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## **PERFORMANCE AGREEMENT**

**MADE AND ENTERED INTO BY AND BETWEEN:**

**THE MAKHUDUTHAMAGA LOCAL MUNICIPALITY  
AS REPRESENTED BY THE MUNICIPAL MANAGER**

**MOGANEDI RONALD MAISANE**

**AND**

**TONG KUTULLO TSHUKUDU**

**THE SENIOR MANAGER OF ECONOMIC DEVELOPMENT AND  
PLANNING  
(EMPLOYEE)**

**FOR THE**

**FINANCIAL YEAR: 1 July 2025 - 30 JUNE 2026**

**PERFORMANCE AGREEMENT**



## ENTERED INTO BY AND BETWEEN:

The Makhuduthamaga Local Municipality herein represented by Mogamedi Ronald Maisane in her/his capacity as the **Municipal Manager**

and

Tong Kutullo Tshukudu employee of the Municipality (hereinafter referred to as the Employee).

## WHEREBY IT IS AGREED AS FOLLOWS:

### 1. INTRODUCTION

- 1.1 The **Employer** has entered into a contract of employment with the **Employee** in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Employer** and the **Employee** are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b)(ii) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement within one (1) month after the beginning of each financial year of the municipality.
- 1.3 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.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

### 2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2 specify objectives and targets defined and agreed with the employee and to communicate to the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his or her job;
- 2.6 in the event of outstanding performance, to appropriately reward the employee; and



- 2.7 give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

### 3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **1<sup>st</sup> of July 2025** and will remain in force until **30<sup>th</sup> June 2026** thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 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, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Employer**, and shall include key objectives; key performance indicators; target dates and weightings.
- 4.2.1 The key objectives describe the main tasks that need to be done.
- 4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 4.2.3 The target dates describe the timeframe in which the work must be achieved.
- 4.2.4 The weightings show the relative importance of the key objectives to each other.
- 4.3 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 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.
- 5.5 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.
- 5.5.1 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) respectively.
- 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 5.5.3 KPAs covering the main areas of work will account for 80% and CRs will account for 20% of the final assessment.
- 5.5.4 The total score must determined using the rating calculator.
- 5.6 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% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

Key Performance Areas (KPA's)	Weighting
Spatial Rationale	40%
Local Economic Development (LED)	40%
<b>Total</b>	<b>80%</b>

- 5.7 In the case of managers directly accountable to the municipal manager, key performance areas related to the functional area of the relevant manager must be subject to negotiation between the municipal manager and the relevant manager.
- 5.8 The CRs will make up the other 20% of the Employee's assessment score. CRs that are deemed to be most critical for the Employee's specific job should be selected (✓) from the list below as agreed to between the Employer and Employee. Three of the CRs are compulsory for Municipal Managers:



<b>COMPETENCY REQUIREMENTS FOR EMPLOYEES</b>		
<b>LEADING COMPETENCIES</b>	√	<b>WEIGHT</b>
Strategic Direction and Leadership	√	4%
People Management	√	4%
Financial Management	√	4%
<b>CORE COMPETENCIES</b>		
Planning and Organising	√	2%
Service Delivery Analysis and Innovation	√	4%
Client Orientation and Customer Focus(Compulsory)	√	2%
Total percentage	-	<b>20%</b>

## 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 Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 6.5 The annual performance appraisal will involve:
- 6.5.1 **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 ad hoc tasks that had to be performed under the KPA.
  - (b) An indicative rating on the five-point scale should be provided for each KPA.
  - (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

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## 6.5.2 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) This rating should be multiplied by the weighting given to each CR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CR score.

## 6.5.3 Overall rating

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

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

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 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.					



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Level	Terminology	Description	Rating				
			1	2	3	4	5
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.					

6.7 For purposes of evaluating the annual performance of the municipal manager, an evaluation panel constituted of the following persons must be established -

- 6.7.1 Executive Mayor or Mayor;
- 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.7.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;
- 6.7.4 Mayor and/or municipal manager from another municipality; and
- 6.7.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.

6.8 For purposes of evaluating the annual performance of managers directly accountable to the municipal managers, an evaluation panel constituted of the following persons must be established -

- 6.8.1 Municipal Manager;
- 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.8.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
- 6.8.4 Municipal manager from another municipality.

6.9 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

## 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 dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

**First quarter** : July – September 2025

**Second quarter** : October – December 2025

**Third quarter** : January – March 2026

**Fourth quarter** : April – June 2026

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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.

## 8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps

Skills / performance Gap (in order of priority)	Outcomes expected (measurable indicators)	Suggested training and / or development activity	Suggested mode of delivery	Suggested time frames	Work opportunity to practice skills or development area	Support person
People Management	Enhanced people management skills	Short courses in HRM	Physical	1 to 2 years	Municipality	Line Manager – Municipal Manager
Leadership Skills	Enhanced leadership and decision-making skills	Leadership Development Course/Program	Physical	1 to 2 years	Municipality	Line Manager – Municipal Manager
Public speaking	Improved communication skills	Communication/ public speaking programme	Physical	1 year	Municipality	Line Manager – Municipal Manager

## 9. OBLIGATIONS OF THE EMPLOYER

9.1 The Employer shall –

9.1.1 create an enabling environment to facilitate effective performance by the employee;

9.1.2 provide access to skills development and capacity building opportunities;

9.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;

9.1.4 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

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- 9.1.5 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.

## **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;
  - 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 pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

## **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 A performance bonus of between 5% to 14% of the total remuneration package may be paid to the Employee in recognition of outstanding performance to be constituted as follows:
- 11.2.1 A score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
  - 11.2.2 A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 11.3 In the case of unacceptable performance, the Employer shall –
- 11.3.1 Provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and
  - 11.3.2 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.

## **12. DISPUTE RESOLUTION**

- 12.1 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 provided for, shall be mediated by –
- 12.1.1 The MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or



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12.1.2 Any other person appointed by the MEC.

12.1.3 In the case of managers directly accountable to the municipal manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee;

Whose decision shall be final and binding on both parties.

12.2 In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

### 13. GENERAL

13.1 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.

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.

13.3 The performance assessment results of the municipal manager must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

Thus done and signed at **Jane furse, Makhuduthamaga Local Municipality** on this day 22<sup>nd</sup> of July 2025.

#### AS WITNESSES:

1. [Signature]

[Signature]  
EMPLOYEE

2. [Signature]

#### AS WITNESSES:

1. [Signature]

[Signature]  
MUNICIPAL MANAGER

2. [Signature]

# KPA 1: SPATIAL RATIONALE

Strategic Objective: To ensure efficient and effective Spatial Planning and Land Use Management systems for sustainable development

Total Number of Indicators	Total Number of Annual Targets	Total Number of Adjusted Targets
09	09	0

NO.	DIREC TORA TE	PROJECT	MEASURAB LE OBJECTIVE	KEY PERFO RMAN CE INDIC ATOR.	BASELINE	ANNUAL TARGET 2025/2026	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICA TION	ANNUAL BUDGET 2025/2026 ('R000')	Weig hting s
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
SR01	EDP	Land acquisition	To have Municipal land ownership	No of MoUs signed with Traditi onal authori ties on land acqui sition within jurisdic tion of MLM by 30 June 2026	New Indicator	1 MoU signed with Traditiona authorities on land acquisition within jurisdiction of MLM by 30 June 2026	0	0	0	1 MoU signed with Traditional authorities on land acquisition.	Signed MoU	R0.00	5%

NO.	DIRECTORATE	PROJECT	MEASURABLE OBJECTIVE	KEY PERFORMANCE INDICATOR.	BASELINE	ANNUAL TARGET 2025/2026	2025/2026 QUARTERLY TARGETS					MEANS OF VERIFICATION	ANNUAL BUDGET 2025/2026 ('R000')	Weightings
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4				
SR02	EDP	Implementation of SPLUMA (Act 16 of 2013)	To improve spatial planning and land use Management systems	No of Land Use Management workshops held by 30 June 2026	4 Land Use Management workshops held	4 Land Use Management workshops held by 30 June 2026	1 Land Use Management workshop held.	1 Land Use Management workshop held.	1 Land Use Management workshop held.	1 Land Use Management workshop held.	Minutes and Attendance Registers	R0.00	5%	
SR03	EDP	Formalisation of Settlements		No of precinct plan for Jane Furse reviewed by 30 June 2026	New indicator	1 precinct plan for Jane Furse reviewed by 30 June 2026	0	1 precinct plan for Jane Furse reviewed	0	0	Approved precinct plan	R 1 600	5%	
				No of township registers	1 Layout Plan developed	1 township register opened with deeds	0	0	1 township register opened with deeds office	0	Township Register	R5 00	5%	

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NO.	DIRECTORATE	PROJECT	MEASURABLE OBJECTIVE	KEY PERFORMANCE INDICATOR.	BASELINE	ANNUAL TARGET 2025/2026	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICATION	ANNUAL BUDGET 2025/2026 ('R000')	Weightings
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
				opened with the Deeds Office by 30 June 2026		office by June 2026							
SR04	EDP	Land Use Audit		No of Land use audits conducted within the jurisdiction of MLM by 30 June 2026	Appointment of Service Provider	1 Land use audit conducted within the jurisdiction of MLM by 30 June 2026	0	0	1 Land use audit conducted	0	Land use audit reports	R 584	5%

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NO.	DIRECTORATE	PROJECT	MEASURABLE OBJECTIVE	KEY PERFORMANCE INDICATOR.	BASELINE	ANNUAL TARGET 2025/2026	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICATION	ANNUAL BUDGET 2025/2026 ('R000')	Weightings
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
SR05	EDP	Monitoring and implementation of building standards and regulations	To promote compliance with building standards and regulations	No of building inspections conducted within jurisdiction of MLM by 30 June 2026	100 building inspections conducted	200 building inspections conducted within jurisdiction of MLM by 30 June 2026	50 building inspections conducted	50 building inspections conducted	50 building inspections conducted	50 building inspections conducted	Building inspection Reports	R0.00	3%
SR06	EDP	Assessment of building plans.		% of building plans received and assessed by 30 June 2026 (total no of building plans assessed/ no of building plans received)	100% of building plans received and assessed	100% of building plans received and assessed by 30 June 2026 (total no of building plans assessed/ no of building plans received)	100% of building plans received and assessed	100% of building plans received and assessed	100% of building plans received and assessed	100% of building plans received and assessed	Building plans assessment forms and Register of building plans	R0.00	2%

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NO.	DIRECTORATE	PROJECT	MEASURABLE OBJECTIVE	KEY PERFORMANCE INDICATOR.	BASELINE	ANNUAL TARGET 2025/2026	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICATION	ANNUAL BUDGET 2025/2026 ('R000')	Weightings
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
SR07	EDP	Monitoring and Maintenance of the GIS System	To integrate institutional Information and improve efficiency of the GIS System	No of Geospatial updates performed on the GIS system by 30 June 2026	New Indicator	4 Geospatial updates performed on the GIS system by 30 June 2026	1 Geospatial update performed on the GIS system	1 Geospatial update performed on the GIS system	1 Geospatial update performed on the GIS system	1 Geospatial update performed on the GIS system	Geospatial Reports	R0.00	5%
SR08	EDP	Review of Street Advertising By-law	To conduct a comprehensive review of the street advertising by-law	Review of MLM Street Advertising By-law by 30 June 2026	New indicator	MLM Street Advertising By-law Reviewed by 30 June 2026	0	Street Advertising By-law Reviewed	0	0	Reviewed street advertising By law	R0.00	5%
Total													40%

**KPA 3: LOCAL ECONOMIC DEVELOPMENT (LED)**

<b>Strategic Objective:</b> To stimulate economic development through enterprises support, LED projects, private and public sector investments.		
<b>Total Number of Indicators</b>	<b>Total Number of Annual Targets</b>	<b>Total number of Annual Adjusted Targets</b>
15	15	0

NO.	DIRECTORATE	PROJECT	MEASURABLE OBJECTIVE	KEY PERFORMANCE INDICATOR	BASE LINE	ANNUAL TARGETS 2025/2026	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICATION	ANNUAL BUDGET 2025/2026 R'000'	Weights
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
LED01	EDP	LED Forums	To Stimulate economic development through enterprises Support, LED projects, private and public sector investments	No. of LED forums held by 30 June 2026	02 LED forums held	2 LED forums held by 30 June 2026	1 LED forum held	0	1 LED forum held	0	Attendance registers and Minutes	R 600	2%
		Business Expos					0	1 Business Expo held by 30 June 2026	0	0	Attendance Registers & Reports		2%
LED02	EDP	SMMES Development and Support		No of SMMES financially supported by 30 June 2026	4 SMMES financially	6 SMMES financially supported by 30	0	2 SMMES financially supported	2 SMMES financially supported	2 SMMES financially supported	SMMES Report	R 2 500	5%

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NO.	DIRECTORATE	PROJECT	MEASURABLE OBJECTIVE	KEY PERFORMANCE INDICATOR	BASE LINE	ANNUAL TARGETS 2025/2026	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICATION	ANNUAL BUDGET 2025/2026 R'000'	Weightings
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
			To Stimulate economic development through enterprises Support, LED projects, private and public sector investments		supported	June 2026							
				No of youth businesses and initiatives funded through Makhudutha maga Youth fund by 30 June 2026	52 of youth businesses and initiatives funded through Makhudutha maga Youth fund	60 of youth business and initiatives funded through Makhudutha Youth fund by 30 June 2026	0	0	0	60 of youth business and initiatives funded through Makhudutha amaga Youth fund	MYF Reports	R 1000	5%
				No of monitorings conducted on SMMEs that previously received financial support by 30 June 2026	20 monitoring of previously financially supported SMMEs conducted	20 monitorings conducted on SMMEs that previously received financial support by 30 June 2026	5 monitorings conducted on SMMEs that previously received financial support	5 monitorings conducted on SMMEs that previously received financial support	5 monitorings conducted on SMMEs that previously received financial support	5 monitorings conducted on SMMEs that previously received financial support	SMMEs monitoring Report	R0.00	2%

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NO.	DIRECTORATE	PROJECT	MEASURABLE OBJECTIVE	KEY PERFORMANCE INDICATOR	BASE LINE	ANNUAL TARGETS 2025/2026	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICATION	ANNUAL BUDGET 2025/2026 R'000'	Weightings
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
LED 03	EDP	LED Capacity building workshops	To Stimulate economic development through enterprises Support, LED projects, private and public sector investments	No of LED capacity building workshops conducted by 30 June 2026	4 LED capacity building workshops conducted by 30 June 2026	4 LED capacity building workshops conducted by 30 June 2026	1 LED capacity building workshop conducted	1 LED capacity building workshop conducted	1 LED capacity building workshop conducted	1 LED capacity building workshop conducted	Attendance register and report	R 104	2%
LED 04	EDP	Business outlets inspections		No of Business outlets inspected by 30 June 2026	50 Business Outlets inspected	60 Business Outlets inspected by 30 June 2026	15 Business Outlets inspected	15 Business Outlets inspected	15 Business Outlets inspected	15 Business Outlets inspected	Inspections report	R 0	2%
	EDP	Business Survey		No of business surveys conducted in Jane Furse by 30 June 2026	New Indicator	1 business survey conducted in Jane Furse by 30 June 2026	0	0	1 business survey conducted	0	Business survey reports	R 0	3%

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NO.	DIRECTORATE	PROJECT	MEASURABLE OBJECTIVE	KEY PERFORMANCE INDICATOR	BASE LINE	ANNUAL TARGETS 2025/2026	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICATION	ANNUAL BUDGET 2025/2026 R'000'	Weightings
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
LED 05	EDP	Agricultural Development	To Stimulate economic development through enterprises Support, LED projects, private and public sector investments	No of Agri Expos conducted by 30 June 2026	2 Agri Expo conducted	2 Agri Expos conducted by 30 June 2026	0	1 Agri Expo conducted	0	1 Agri Expo conducted	Attendance registers and Minutes	R 365	2%
LED 06	EDP	Tourism Promotion	To unlock tourism potential in the municipal area	No of tourism exhibitions held by 30 June 2026	2 tourism exhibitions	2 tourism exhibitions held by 30 June 2026	1 tourism exhibition held	0	1 tourism exhibition held	0	Reports	R 120	3%
				No of tourism forums held by 30 June 2026	2 Tourism Forums held	2 Tourism forums held by 30 June 2026	0	1 tourism forum held	0	1 tourism forum held	Attendance registers and minutes		2%
LED 07	EDP	Development of LED Strategic Plans	To Stimulate economic development through enterprises Support,	Development of Investment strategy by 30 June 2026	New Indicator	Investment strategy developed by 30	0	0	0	Investment strategy developed	Approved investment strategy	R 1 500	5%

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NO.	DIRE CTOR ATE	PROJECT	MEASURA BLE OBJECTIV E	KEY PERFORMA NCE INDICATOR	BASE LINE	ANNUA L TARGE TS 2025/20 26	2025/2026 QUARTERLY TARGETS				MEANS OF VERIFICA TION	ANNUA L BUDGE T 2025/20 26 R'000'	Weig htin gs
							QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4			
			LED projects, private and public sector investments	Development of Informal sector strategy by 30 June 2026	Inceptio n Report	June 2026	0	0	Informal sector strategy developed	0	Approved informal sector strategy		5%
Total													40%
												R 6 189	

SIGNATURES \_\_\_\_\_

Mrs Tong KT

EDP – Senior Manager : Signature: 

Date: 22/07/2025

SIGNATURES \_\_\_\_\_

Mr Moganedi RM

Municipal Managers' Signature: 

Date: 23/07/2025