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PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

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

Rampedi MN

AND

SEGALE MATSEDI ALBERT

**THE SENIOR MANAGER OF INFRASTRUCTURE DEVELOPMENT
(EMPLOYEE)**

FOR THE

FINANCIAL YEAR: 1 JULY 2019 - 30 JUNE 2020



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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Makhuduthamaga Local Municipality herein represented by **Rampedi Mmadire Nancy** in her/his capacity as Municipal Manager

and

Segale Matsedi Albert 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

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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 1st July 2019 and will remain in force until 30th June 2020 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



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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
Basic Service Delivery	80
Municipal Institutional Development and Transformation	5
Local Economic Development (LED)	5
Municipal Financial Viability and Management	5
Good Governance and Public Participation	5
Total	100%

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:

COMPETENCY REQUIREMENTS FOR EMPLOYEES		
LEADING COMPETENCIES	✓	WEIGHT
Strategic Direction and Leadership	✓	10
People Management	✓	5
Program and Project Management	✓	25
Financial Management	✓	10
Change Leadership	✓	5
Governance Leadership	✓	5
CORE COMPETENCIES	✓	5
Moral Competence	✓	5

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COMPETENCY REQUIREMENTS FOR EMPLOYEES		
LEADING COMPETENCIES	√	WEIGHT
Planning and Organising	√	10
Analysis and Innovation	√	5
Knowledge and Information Management	√	5
Communication	√	5
Results and Quality Focus	√	5
Total percentage	-	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 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.

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- (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.

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

An overall rating is calculated by using the applicable assessment-rating calculator. Such 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.					

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Level	Terminology	Description	Rating				
			1	2	3	4	5
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.					

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).

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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 2019
Second quarter	:	October – December 2019
Third quarter	:	January – March 2020
Fourth quarter	:	April – June 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.

8. DEVELOPMENTAL REQUIREMENTS

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

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;

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- 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
- 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



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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

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.

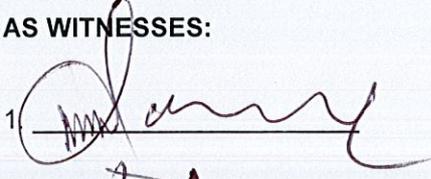
13.3 The performance assessment results of the municipal manager must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

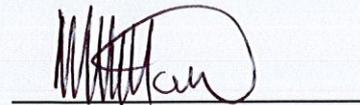
Thus done and signed at JANE FURSE on this the 12 day of July 2019



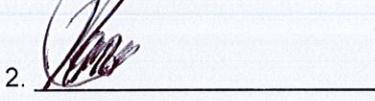
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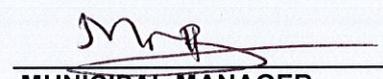
AS WITNESSES:

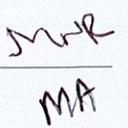
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EMPLOYEE

AS WITNESSES:

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MUNICIPAL MANAGER



KPA 2: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT

Strategic Objective: To reduce infrastructure and service backlogs in order to improve quality of life of the community by providing them with roads & storm water, bridges electricity and housing

Total Number of Indicators	Total Number of Annual Targets
34	34

IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget (‘R000’)
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS01	Infrastructure Services	Construction of Mdkgwabe to Mphane Access Road (10km) – Phase 2	To improve accessibility of villages within Makhuduthamaga.	Percentage (%) progress for Construction of Mdkgwabe to Mphane Access Road (10km) – Phase 2	Contractor Completed earthworks and pavement layers for 5km road.	100%	75%	100%	0%	0%	Progress report/ completion on certificate	R 11 709
BS02	Infrastructure Services	Construction of Ga Mampane access road Phase 4 (5km)	To improve accessibility of villages within Makhuduthamaga	Percentage (%) progress for Construction of Ga Mampane access road Phase 4	Contractor finished site establishment.	100%	25%	50%	75%	100%	Progress report/ completion on certificate	R23 270
BS03	Infrastructure Services	Construction of Marishane and Phachla Internal Streets (4,2km)	To improve accessibility within Makhuduthamaga	Percentage (%) progress for the Construction of Marishane Phachla Internal Street	Design Report	100%	0%	0%	50%	100%	Progress Report/ Completion Certificate report	R 10 000
BS04	Infrastructure Services	Construction of Matulaneng Access Bridge	To improve accessibility within Makhuduthamaga	Percentage (%) progress for the Construction of Matulaneng Access Bridge	Design Report	100%	0%	0%	50%	100%	Completion certificate	R 2 000

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IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget (R'000 ³)
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS05	Infrastructure Services	Construction of Stocking internal street (5.3km)	To improve accessibility within Makhuduthamaga	Percentage (%) progress for the Construction of Stocking internal street (5.3km)	Design Report	100%	0%	0%	50%	100%	Progress Report/ Completion Certificate	R 5 069
BS06	Infrastructure Services	Construction of road from Mashabela Tribal office to Machacha (10km)	To improve accessibility of villages within Makhuduthamaga	Percentage (%) progress for Construction of road from Mashabela Tribal office to Machacha (5km)	Design Report	50%	0%	0%	50%	100%	Progress report/ Completion certificate	R 6 391
BS07	Infrastructure Services	Construction of road from Mokwete to Molepane /Nhoane(10 km)	To improve accessibility of villages within Makhuduthamaga	Percentage (%) progress for Construction of road from Mokwete to Molepane /Nhoane(5km)	Design Report	50%	0%	0%	25%	50%	Progress report/ Completion Certificate	R 5 000
BS08	Infrastructure Services	Construction of Rietfontein storm water control	To sustain the life span of the access road	Percentage (%) progress for Construction of Rietfontein storm water control	Consultant appointed	100%	0%	50%	100%	0	Completion Certificate	R 6 000
BS09	Infrastructure Services	Design of access road from Maila Mapitsane to Magolego Tribal Office(3.6km)	To improve accessibility of villages within Makhuduthamaga	No Designs developed for access road from Maila Mapitsane to Magolego Tribal Office(3.6km)	0	1	0	0	0	1	Design report	R 870
BS10	Infrastructure Services	Designs of access road from Glen Cowie Old Post Office to Phokwane (7km)	To improve accessibility of villages within Makhuduthamaga	No of Designs developed for access road from Glen Cowie Old	0	1	0	0	0	1	Design report	R 435

Senior Manager Infrastructure Services – Annual Performance Plan

2019/2020

IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget (R000)
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS011	Infrastructure Services	Designs of access road from Lobethal to Tisane(3.3km)	To improve accessibility of villages within Makhuduthamaga	No of Designs developed for access from Lobethal to Tisane(3.3km)	0	1	0	0	0	1	Design report	R 435
BS12	Infrastructure Services	Construction of Seruleng/Marishane Access Bridge	To improve accessibility of villages within Makhuduthamaga	Percentage (%) progress for Construction of Seruleng/Marishane Access Bridge	Design Report	100%	0%	0%	50%	100%	Progress Report/ Completion Report	R 500
BS13	Infrastructure Services	Rehabilitation of access road to Phaalha Tribal office (1.5km)	To improve condition of access road to Phaalha Tribal office.	Percentage (%) progress for Rehabilitation of access road to Phaalha Tribal office	Design Report	100%	0%	25%	50%	100%	Progress Report/ Completion Report	R 6 087
BS14	Infrastructure Services	Repair and Maintenance of roads, bridges and storm water	To improve lifespan of service delivery infrastructure	Percentage (%) progress of expenditure implementation budget for Repair and maintenance of roads, bridges and storm water in terms of (actual expenditure/Total budget x100).	Developed Maintenance plan for Repair and Maintenance of roads, bridges and storm water	80%	20%	40%	60%	80%	Maintenance report	R 21 739
BS15	Infrastructure Services	Repairs and Maintenance of electricity Infrastructure.	To improve lifespan of service delivery infrastructure	Percentage (%) of expenditure budget implementation of Repairs and Maintenance of electricity infrastructure in terms of (actual	Developed Maintenance plan for Repairs and Maintenance of electricity Infrastructure	80%	20%	40%	60%	80%	Maintenance report	R 2 174

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IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget (‘R000’)
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS16	Infrastructure Services	Repairs and Maintenance for other assets	To improve lifespan of service delivery assets.	Percentage % of implementation expenditure budget for Repairs and Maintenance for other assets in terms of (actual expenditure/Total budget x100).	Developed Maintenance plan for Repairs and Maintenance for other assets	80%	20%	40%	60%	80%	Maintenance report	R 2 478
BS17	Infrastructure Services	Job creation projects through Ward based Expanded Public Works Programme/ Projects	To alleviate unemployment and poverty	No of jobs created through EPWP	138 jobs created	138	138	0	0	0	Employment contracts	R 2 070
BS18	Infrastructure Services	Construction of Mohlala/ Ngwantshwane access bridge	To improve accessibility within Makhuduthamaga	Percentage (%) progress for the Construction of Mohlala/ Ngwantshwane Access Bridge	Design Report	100%	0%	0%	50%	100%	Progress report/ Completion Certificate	R 500
BS19	Infrastructure Services	Free Basic Electricity	To improve the lives of indigent households	No of indigent households provided with FBE	8102	8102	8102	0	0	0	Indigent register	R 4 500
BS20	Infrastructure Services	Fencing of Mosemola Sports Facilities and Thusong Centre	To secure Municipal land for illegal occupants.	No of fencing households completed	0	2	0	0	0	2	Progress report/ Completion Certificate	R 3 000
BS21	Infrastructure Services	Partitioning of New Municipal Offices	To create office space for	Percentage (%) progress of	New building	100%	0%	25%	50%	100%	Progress report/ Completion Certificate	R 3 000

IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget ('R000')
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS22	Infrastructure Services	Construction of Weigh bridge at Madibong Land fill site	To enhance Landfill operations	partitioning of New Municipal Offices Percentage (%) progress of Construction of Weigh bridge at Madibong Land fill site	Land fill site	100%	25%	50%	75%	100%	Progress report/ Completion Certificate	R 2 300

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KPA 2: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT

Strategic Objective: To reduce infrastructure and service backlogs in order to improve quality of life of the community by providing them with roads & storm water, bridges electricity and housing

Total Number of Indicators	Total Number of Annual Targets
34	34

IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget 2019/2020 ('R000')
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS01	Infrastructure Services	Construction of Makgwabe to Mphane Access Road (10km) – Phase 2	To improve accessibility of villages within Makhuduhamaga.	Percentage (%) progress for Construction of Makgwabe to Mphane Access Road (10km) – Phase 2	Contractor Completed earthworks and pavement layers for 5km road.	100%	75%	100%	0%	0%	Progress report/ completion on certificate	R 11 709
BS02	Infrastructure Services	Construction of Ga Mampane access road Phase 4 (5km)	To improve accessibility of villages within Makhuduhamaga	Percentage (%) progress for Construction of Ga Mampane access road Phase 4	Contractor finished site establishment.	100%	25%	50%	75%	100%	Progress report/ completion on certificate	R23 270
BS03	Infrastructure Services	Construction of Marishane and Phochla Internal Streets (4,2km)	To improve accessibility within Makhuduhamaga	Percentage (%) progress for the Construction of Marishane Phochla Internal Street	Design Report	100%	0%	0%	50%	100%	Progress Report/ Completion Certificate report	R 10 000
BS04	Infrastructure Services	Construction of Motulaneng Access Bridge	To improve accessibility within Makhuduhamaga	Percentage (%) progress for the Construction of Motulaneng Access Bridge	Design Report	100%	0%	0%	50%	100%	Completion certificate	R 2 000

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Senior Manager Infrastructure Services – Annual Performance Plan

2019/2020

IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget ('R000')
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS05	Infrastructure Services	Construction of Stocking internal street (5.3km)	To improve accessibility within Makhuduthamaga	Percentage (%) progress for the Construction of Stocking internal street (5.3km)	Design Report	100%	0%	0%	50%	100%	Progress Report/ Completion Certificate	R 5 069
BS06	Infrastructure Services	Construction of road from Mashabela Tribal office to Machacha (10km)	To improve accessibility of villages within Makhuduthamaga	Percentage (%) progress for Construction of road from Mashabela Tribal office to Machacha (5km)	Design Report	50%	0%	0%	50%	100%	Progress report/ Completion certificate	R 6 391
BS07	Infrastructure Services	Construction of road from Mokwete to Molepane /Ntoane(10 km)	To improve accessibility of villages within Makhuduthamaga	Percentage (%) progress for Construction of road from Mokwete to Molepane /Ntoane(5km)	Design Report	50%	0%	0%	25%	50%	Progress report/ Completion Certificate	R 5 000
BS08	Infrastructure Services	Construction of Rietfontein storm water control	To sustain the life span of the access road	Percentage (%) progress for Construction of Rietfontein storm water control	Consultant appointed	100%	0%	50%	100%	0	Completion Certificate	R 6 000
BS09	Infrastructure Services	Design of access road from Maila Mapitsane to Magolego Tribal Office(3.6km)	To improve accessibility of villages within Makhuduthamaga	No Designs developed for access road from Maila Mapitsane to Magolego Tribal Office(3.6km)	0	1	0	0	0	1	Design report	R 870
BS10	Infrastructure Services	Designs of access road from Glen Cowie Old Post Office to Phokwane (7km)	To improve accessibility of villages within Makhuduthamaga	No of Designs developed for access road from Glen Cowie Old	0	1	0	0	0	1	Design report	R 435

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IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget (R000)
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS011	Infrastructure Services	Designs of access road from Lobethal to Tisane(3.3km)	To improve accessibility of villages within Makhuduthamaga	Post Office to Phokwane (7km)) No of Designs developed for access from Lobethal to Tisane(3.3km)	0	1	0	0	0	1	Design report	R 435
BS12	Infrastructure Services	Construction of Seruleng/Marishane Access Bridge	To improve accessibility of villages within Makhuduthamaga	Percentage (%) progress for Construction of Seruleng/Marishane Access Bridge	Design Report	100%	0%	0%	50%	100%	Progress Report/ Completion Report	R 500
BS13	Infrastructure Services	Rehabilitation of access road to Phachla Tribal office (1.5km)	To improve condition of access road to Phachla Tribal office.	Percentage (%) progress for Rehabilitation of access road to Phachla Tribal office	Design Report	100%	0%	25%	50%	100%	Progress Report/ Completion Report	R 6 087
BS14	Infrastructure Services	Repair and Maintenance of roads, bridges and storm water	To improve lifespan of service delivery infrastructure	Percentage (%) progress of expenditure implementation budget for Repair and maintenance of roads, bridges and storm water in terms of (actual expenditure/Total budget x 100).	Developed Maintenance plan for Repair and Maintenance of roads, bridges and storm water	80%	20%	40%	60%	80%	Maintenance report	R 21 739
BS15	Infrastructure Services	Repairs and Maintenance of electricity Infrastructure.	To improve lifespan of service delivery infrastructure	Percentage (%) of expenditure budget implementation of Repairs and Maintenance of electricity infrastructure in terms of (actual	Developed Maintenance plan for Repairs and Maintenance of electricity Infrastructure	80%	20%	40%	60%	80%	Maintenance report	R 2 174

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IDP Ref No.	Directorate	Project	Measurable Objective	Key Performance Indicator.	Baseline	Annual Target 2019/2020	2019/2020 Quarterly Targets				Means of verification	Annual Budget (R000)
							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS16	Infrastructure Services	Repairs and Maintenance for other assets	To improve lifespan of service delivery assets.	Percentage % of implementation expenditure budget for Repairs and Maintenance for other assets in terms of (actual expenditure/Total budget x100).	Developed Maintenance plan for Repairs and Maintenance for other assets	80%	20%	40%	60%	80%	Maintenance report	R 2 478
BS17	Infrastructure Services	Job creation projects through Ward based Expanded Public Works Programme/ Projects	To alleviate unemployment and poverty	No of jobs created through EPWP	138 jobs created	138	138	0	0	0	Employment contracts	R 2 070
BS18	Infrastructure Services	Construction of Mohlala/ Nwanatshwane access bridge	To improve accessibility within Makhuduthamaga	Percentage (%) progress for the Construction of Mohlala/ Nwanatshwane Access Bridge	Design Report	100%	0%	0%	50%	100%	Progress report/ Completion Certificate	R 500
BS19	Infrastructure Services	Free Basic Electricity	To improve the lives of indigent households	No of indigent households provided with FBE	8102	8102	8102	0	0	0	Indigent register	R 4 500
BS20	Infrastructure Services	Fencing of Masemola Sports Facilities and Thusong Centre	To secure Municipal land for illegal occupants.	No of fencing completed	0	2	0	0	0	2	Progress report/ Completion Certificate	R 3 000
BS21	Infrastructure Services	Partitioning of New Municipal Offices	To create office space for	Percentage (%) progress of	New building	100%	0%	25%	50%	100%	Progress report/ Completion Certificate	R 3 000

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							Quarter 1	Quarter 2	Quarter 3	Quarter 4		
BS22	Infrastructure Services	Construction of Weigh bridge at Madibong Land fill site	To enhance Landfill operations	partitioning of New Municipal Offices	Land fill site	100%	25%	50%	75%	100%	Progress report/ Completion Certificate	R 2 300

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