 % of grant funded budget spent at the end of financial year the reviewed 3=100-89% implementation 2=94% Spent the end of financial year the reviewed 3=100-89% implementation Change Management Plan for the monitoring report. 10 implemented for the reviewed or the reviewed or the reviewed or organisational structure of grants and an an end organisational structure of monthly management and per year the endings Change Management Plan for the projects to be implemented or the projects to be implemented or the projects to be implemented or the reviewed and Attendance Register or departmential meetings 5 Number of quartely staff meetings Agenda and Attendance Register or departmential meetings 5 All meetings Agenda and Attendance Register or departmential meetings 6 Ameetings Agenda and Attendance Register or departmential meetings 7 Ameetings Agenda and Attendance Register or departmential meetings 8 Ameetings Agenda and Attendance Register or departmential meetings 8 Ameetings Agenda and Attendance Register or departmential meetings				1= 92% Spent	
the end of financial year 4 98% Spent 4 98% Spent 4 98% Spent 10 implemented for the reviewed 3=70-79% Implementation organisational structure 2=60-69% Implementation 3=70-79% Implementation 5=90-100% Implementation				2= 94% Spent	July 2022 to 30 June 2023 In year
the end of financial year 1		10	% of grant funded budget spent at	3= 96% Spent	monitaring report.
Se Took Spent 1 1-59% and Below Implementation 2-50-69% Implementation organisational structure organisational structure actings meetings held per year meetings held per year 1 = Number of quartely staff meetings 5		2	the end of financial year		
1=59% and Below Implementation				4= 38% Spent	
1=59% and Below Implementation				5= 100% Spent	
W. Change Management Plan implementation				1=59% and Below Implementation	
10 implamented for the reviewed a 3=70-79% Implementation organisational structure 5 = 90-100% Implementation 1 = 4 = 90-89% implementation 5 = 90-100% Implementation 1 = 4 meetings 2 = 6 meetings			% Change Mapagement Plan	2=60-69% Implementation	
5 Number of monthly management are ings meetings held par year meetings held par year 2 = 12 meetings		10	implemented for the reviewed	3=70-79% Implementation	Change Management Plan for the
Sego-100% Implementation 1 = 4 meetings 2 = 6 meetings 2 = 6 meetings 2 = 6 meetings 3 = 8 meetings 4 = 10 meetings 5 = 12 meetings 1 = No meetings 1 = No meetings 2 = 1 meetings 3 = 2 meetings 4 = 3 meetings 5 = 4 meetings 5 = 4 meetings 6 = 4 meetings 6 = 4 meetings			organisational structure	4≈80-89% Implementation	
Number of monthly management ameetings Number of monthly management ameetings meetings held per year ameetings belief to meetings ameetings ameet				5=90-100%Implementation	
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S meetings held per year meetings A				2= 6 meetings	
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		'n	Number of quartely staff meetings	3= 2 meetings	Agenda and Attendance Register of
5= 4 meetings				4= 3 meetings	
				5= 4 meetings	

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			1=59% and Below submission of comments within timefram set	
			2=60-69% submission of comments within timeframe set	an acial of boardoned bearing
	10	Revision and Development of Policies	3=70-79% submission of comments within set	Policies submitted to Council in the
			4=80-90% submission of comments within timeframe set	ZUZZUZU IIIIandai year tor Approva
			5=90-100% submission of comments within timeframe set	
covernance Leadership			1=59% and Below implementation of departmental risk migration measures	
			2= 60-69% implementation of departmental risk mitigation measures	o bediending observer acceptance of the bedien
	5	% implementation or departmental mitigation actions on the Operational Dist.	% intpernentation of departmental militarions of 3= 70-79% implementation of departmental risk mitigation measures on the Operational 3= 70-79% implementation of departmental risk mitigation measures	the implementation of Operational Risk
		New York	4= 80-89% implementation of departmental risk mitigation measures	ואם ופלופו וופו וו
			5=90-100% implementation of departmental risk mitigation measures	
Total=100				

Signed and Accepted by the Executive Director: Infrastructure Development Services

Xolani Sibiya:

Approved by the Municipal Mana

Makhosana Msezana

Date:

SURNAME	Xolani		NAME	Sibiya		
POSITION	EXECUTIVE DIRECTOR: INFRASTRUCTURE DEVELOPMENT SERVICES	NFRASTRUCTURE S	REPORT TO	MUNICIPAL MANAGER	œ	
SALARY LEVEL	2		SALARY BAND	S56		
DEPARTMENT	INFRASTRUCTURE DEVELOPMENT SERVICES	LOPMENT 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)
Personal Mastery	Assertiveness, problem solving & influencing	Being able to assertively influence decisions	POE		Bi-annual assessemts	Incomplete
Strategic & business mastery	Planning, organising, finance & delegation	Able to prioritise activities and delegate to team	POE		Bi-annual assessemts	Incomplete
Team mastery	Managing teams performance & conflict	The ability to enable opposing parties to move past impasse towards the successful resolution of an issue through the application of dispute resolution techniques		Training on Performance Management	РОЕ	Incomplete
EMPLOYEE SIGNATURE	X	3/1-	MIN'S SIGNATURE	Z Z	DATE	sulphos

EM please veritfy if all information is to your requirements