

MOSES KOTANE LOCAL MUNICIPALITY PERFORMANCE AGREEMENT

2019/2020



Made and entered into by and between:

Mr Mokopane Vaaltyn Letsoalo in his capacity as the **Municipal Manager of Moses Kotane Local Municipality** (the “Employer”)

and

Mr Tertius Chiloane in his capacity as the **HOD: Infrastructure and Technical Services** (the “Employee”)

(Collectively referred to as the “Parties”)

For the Financial Year: July 2019 – November 2019

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PERFORMANCE AGREEMENT

Entered into by and between:

The **Moses Kotane Local Municipality** herein represented by **Mr Mokopane Vaaltyn Letsoalo** in his capacity as the Municipal Manager (hereinafter referred to as the **Employer and Supervisor**).

and

Mr Tertius Chiloane in his capacity as the HOD: Infrastructure and Technical Services and as the employee of **Moses Kotane Local Municipality** (hereinafter referred to as the **Employee**).

Whereby it is agreed by the parties as follows:

1. INTRODUCTION

- 1.1 The Municipality 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) for a period of Five years ending 02 November 2019.
- 1.2 Section 57(1)(b) of the Municipal Systems Act 32 of 2000, requires the parties to conclude an annual performance Agreement in terms of section 57(2)(a) of the same act.
- 1.3 Parties wish to ensure that they agree on goals to be achieved, and secure the commitment of the Employee reporting to the Employer, to a set of outcomes that will secure local government policy goals.
- 1.4 Parties wish to ensure that there is compliance with Sections 57(4A) 57(4B) and 57(5) of the Municipal Systems Act.

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2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to –

- 2.1. comply with the provisions of Section 57(1)(b), (4B) and (5) of the Municipal Systems Act 32 of 2000.
- 2.2. specify objectives and targets established for the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance expectations and accountabilities;
- 2.3. specify accountabilities as set out in the Performance Plan, which is attached herewith as annexure "A";
- 2.4. monitor and measure performance against set targeted outputs and establish a transparent and accountable working relationship;
- 2.5. use the Performance Agreement and Performance Plan as the basis for assessing the suitability of the Employee for permanent employment and/or to assess whether the Employee has met the performance expectations applicable to the job;
- 2.6. appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance; an
- 2.7. give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery through a performance management system.

3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 01 July 2019 and will remain in force until 30 November 2019, irrespective of the date of signatures by the parties, where after a new Performance Agreement, Performance Plan and Personal Development Plan may be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year and will conclude a new Performance Agreement and Performance Plan that

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replaces this Agreement at least once a year by not later than the beginning of each successive financial year.

- 3.3 The payment of performance bonus is determined by the performance score obtained during the annual performance evaluation and subject to approval of the annual performance evaluation report by Council.
- 3.4 This agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 3.5 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.
- 3.6 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 dates and weightings.
- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.

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- 4.4 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

5. PERFORMANCE MANAGEMENT SYSTEM

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

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5.7 The Employee's assessment will be based on his/ her performance in terms of the outputs/outcomes (performance indicators) identified as per attached Performance Plan (Annexure A), which are linked to the Key Performance Areas, which constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	50
Municipal Institutional Development and Transformation	10
Local Economic Development (LED)	10
Municipal Financial Viability and Management	20
Good Governance and Public Participation	10
Total	100%

5.8 The Core Competency Requirements will make up the other 20% of the Employee's assessment score. The following Core Competency Requirements are deemed to be most critical for the Employee's specific job as selected from the list below and agreed to between the Employer and Employee :

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CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES		
Core Managerial Competencies (CMC)	✓	Weight
Strategic Capability	✓	15
Programme and Project Management	✓	15
Financial Management	✓	15
Change Management	✓	10
Knowledge Management	-	-
Service Delivery Innovation	✓	25
Problem Solving and Analytical Thinking	✓	5
People and Diversity Management	-	-
Client Orientation and Customer Focus	✓	10
Communication	✓	5
Accountability and Ethical Conduct	-	-
Policy conceptualization and implementation	-	-
Mediation skills	-	-
Advanced negotiation skills	-	-
Advanced influencing skills	-	-
Partnership and Stakeholder Relations	-	-
Supply Chain Management	-	-
Total	✓	100%

6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out –
 - 6.1.1 the standards and procedures for evaluating the Employee's performance; and
 - 6.1.2 the intervals for the evaluation of the Employee's performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 The annual performance appraisal will involve:
 - 6.4.1 Assessment of the achievement of results as outlined in the performance plan:
 - 6.4.1.1 Each Key Performance Area should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
 - 6.4.1.2 An indicative rating on the five-point scale should be provided for each Key Performance Area.
 - 6.4.1.3 The applicable assessment rating calculator must then be used to add the scores and calculate a final Key Performance Area score.
 - 6.4.2 Assessment of the Core Competency Requirements (CCRs):
 - 6.4.2.1 Each CCRs should be assessed according to the extent to which the specified standards have been met.

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6.4.2.2 An indicative rating on the five-point scale should be provided for each Core Management Competencies.

6.4.2.3 This rating should be multiplied by the weighting given to each Core Management Competencies during the contracting process, to provide a score.

6.4.2.4 The applicable assessment rating calculator must then be used to add the scores and calculate a final Core Management Competencies score.

6.4.3 Overall rating:

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

6.4.3.2 Assessment of Employee's performance will be based on the following rating scale for KPA's and CMC's:

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and					

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Level	Terminology	Description	Rating				
			1	2	3	4	5
		indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	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. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

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6.5 For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established:

6.5.1 The Mayor;

6.5.2 Chairperson of the Audit Committee;

6.5.3 Member of the Executive Committee; and

6.5.4 Mayor or Municipal Manager from another Municipality.

6.5.5 Ward Committee Member as nominated by the Mayor

6.5.6 Head of Department: Corporate Services (as secretary).

7. SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of each Employee in relation to his/her performance agreement shall be reviewed on the following periods with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

7.1.1 First quarter: Second week of October 2019.

7.1.2 Second quarter: Third week of January 2020.

7.1.3 Third quarter: Second week of April 2020.

7.1.4 Fourth quarter & Annual review: End of August 2020.

7.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.

7.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.

7.4 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.

7.5 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.

7.6 Record/results of quarterly, mid-year and annual assessment/reviews and changes made to the performance agreement as a result of such evaluations will be documented and form part of the annual performance evaluation report.

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8. DEVELOPMENTAL REQUIREMENTS

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

9. OBLIGATIONS OF THE EMPLOYER

The Employer shall –

- 9.1 create enabling environment for effective performance by the employee;
- 9.2 provide access to skills development and capacity building opportunities;
- 9.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on his/her performance;
- 9.4 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
- 9.5 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.

10. CONSULTATION

- 10.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others:
 - 10.1.1 a direct effect on the performance of any of the Employee's functions, performance objectives and targets;
 - 10.1.2 commit the Employee to implement or to give effect to a decision made by the Employer; and
 - 10.1.3 a substantial financial effect on the Employer.
- 10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken when exercising powers contemplated in 10.1 above to enable the Employee to take any necessary action without delay.

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11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 11.2 After the annual performance evaluation in terms of this performance agreement has been completed, the performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to the Employee in recognition of outstanding performance.
- 11.3 In determining the performance bonus the relevant percentage will be based on the overall rating, calculated by using the applicable assessment rating calculator: provided that:
- 11.3.1 a score of 130% to 149% will be awarded a performance bonus in the range between 5% to 9%); and
- 11.3.2 a score of 150% and above will be awarded a performance bonus in range between 10% to 14%.
- 11.4 The above mentioned performance bonus will be awarded based on the following scheme:

Level of performance	Description	Allocated Total Score	Bonus % of the Total Package
5.0	Outstanding Performance	Above 150%	10% - 14%
4.0	Performance significantly above expectations	130 – 149%	5% - 9%
3.0	Fully effective (meets the standard)	100 – 129%	0%
2.0	Performance not fully effective	50 – 99%	0%
1.0	Unacceptable Performance	1 – 49%	

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- 11.5 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of at least twelve months (12) service at the current remuneration package on 30 June (end of financial year) subject to a fully effective assessment (performance meets the standards: 100% - 129%).
- 11.6 In the case of unacceptable performance, the Employer shall –
- 11.6.1 give notice to the Employee to attend a meeting with the Employer and the Employee will have the opportunity to satisfy the Employer of the measures being taken to ensure that the Employee's performance becomes satisfactory by a particular date.
 - 11.6.2 provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and
 - 11.6.3 after appropriate performance counselling and having provided the necessary guidance and/or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.
- 11.7 Nothing contained in this Agreement in any way limits the right of the Employer to terminate the Employee's contract of employment for any other breach by the Employee of his obligations to the Employer or for any other valid reason in law.

12. DISPUTE RESOLUTION

- 12.1 If the Employee is dissatisfied with any decision or action of the Employer in terms of this Agreement, or where a dispute arises about the nature of this performance agreement, whether it relates to key responsibilities, priorities, methods of assessment or as to the extent to which the Employee has achieved the performance objectives and targets established in terms of this Agreement:
- 12.1.1 the Employee may meet with the Employer with a view to resolving the issue. The Employer will record the outcome of the meeting in writing.

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- 12.1.2 In the event the employee remains dissatisfied with the outcome of the meeting, the dispute shall be mediated by the Mayor within thirty (30) days of receipt of a formal dispute from the Employee.
- 12.2 In the event that the meeting and mediation process contemplated in clause 12.1 above fails, dispute resolution mechanisms or processes provided for in clause 19.3 of the Contract of Employment shall apply.
- 12.3 The outcome of any meeting and the decisions of the Employer, mediation or arbitration with regard to any dispute in terms of the performance agreement must form part of the report of the annual review to Council.

13. GENERAL

- 13.1 The contents of this agreement and the outcome of any review conducted thereof in terms of Annexure A will not be confidential and may be made available to the public by the Employer as part of the municipal annual report in terms of the Municipal Finance Management Act 56 of 2003 and Municipal Systems Act 32 of 2000.
- 13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

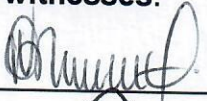

THUS SIGNED AT Mogwase ON THIS 30 DAY OF July 2019

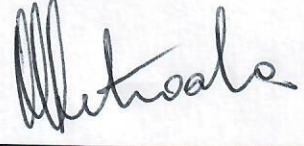
As witnesses:

1. 
 2. 


 HEAD OF DEPARTMENT

As witnesses:

1. 
 2. 


 MUNICIPAL MANAGER

Basic Service Delivery and Infrastructure Development

Provision and implementation of sustainable basic services through development and maintenance of infrastructure

Strategic Objective	IDP Link	Vote No.	Item No.	KPA	Provision and implementation of sustainable basic services through development and maintenance of infrastructure					Annual Budget	Portfolio of Evidence
					Project Name	Key Performance Indicator	Annual Targets	2018/2019 Baseline	Quarter		
			ITS 1	Construction of Lerome Water Supply (Ward 15)	Percentage (%) completion of Lerome Water Supply (Ward 15) constructed	100% of Lerome Water Supply constructed by 30 June 2020	Extension of New Settlement	1	Appointment of Service provider	R4 314 603,00	Quarterly Reports; Practical Completion Certificates
								2	Construction stage - 25 %		
								3	Construction stage - 60 %		
								4	Construction stage - 100 %		
			ITS 2	Construction of Pella Water Supply (Ward 18) – Phase 1	Percentage (%) completion of Pella Water Supply (Ward 18) constructed	100% of Pella Water Supply constructed by 30 June 2020	Planning	1	Appointment of Service provider	R5 500 000,00	Quarterly Reports; Practical Completion Certificates
								2	Construction stage - 30 %		
								3	Construction stage - 70 %		
								4	Construction stage – 100%		
			ITS 3	Construction of Tlokweg Water Supply (Ward 20) (Phase 1)	Percentage (%) completion of Tlokweg Water Supply (Ward 20) phase 1 constructed	100% of Tlokweg Water Supply constructed by 31 December 2019	40% of Tlokweg Water Supply Constructed	1	Construction stage - 60 %	R5 768 245,00	Quarterly reports; Practical Completion Certificate
								2	Construction stage - 100 %		
								3			
								4			
			ITS 4	Construction of Tlokweg Water supply (Ward 20) (phase 2)	Percentage (%) completion of Tlokweg Water Supply (Ward 20) phase 2 constructed	80% of Tlokweg Water Supply constructed by 30 June 2020	Phase 1 of the Project	1	Appointment of Service provider	R20 756 681,00	Quarterly reports;
								2	Construction stage - 25 %		
								3	Construction stage - 55 %		
								4	Construction stage - 80 %		
			ITS 5	Construction of Pella Bulk Water Augmentation (Ward 18)	Percentage (%) completion of Pella Bulk Water Augmentation (Ward 18) constructed	80% of Pella Bulk Water Augmentation (Ward 18) constructed by June 2020	Phase 1 of the Project	1	Appointment of Service provider	R21 475 074,00	Quarterly reports;
								2	Construction stage - 25 %		
								3	Construction stage - 60 %		
								4	Construction stage – 80%		

Strategic Objective Provision and implementation of sustainable basic services through development and maintenance of infrastructure

IDP Link	Vote No.	Item No.	KPA	Provision and implementation of sustainable basic services through development and maintenance of infrastructure						
				Project Name	Key Performance Indicator	Annual Targets	2018/2019 Baseline	Quarter	Quarterly Targets	Annual Budget
		ITS 6	Construction of Lerome Bulk Water Augmentation - Reservoir(Ward 15)	Percentage (%) Construction of Reservoir for Lerome Bulk Water Augmentation	100% Reservoir for Lerome Bulk Water Augmentation constructed by June 2020	Bulk Pipeline and valve chambers completed.	1	Construction stage - 20 %	R 3,000,000,00	Quarterly reports; Practical Completion Certificate
							2	Construction stage - 60 %		
							3	Construction stage - 80 %		
							4	Construction stage - 100 %		
		ITS 7	Construction of Ledig Bulk Water Supply (Ward 14/28/30) - Pump station	Percentage (%) of Ledig Bulk Water Supply (Pump station) constructed	100% of Ledig Bulk Water Supply (Pump station) constructed by March 2020	Phase 1 Completed	1	Construction stage - 35%	R 4,000,000,00	Quarterly reports; Practical Completion Certificate
							2	Construction stage - 85%		
							3	Construction stage - 100%		
							4	=		
		ITS 8	Water Quality Monitoring	Number of Monthly Water Quality Reports Generated	12 Monthly Water Quality reports Generated by June 2020	12 Monthly Reports Generated	1	3 water Quality Reports	Operations & Maintenance	Water Quality reports
							2	3 water Quality Reports		
							3	3 water Quality Reports		
							4	3 water Quality Reports		
		ITS 9	Resolving of Water Incidents reported / Registered	Percentage of registered households with access water	90% of households with access water by June 2020	90% of households with access water	1	90% of households with access water	Operational	Quarterly Reports
							2	90% of households with access water		
							3	90% of households with access water		
							4	90% of households with access water		
		ITS 10	Resolving of Water Incidents reported / Registered	Percentage of registered Water incident resolved within 72 hours	80% registered water incidents resolve within 72 hours by June 2020	90% registered water incidents resolved within 72 hours	1	90% water incidents resolve within 72 hours	Operations & Maintenance	Quarterly Reports
							2	90% water incidents resolve within 72 hours		
							3	90% water incidents resolve within 72 hours		
							4	90% water incidents resolve within 72 hours		

Strategic Objective		Provision and implementation of sustainable basic services through development and maintenance of infrastructure									
IDP Link	Vote No.	Item No.	KPA	Project Name	Key Performance indicator	Annual Targets	2018/2019 Baseline	Quarter	Quarterly Targets	Annual Budget	Portfolio of Evidence
		ITS 15	Basic Service Delivery and Infrastructure Development	Construction of high mast lights in Moruleng ward 32, Phadi, Greater Ledig, Losmytjerie, Ramokokastad, Khayakhulu,	Number of high mast lights constructed in Moruleng ward 32, Phadi, Greater Ledig, Losmytjerie, Ramokokastad, Khayakhulu,	36 high mast lights constructed by June 2020	New	1	Appointment of Service providers	R 15 527 226,00	Quarterly reports; Practical Completion Certificate
								2	Construction stage – Bases for 20 High Mast Lights constructed		
								3	Construction stage – Bases for 36 High Mast Lights		
								4	Construction stage – 36 High Mast Lights installed		
		ITS 16		Construction of kilometres of paved internal roads in Mabodisa,	Number of kilometres of paved internal roads in Mabodisa,	3 kilometres of paved internal roads in Mabodisa completed by June 2020	2Kms of Paved internal Roads	1	Appointment of Service providers and Site Establishment	R14 000 000,00	Quarterly reports; Practical Completion Certificate
							2	Box cutting and filling for 3Kms			
							3	Earthworks completed for 3Kms			
							4	Kerbing, Channelling and Paving completed for 3km			
		ITS 17		Construction of kilometres of paved internal roads in Mmorogong ward 11,	Number of kilometres of paved internal roads in Mmorogong Ward 11	3 kilometres of paved internal roads in Mmorogong Ward 11 completed by June 2020	2.1Kms of Paved Roads	1	Appointment of Service providers and Site Establishment	R14 000 000,00	Quarterly reports; Practical Completion Certificate
							2	Box cutting and filling for 3Kms			
							3	Earthworks completed for 3Kms			
							4	Kerbing, Channelling and Paving completed for 3km			
		ITS 18		Construction of kilometres of paved internal roads in Montsana	Number of kilometres of paved internal roads in Montsana	3 kilometres of paved internal roads in Montsana completed by June 2020	New	1	Appointment of Service providers and Site Establishment	R14 000 000,00	Quarterly reports; Practical Completion Certificate
							2	Box cutting and filling for 3Kms			
							3	Earthworks completed for 3Kms			
							4	Kerbing, Channelling and Paving completed for 3km			

Provision and implementation of sustainable basic services through development and maintenance of infrastructure											
Strategic Objective	Item No.	Vote No.	IDP Link	Project Name	Key Performance Indicator	Annual Targets	2018/2019 Baseline	Quarter	Quarterly Targets	Annual Budget	Portfolio of Evidence
		ITS 19		Construction of kilometres of paved internal roads in Leruleng	Number of kilometres of paved internal roads in Leruleng	3 kilometres of paved internal roads in Leruleng completed by June 2020	New	1	Appointment of Service providers and Site Establishment	R14 000 000,00	Quarterly reports; Practical Completion Certificate
								2	Box cutting and filling for 3Kms		
								3	Earthworks completed for 3Kms		
								4	Kerbing, Channelling and Paving completed for 3km		
		ITS 20		Greater Moruleng StormWater Management(Ward 9, 32)	Planning; Design and construction of Phase 1 Greater Moruleng StormWater Management (Ward 9, 32) completed by June 2020	Existing stormwater in adequate to cater for the entire affected area	1	Feasibilities and EIA carried out	R6 193 238,00	Feasibilities; Quarterly Report; Practical Completion Certificates	
							2	Preliminary Designs and Documentations			
							3	Appointment of Service Provider for Phase 1 and Site Establishment			
							4	Phase 1 Construction completed.			
		ITS 21		Construction of Ramokokastad Community Hall (Ward 12)	Number of Ramokokastad Community Hall (Ward 12) constructed	1 Ramokokastad Community Hall constructed by June 2020	Old Community Hall inhabitable	1	Appointment of Service providers	R6 000 000,00	Quarterly reports; Practical Completion Certificate
								2	Foundations for 1 Hall completed		
								3	Superstructure and Roofing for 1 Hall completed		
								4	1 Community Hall completed		
		ITS 22		Construction of Siga Community Hall (Ward 3)	Number of Siga Community Halls (Ward 3) constructed	1 Siga Community Hall constructed by June 2020	New	1	Appointment of Service providers	R6 000 000,00	Quarterly reports; Practical Completion Certificate
								2	Foundations for 1 Hall completed		
								3	Superstructure and Roofing for 1 Hall completed		
								4	1 Community Hall completed		
		ITS 23		Rehabilitation of Madikwe Landfill Site (Ward 19)	Percentage (%) Madikwe Landfill Site Phase 1 (Ward 19) rehabilitated - 2020	60% of Madikwe Landfill Site Phase 1 rehabilitated by June 2020	Existing Landfill Site is non-compliant	1	License Approval by DWS and READ	R15 796 909,00	Completion Certificate
								2	Appointment of Service providers		
								3	Construction stage - 30% of Madikwe Landfill Site Phase 1		
								4	Construction stage - 60% of Madikwe Landfill Site Phase 1		

PERSONAL DEVELOPMENT PLAN:

SKILLS/PERFORMANCE GAPS	OUTCOMES EXPECTED	SUGGESTED TRAINING AND DEVELOPMENT ACTIVITY	SUGGESTED MODE OF DELIVERY	SUGGESTED TIME FRAMES	SUPPORT PERSON
Financial Budget Manager ext	To properly Manage and Control Budget / Expenses	FINANCIAL Management for non-financial Manager	Part time Courses	3 months	Municipal Manager