



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: INFRASTRUCTURE DEVELOPMENT
SERVICES

XOLANI SIBIYA

THE EMPLOYEE OF THE MUNICIPALITY

FOR THE

FINANCIAL YEAR: 01 JULY 2026 TO 30 JUNE 2027

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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

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 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);



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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

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 2026** and will remain in force until **30 JUNE 2027**; 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.

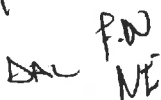
3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

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.



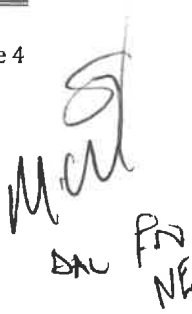
- 4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan and the Budget of the Employer and shall include key objectives; key performance indicators; target and weightings.
- 4.3 The key 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.

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.



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%

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 20% 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 COMPETENCY 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 & Execution - Financial Strategy & Delivery - Financial Reporting & Monitoring	20%

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Change Leadership	• Change Vision & Strategy • Process Design & Improvement • Change Impact Monitoring &	20%
LEADING COMPETENCY REQUIREMENTS		WEIGHTS %
	Evaluation	
Governance Leadership	• Policy Formulation • Risk and Compliance Management • Cooperative Governance	20%
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:

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- (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 the 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.

- 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 %

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Performance Fully Effective Performance fully meets the standards expected in all areas of the job	3	70% – 79 %
Performance Significantly Above Expectations /		
Overall Performance	Rating	Performance Score
Exceptional Performance Performance is significantly higher than the standard expected in the job.	4	80% – 89 %
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 2026	January 2026
Third Quarter	January – March 2027	April 2027

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Fourth Quarter	April – June 2027	n/a
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- 8.2 The Employer shall keep a record of all formal and informal reviews, including the midyear 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;
- 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.

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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.

11.1.4 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	• Remuneration Progression • 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 –

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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.

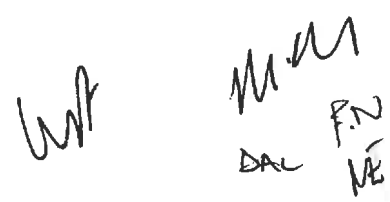
13 DISPUTE RESOLUTION

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.

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**31**..... day of **July 2026**

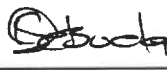
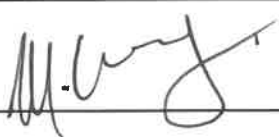
AS WITNESSES

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EXECUTIVE DIRECTOR:
INFRASTRUCTURE DEVELOPMENT
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Thus, done and signed at **Krugersdorp**.....on this the**31**..... day of**July**.....2026

AS WITNESSES:

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MUNICIPAL MANAGER





CORE MANAGERIAL COMPETENCIES	KPI	PERFORMANCE MEASUREMENT	EVIDENCE
Strategic Direction and Leadership	Individual Performance Management Agreements signed with Managers within the Department	1= All Performance Management Agreements of Managers within the Department signed after the 30/09/2026	Five (5) signed 2026/2027 Performance Management Agreements for the five managers.
		2= All Performance Management Agreements of Managers within the Department signed after the 15/09/2026	
		3= All Performance Management Agreements of Managers within the Department signed by the 31/08/2026	
		4= All Performance Management Agreements of Managers within the Department signed by the 20/08/2026	
		5= All Performance Management Agreements of Managers within the Department signed by the 10/08/2026	
Program and Project Management	% Implementation Service Delivery Budget and Implementation Plan Performance	1=50% and below implementation of the SDBIP	SDBIP Quarterly Performance Reports from Monitoring and Evaluation Division and Annual Performance Report
		2= 60-69% implementation of the SDBIP	
		3= 70-79% implementation of the SDBIP	
		4= 80-89% implementation of the SDBIP	
		5= 90-100% implementation of the SDBIP	
Financial Management	% Reduction of Unauthorized Irregular Fruitless (UIF) expenditure	1= 0 - 54% reduction on the UIWFE	Quarterly UIWF reports adopted by Council
		2= 55 -64% reduction on the UIWFE	
		3= 65 - 74% reduction on the UIWFE	
		4= 75 - 89% reduction on the UIWFE	
		5= 90 - 100% reduction including no UIWFE expenditure incurred	
	% of Opex Budget spent (Bi-Annual)	1=Less than 79%	Quarterly In year monitoring report; 1 July 2026 to 30 June 2027 In year monitoring report.
		2= 80% - 89% expenditure	
		3= 90% - 95% expenditure	
		4= 96% - 98% expenditure	
		5= 99% - 100% expenditure	
	% of Grant / Capex Budget Spent (Bi-Annual)	1=Less than 79%	Quarterly In year monitoring report; 1 July 2026 to 30 June 2027 In year monitoring report.
		2= 80% - 89% expenditure	
		3= 90% - 95% expenditure	
		4= 96% - 98% expenditure	
		5= 99% - 100% expenditure	
Change Leadership	% implementation of monthly management meetings resolutions	1=50% and Below Implementation	Agenda, Attendance registers, and Resolution meeting register
		2=60-69% Implementation	
		3=70-79% Implementation	
		4=80-89% Implementation	
		5=90-100%Implementation	

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CORE MANAGERIAL COMPETENCIES	KPI	PERFORMANCE MEASUREMENT	EVIDENCE
	4 Quarterly Staff Meetings held per year	1= No meeting held 2= 1 meeting held 3= 2 meetings held 4= 3 meetings held 5= 4 meetings held	Agenda and Attendance Register of staff meetings held
People Management and Empowerment	Average time taken to respond to leave requests	1= approved in 5 days 2= approved in 4 days 3= approved in 3 days 4= approved in 2 days 5= approved in 1 day	Leave Management Reports/Summary of days taken to approve leave
Governance Leadership	No. of Developed and Revised Policies	1= No policy submitted 2= 1 policies submitted 3= 2 policies submitted 4= 3 policies submitted 5= More than 4 policies submitted	Development and Revision of Policies considered by SMT (Draft Policy or Policy, SMT Minutes and Agenda)
	No. of SOP developed and Revised	1= No SOP submitted 2= 1 SOPs submitted 3= 2 SOPs submitted 4= 3 submitted submitted 5= More than 4 submitted submitted	Development and Revision of SOP considered by SMT (Draft SOP or SOP, SMT Minutes and Agenda.)
Total=100%			
Signed and Accepted by the Executive Director: Infrastructure Development Services			
Xolani Sibilya:		Date: 31 July 2026	
Approved by the Municipal Manager Makhosana Msezana:		Date: 31/07/2026	

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National Outcome 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 provide sustainable services to the community

2026/2027

DEPARTMENT: Infrastructure Development Services

KPA: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT - 60%

Field Management : 15%														
NO.	KPI NO.	PLANNING LEVEL	MISCA PROJECT	WARD TO BENEFIT	KEY PERFORMANCE INDICATOR	WEIGHTING	UNIT OF MEASURE	BASELINE	ORIGINAL ANNUAL TARGET	QUARTER	PROGRAMME/PR OJECT Milestone	TYPE OF EVIDENCE PER QUARTER	INDIVIDUAL PERFORMANCE MANAGEMENT	RESPONSIBLE PERSON
1	KPI: IDS -1	Quantity Indicator	Acquisition of fleet	All Wards	% service delivery vehicles procured in line with the available budget	15%	%	New KPI	100	Q1	100	Q1-Q4: Proof of funding, Request received, Delivery notes and Invoice	1= less than 50% approved vehicle requests procured	
										Q2	100		2=51%-75% approved vehicle requests procured	
										Q3	100		3= 76%-90% approved vehicle requests procured	
										Q4	100		4= 91%-95% approved vehicle requests procured	
													5= 100% and more approved vehicle requests procured	
KPI NO.	PLANNING LEVEL	MISCA PROJECT	WARD TO BENEFIT	KEY PERFORMANCE INDICATOR	WEIGHTING	UNIT OF MEASURE	BASELINE	ORIGINAL ANNUAL TARGET	QUARTER	PROGRAMME/PR OJECT Milestone	TYPE OF EVIDENCE PER QUARTER	INDIVIDUAL PERFORMANCE MANAGEMENT	RESPONSIBLE PERSON	
Division: Water and sanitation 40%														
2	KPI 2: IDS (63)	Executive Director: Output	IDS: Percy Stewart WWTW	All Wards	% Implementation of Percy Stewart WWTW refurbishment project milestones in line with plan	5%	%	100%	100%	Q1	100%	Q1 and Q4 Project plan and Project report	1= less than 50% of project milestones in line with plan	Executive Director, Infrastructure Development Services
										Q2			2=51%-60% of project milestones in line with plan	
										Q3			3= 61%-70% of project milestones in line with plan	
										Q4	100%		4= 80%-90% of project milestones in line with plan	
													5= 100% and more of project milestones in line with plan	
									Q1	10		1= less than 50% of project plan		
3	KPI 3: IDS (104)	Executive Director: Output	Refurbishment of Flp Human WWTW	All Wards	% Implementation of Flp Human WWTW refurbishment project in line with plan	5%	%	100%	100%	Q2	-	Q1 and Q4 Project plan and Project report	2=51%-40% of project plan	
										Q3	-		3= 61%-70% of project plan	
										Q4			4= 80%-90% of project plan	
													5= 100% and more of project plan	

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4	KPI 4: DS (68%)	Executive Director Output	DS Smart Conventional Meters	All Wards	Number of bulk water meters installed	5%	Number	83	100	Q1	10	Q2-Q3 Progress report, Signed verification checklist, installation list and KCP Forms	1= 1 to 50 smart conventional water meters installed 2= 31 to 60 smart conventional water meters installed 3= 61 to 70 smart conventional water meters installed 4= 80 to 91 smart conventional water meters installed 5= 100 and more smart conventional water meters installed	Executive Director, Infrastructure Development Services
										Q2	25			
										Q3	35			
										Q4	35			
										Q1	350			
5	KPI 5: DS (194%)	Executive Director Output	Installation of Conventional meters in Magway city	All Wards	Number of conventional water meters installed	5%	Number	1048	1750	Q2	500	Q3-Q4 Progress report and installation list	1= 1 to 50 bulk water meters installed 2= 54 to 103 bulk water meters installed 3= 104 to 203 bulk water meters installed 4= 204 to 400 bulk water meters installed 5= 500 and more of bulk water meters installed	Executive Director, Infrastructure Development Services
										Q3	500			
										Q4	400			
										Q1				
										Q2				
6	KPI 6: DS	Executive Director Output DS	DS redistribution of water meters Purification	All Wards	% Completion of the redistribution pump station redistribution in line with the Project plan	5%	%	New KPI	100%	Q1		Q1- Project plan	1= less than 50% of project plan 2= 51%-60% of project plan 3= 61%-70% of project plan 4= 70%-80% of project plan 5= 80%-90% of project plan 6= 90%-100% of project plan 7= 100% and more of project plan	Executive Director, Infrastructure Development Services
										Q2				
										Q3	100%			
										Q4	100%			
										Q1				
7	KPI 7: DS (91%)	Executive Director Output DS	Municipal pumping & storage capacity (water conservation and demand)	All Wards	Number of Pressure Reducing Valve (PRV)	10%	Number	New KPI	181	Q2		Q3: Certificate of compliance (COC) per completed PRV/ Installation	2= 51-98 COCs issued 3= 97-128 COCs issued 4= 129-160 COCs issued 5= 161 or more COCs issued	
										Q3	80%			
										Q4	81			
										Q1				
										Q2				
8	KPI 8: DS (91%)	Output Indicator	Muldersdrift Reservoir	All Wards	% implementation of Muldersdrift Reservoir Project in line with the plan	5%	%	100%	100%	Q1		Q1-Q2 Project plan	1= less than 50% of project plan 2= 51%-60% of project plan 3= 61%-70% of project plan 4= 70%-80% of project plan 5= 80%-90% of project plan 6= 90%-100% of project plan	
										Q2	100%			
										Q3				
										Q4				
										Q1				

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KPI NO.	PLANNING LEVEL	MASON PROJECT	WARD TO BENEFIT	KEY PERFORMANCE INDICATOR	WEIGHTING	UNIT OF MEASURE	BASELINE	ORIGINAL TARGET	QUARTER	PROGRAMME MILESTONE	TYPE OF EVIDENCE PER QUARTER	INDIVIDUAL PERFORMANCE MANAGEMENT	RESPONSIBLE PERSON
Division: Energy Services 5%													
9	KPI 9: DBS Executive Director Output (DBS)	Chumdar Substation refurbishment	All Wards	% Implementation of Chumdar substation project in the with plan	5%	%	New (YPI)	1	Q1		Q1-Project Plan	1= less than 50% of project plan	Executive Director Infrastructure Development Services
									Q2	100%	Q2: Project completion certificate and close out report	3= 81%-70% of project plan	
									Q3		N/A	4= 80%-60% of project plan	
									Q4		N/A	5=100% and more of project plan	

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KPA: FINANCIAL VIABILITY = 15%														
10	KPI: IDS - 10	Executive Director Output	Grants Expenditure	All wards	% expenditure on the WSC grant	10%	%	100%	100%	Q1		Expenditure report	1= 10% - 30% Expenditure Report	Executive Director: Infrastructure Development Services
										Q2	-		2= 31%- 40% Expenditure Report	
										Q3	-		3= 41% - 50% Expenditure Report	
										Q4	100%		4= 51% - 60% Expenditure Report	
													5= 61% - 100% Expenditure Report	
11	KPI: IDS -11	Executive Director Output	IDS: Capital Investment	All Wards	External Fundraising	5%	Rands	New	R50 million	Q1	-	Approved Energy/Loss Reduction Master Plan or Approved Water Conservation and Demand Management Plan / Strategy/Received Capital Funding or Technical Assistance	1= Draft Energy/Loss Reduction Master Plan or Draft Water Conservation and Demand Management Plan / Strategy or Draft Business Plan	Executive Director: Infrastructure Development Services
										Q2	10million		2= Approved Energy/Loss Reduction Master Plan or Approved Water Conservation and Demand Management Plan / Strategy or Approved Business Plan	
										Q3	10million		3= R20 million Received Capital Funding or Technical Assistance	
										Q4	30 million		4= R30 million Received Capital Funding or Technical Assistance	
													5 = R50 million Received Capital Funding or Technical Assistance	
KPA: GOOD GOVERNANCE AND PUBLIC PARTICIPATION = 10%														
12	KPI: IDS 12	Executive Director Output	AGSA Action Plans	All Wards	% Implementation of AG Audit Action Plans	5%	%	80%	85%	Q1	-	OPCA, para	1= Less than 70% Implemented	Executive Director: Infrastructure Development Services
										Q2	-		2= 70 - 84% Implemented	
										Q3	-		3= 85% Implemented	
										Q4	85%		4= 86% implementation	
													5= 89% - 100% Implemented	

Ward

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M.M.
F.R.
D.M.

13	KPI: IDS 13	Executive Director: Output	Strategic Risk Management	All Wards	% implementation of departmental mitigation actions on the Strategic Risk Register	5%	%		100%	Q1	Q2	Q3	Q4	-	-	Strategic Risk Register and/or Dashboard	1= Less than 50% Implemented 2= 51%-60% Implemented 3= 61%-80 implemented 4= 81%-90% Implemented from month before quarter end 5= 100% Implemented by/2 months before quarter end	Executive Director: Infrastructure Development Services	
KPA: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT = 10%																			
14	KPI: IDS - 14	Executive Director: Output	Labour Disputes	All Wards	Number of days taken to attend to employee grievances within the prescribed time line	5%	%	10	10 Days	Q1	Q2	Q3			10 days	Signed grievance form and Grievance meeting / response	1= 10- 7 working days 2= 7-8 working days 3= 6-4 working days 4= 3 - 2 working days 5= 1 -0 working days	Executive Director: Infrastructure Development Services	
15	KPI: IDS -15	Executive Director: Output	Performance Management	All Wards	Number of Managers Performance Review Session Conducted	5%	Number	New target	2	Q1	Q2	Q3	Q4	1	-	Performance of assessment minutes or agenda and or attendance register	1= No review session conducted 2= 1 review sessions conducted for Directors 3= 2 reviews sessions conducted for Directors 4= review sessions conducted for Directors within 60 days after the end of quarter two 5= review sessions conducted for Directors within 90 days after the end of quarter four	Executive Director: Infrastructure Development Services	
KPA: LOCAL ECONOMIC DEVELOPMENT: 5%																			
16	KPI: IDS - 16	Executive Director: Output	Job Creation	All wards	Number of jobs opportunities created through IDS Projects	5%	Number	New Target	150	Q1	Q2	Q3	Q4	20	50	30	MELM Reports or Service Providers EPWP quarterly report	1= 10 - 19 jobs opportunities created 2= 20 - 30 Jobs opportunities created 3= 31 - 50 jobs opportunities created 4= 51 - 100 Jobs opportunities created 5= 101 - 150 jobs opportunities created	Executive Director: Infrastructure Development Services
Total = 100%																			

Signed and Accepted by the Executive Director: Infrastructure Development Services

Xolani Sibye:

Date:

31/7/2024

Approved by the Municipal Director:

Makhosana Meezana

Date:

31/7/2024

W.M.
P.R.
D.A.
M.E.

SURNAME	Xolani		NAME	Sibya		
POSITION	EXECUTIVE DIRECTOR: INFRASTRUCTURE DEVELOPMENT SERVICES		REPORT TO	MUNICIPAL MANAGER		
SALARY LEVEL	2		SALARY BAND	S56		
DEPARTMENT	INFRASTRUCTURE DEVELOPMENT SERVICES		FINANCIAL YEAR	2026/7		
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	Goal Alignment and Assertiveness, problem solving & influencing	Being able to assertively influence decisions	Training & Course		Bi-annual assessments	
Strategic & business mastery	Planning, organising, finance & delegation	Able to prioritise activities and delegate to team	Training & Course		Bi-annual assessments	
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	Leadership seminar or workshops Executive Leadership Courses	Training on Performance Management	POE	
EMPLOYEE SIGNATURE			MM's SIGNATURE			DATE
						31/07/2026

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MM: 01
P: 2/1/25