

INDIVIDUAL ANNUAL PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

MSUNDUZI MUNICIPALITY

Herein represented by:

Felani Simon Mdebele

In his/her capacity as: *Municipal Manager* (Supervisor)

AND

Nelisiwe Ngcobo

As the *Chief Financial Officer* (Jobholder)

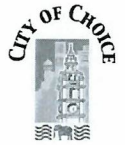
PERIOD OF AGREEMENT: 1 July 2025 to 30 June 2026

Following completion of this form, it must be forwarded to the Section:
Human Resource Management.

Signatures: Employee: Date: 02/10/2025

Supervisor: Date: 02/10/2025

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WHEREBY IT IS AGREED AS FOLLOWS:

1. PURPOSE

- 1.1 The purpose of entering into this agreement is to communicate to the Employee the performance expectations of the Municipality.
- 1.2 The performance plan defines the Council's expectations of the employee's performance agreement to which this document is attached and Non-Section 57 (1) of the Municipal Systems Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan (IDP) as reviewed annually.
- 1.3 Should any non-agreement arise between the Employer and the Employee in respect of matters regulated by this plan, the process outlined in the Municipality's PMDS should be followed. If this process fails, the Employee may apply the formal grievance rules.

2. VALIDITY OF THE AGREEMENT

- 2.1 The agreement will be valid for the period **1 July 2025 to 30 June 2026**
- 2.2 The content of the plan may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon, especially where changes are significant.
- 2.3 If at any time during the validity of this plan the work environment of the Municipality changes (whether as a result of Council or Management decisions or otherwise), to the extent that the contents of this agreement are no longer appropriate, the contents shall immediately be revised.



3. JOB DETAILS

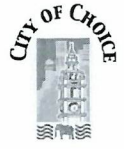
Employee Number	:	1207170
Management level	:	Level 2
Component	:	Budget & Treasury
Unit	:	Budget & Treasury
Location	:	341 Church Street, Professor Nyembezi Building
Occupational classification	:	Senior Management (Section 56)
Designation	:	Chief Financial Officer

4. JOB PURPOSE

The purpose of the Chief Financial Officer job should be in line with the Municipality's priorities as identified in the 2025 – 2026 Service Delivery Budget and Implementation Plan. The purpose of the Chief Financial Officer is to assist the Acting Municipal Manager in implementing the Municipality's Strategic Objectives by ensuring efficient provisioning and management of Chief Financial Officer, through the implementation of policies, strategies, projects and processes that advance the realisation of goals and objectives of the Msunduzi Municipality.

Overall accountability of the jobholder:

The jobholder is the Chief Financial Officer and has the responsibility for Budget & Treasury. The incumbent will provide continuous Management and other relevant information to the Municipal Manager in the Municipality's delivery of services.



5. JOB FUNCTIONS

The key functions of the jobholder are to:

- ⇒ Provides leadership in determining and implementation of organisational financial strategies
- ⇒ Ensures long term financial plan
- ⇒ Consolidates the overall financial plan
- ⇒ Maximises financial planning and risk management
- ⇒ Ensures effective and efficient financial oversight
- ⇒ Develops and implement cost management strategies through effective accounting controls and financial management techniques
- ⇒ Sets parameters for cash flow management and operations of the finance personnel
- ⇒ Ensures financial data integrity, accuracy and reliability
- ⇒ Ensures quality budget formulations and effective budget execution
- ⇒ Implementation of MSCOA
- ⇒ Implementation of SAP

6. REPORTING REQUIREMENTS/LINES & ASSESSMENT LINES

The Jobholder shall report to the Supervisor on all parts of this plan. He/She shall:

- ⇒ Timeously alert the supervisor of any emerging factors that could preclude the achievement of any performance plan undertakings, including the contingency measures that she/he proposes to take to ensure the impact of such deviation from the original plan is minimised.
- ⇒ Establish and maintain appropriate internal controls and reporting systems in order to meet performance expectations.
- ⇒ Discuss and thereafter document for the record and future use any revision of targets as necessary as well as progress made towards the achievement of performance plan measures.

In turn the supervisor shall:

- ⇒ Meet to provide feedback on performance and to identify areas for development at least four times a year.



- ⇒ Create an enabling environment to facilitate effective performance by the Jobholder.
- ⇒ Facilitate access to skills development and capacity building opportunities.
- ⇒ Work collaboratively to solve problems and generate solutions to common problems within the municipality that may be impacting on the performance of the Jobholder.

7. PERFORMANCE ASSESSMENT/APPRaisal FRAMEWORK

Performance will be assessed according to the information contained in the Workplan.

- 7.1 The Key Performance Areas (KPAs) and Core Managerial Competencies (CMCs) together with their weighting, during the period of this agreement shall be as set out in the table below.
- 7.2 The Employee undertakes to focus and to actively work towards the promotion and implementation of the KPAs within the framework of the laws and regulations governing the Municipality. The specific duties/outputs required under each of the KPAs are outlined in the attached work plan. KPAs should include all special projects the Employee is involved in. The WORKPLAN should outline the Employee's specific responsibilities in such projects.

NB: KPAs should preferably not exceed five (5).

Key Performance Areas (KPAs)	Weight
1. WORKPLAN 1: MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	30%
2. WORKPLAN 2: FINANCIAL VIABILITY & MANAGEMENT	50%
3. WORKPLAN 3: GOOD GOVERNANCE & PUBLIC PARTICIPATION	20%
TOTAL	100%

NOTE: WEIGHTING OF KPAs MUST TOTAL 100%

- 7.3 The Employee's assessment will be based on her/his performance in relation to the duties/outputs outlined in the attached WORKPLAN as well as the CMCs marked here-under. At least **five (5)** CMCs, inclusive of any that may become prescribed from time to

time, should be selected from the lists that are deemed to be critical for the Employee's specific job.

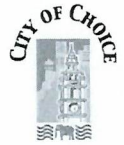
7.4

Core Managerial Competencies		Weight
1	Strategic Direction and Leadership	20%
2	People Management	10%
3	Programme and Project Management	10%
4	Financial Management	10%
5	Change Leadership	5%
6	Governance Leadership	5%
7	Moral Competence	5%
8	Planning & Organising	5%
9	Analysis & Innovation	5%
10	Knowledge & Information Management	5%
11	Communication	5%
12	Results & Quality Focus	5%
13	Customer focus and orientation	5%
Total		100%

***Compulsory**

NOTE: WEIGHTING OF CMCs MUST TOTAL 100%

KPAs shall contribute 80% and CMCs 20% of the final assessment score.



8. PERFORMANCE ASSESSMENT

The assessment of an Employee shall be based on his performance in relation to the KPAs and CMCs and performance indicators, as set out in this PERFORMANCE PLAN and attached WORKPLAN. The performance of the employee in respect of all individual KPAs and all individual

KPAs and CMCs will be assessed using a 5-point rating scale, i.e.:

- ⇒ 5 = OUTSTANDING PERFORMANCE
- ⇒ 4 = PERFORMANCE SIGNIFICANTLY ABOVE EXPECTATIONS
- ⇒ 3 = FULLY EFFECTIVE
- ⇒ 2 = PERFORMANCE NOT FULLY EFFECTIVE
- ⇒ 1 = UNACCEPTABLE PERFORMANCE

The total KPAs and the total CMCs scores are combined to produce an overall performance percentage score with percentage ranges that coincide with the above 5-point assessment scale.

Employees: KPAs shall contribute 80% and CMCs 20% of the final assessment

9. FEEDBACK

Performance feedback shall be in writing on the Second Quarter Review Form and Annual Review Form, based on the Employer's assessment of the Employee's performance in relation to the KPAs and GAFs and standards outlined in this performance plan and taking into account the Employee's self-assessment.

10. DEVELOPMENTAL REQUIREMENTS

- 10.1 The Supervisor and the Jobholder agree that the Jobholder's key development needs are in relation to his/her current job and envisaged career path in the Municipality. Data on areas for development are identified in the Personal Development Plan (attached)



11. TIMETABLE AND RECORDS OF REVIEW DISCUSSIONS AND ANNUAL ASSESSMENT

ANNUAL PERFORMANCE ASSESSMENT 2024/2025	AUGUST/SEPTEMBER 2025
QUARTER 1 – 2025/2026 FINANCIAL YEAR (ORAL)	NOVEMBER/DECEMBER 2025
QUARTER 2 – 2025/2026 FINANCIAL YEAR	FEBRUARY 2026
QUARTER 3 – 2025/2026 FINANCIAL YEAR (ORAL)	APRIL/MAY 2026

Assessment results (*Mid-Year review & annual evaluation*) shall be recorded in writing. Incumbents will be assessed by the Municipal Assessment Committee in their Mid-year and Annual Reviews. Incumbents will be orally assessed by their Supervisor for their 1st and 3rd Quarter Assessments. Assessments will entail a review of progress made in respect of the fulfilling of the aforesaid responsibilities and may lead to modifications in either responsibilities or methods of assessment.

12. DISPUTE RESOLUTIONS

- ⇒ Any dispute about the interpretation and application of this agreement shall be mediated by: *The Mayor: Msunduzi Municipality*
- ⇒ If this mediation fails, the internal grievance rules will apply.

13. AMENDMENT OF AGREEMENT

Amendments to the agreement shall be in writing and can only be affected after discussion and agreement by both parties.

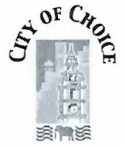
14. The following are annexures of this individual annual performance agreement for the 2025/26 financial year:

ANNEXURE A: CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

ANNEXURE B: FINANCIAL DECLARATION FORM

ANNEXURE C: PERSONAL DEVELOPMENT PLAN

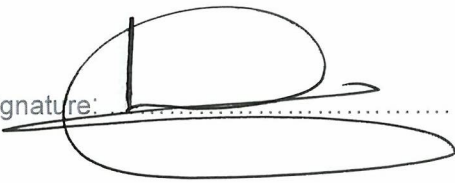
ANNEXURE D: INDIVIDUAL WORKPLAN



15. SIGNATURES OF PARTIES TO THE AGREEMENT

The contents of this document have been discussed and agreed with the Jobholder concerned.

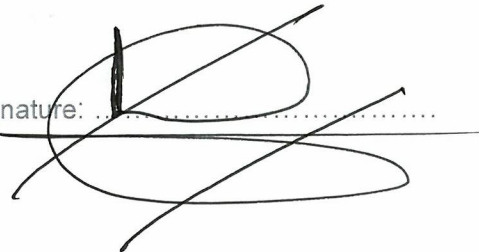
Name of Jobholder: Ndizwe Ngcobo

Signature: 

Date: 02/10/2025

AND

Name of Supervisor: F. N

Signature: 

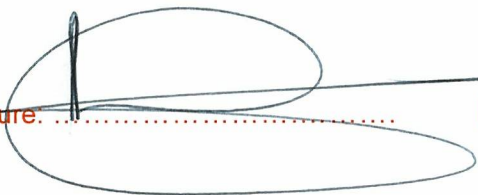
Date:



15. SIGNATURES OF PARTIES TO THE AGREEMENT

The contents of this document have been discussed and agreed with the Jobholder concerned.

Name of Jobholder: Neliswa Ngcobo

Signature:  **Date:** 02/10/2025

AND

Name of Supervisor: SF MNDSELE

Signature:  **Date:**

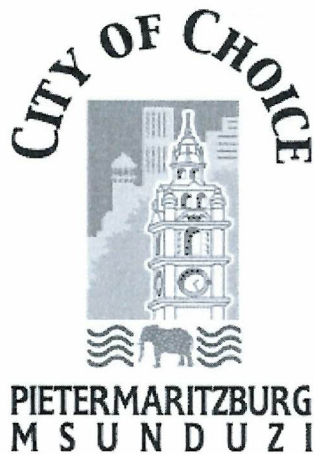


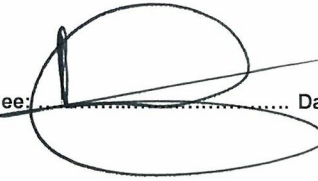
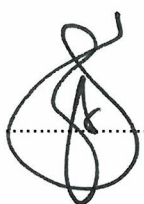
ANNEXURE A

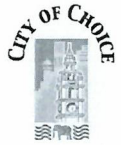
MSUNDUZI MUNICIPALITY

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

SCHEDULE 2



Signatures: Employee:  Date: 02/10/2025 Supervisor:  Date: 02/10/2025



SCHEDULE 2

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

1. Definitions

In this Schedule “**partner**” means a person who permanently lives with another person in a manner as if married.

2. General conduct

A staff member of a municipality must at all times—

- (a) loyally execute the lawful policies of the municipal council;
- (b) perform the functions of office in good faith, diligently, honestly and in a transparent manner; (c) act in such a way that the spirit, purport and objects of section 50 are promoted;
- (d) act in the best interest of the municipality and in such a way that the credibility and integrity of the municipality are not compromised; and
- (e) act impartially and treat all people, including other staff members, equally without favour or prejudice.

3. Commitment to serving the public interest

A staff member of a municipality is a public servant in a developmental local system, and must accordingly—

- (a) implement the provisions of section 50 (2);
- (b) foster a culture of commitment to serving the public and a collective sense of responsibility for performance in terms of standards and targets;
- (c) promote and seek to implement the basic values and principles of public administration described in section 195 (1) of the Constitution;
- (d) obtain copies of or information about the municipality's integrated development plan, and as far as possible within the ambit of the staff member's job description, seek to implement the objectives set out in the integrated development plan, and achieve the performance targets set for each performance indicator;
- (e) participate in the overall performance management system for the municipality, as well as the staff member's individual performance appraisal and reward system, if such exists, in order to maximise the ability of the municipality as a whole to achieve its objectives and improve the quality of life of its residents.

4. Personal gain

(1) A staff member of a municipality may not—

- (a) use the position or privileges of a staff member, or confidential information obtained as a staff



member, for private gain or to improperly benefit another person; or

(b) take a decision on behalf of the municipality concerning a matter in which that staff member, or that staff member's spouse, partner or business associate, has a direct or indirect personal or private business interest.

(2) Except with the prior consent of the council of a municipality a staff member of the municipality may not—

(a) be a party to a contract for—

(i) the provision of goods or services to the municipality; or

(ii) the performance of any work for the municipality otherwise than as a staff member; (b)

obtain a financial interest in any business of the municipality; or

(c) be engaged in any business, trade or profession other than the work of the municipality.

5. Disclosure of benefits

(1) A staff member of a municipality who, or whose spouse, partner, business associate or close family member, acquired or stands to acquire any direct benefit from a contract concluded with the municipality, must disclose in writing full particulars of the benefit to the council.

(2) This item does not apply to a benefit which a staff member, or a spouse, partner, business associate or close family member, has or acquires in common with all other residents of the municipality.

6. Unauthorised disclosure of information

(1) A staff member of a municipality may not without permission disclose any privileged or confidential information obtained as a staff member of the municipality to an unauthorised person.

(2) For the purpose of this item "privileged or confidential information" includes any information—

(a) determined by the municipal council or any structure or functionary of the municipality to be privileged or confidential;

(b) discussed in closed session by the council or a committee of the council; (c)

disclosure of which would violate a person's right to privacy; or

(d) declared to be privileged, confidential or secret in terms of any law.

(3) This item does not derogate from a person's right of access to information in terms of national legislation.

7. Undue influence

A staff member of a municipality may not—



- (a) unduly influence or attempt to influence the council of the municipality, or a structure or functionary of the council, or a councillor, with a view to obtaining any appointment, promotion, privilege, advantage or benefit, or for a family member, friend or associate;
- (b) mislead or attempt to mislead the council, or a structure or functionary of the council, in its consideration of any matter; or
- (c) be involved in a business venture with a councillor without the prior written consent of the council of the municipality.

8. Rewards, gifts and favours

- (1) A staff member of a municipality may not request, solicit or accept any reward, gift or favour for— (a) persuading the council of the municipality, or any structure or functionary of the council, with regard to the exercise of any power or the performance of any duty;
- (b) making a representation to the council, or any structure or functionary of the council; (c) disclosing any privileged or confidential information; or
- (d) doing or not doing anything within that staff member's powers or duties.
- (2) A staff member must without delay report to a superior official or to the speaker of the council any offer which, if accepted by the staff member, would constitute a breach of sub item (1).

9. Council property

A staff member of a municipality may not use, take, acquire, or benefit from any property or asset owned, controlled or managed by the municipality to which that staff member has no right.

10. Payment of arrears

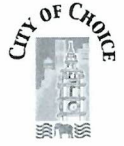
A staff member of a municipality may not be in arrears to the municipality for rates and service charges for a period longer than 3 months, and a municipality may deduct any outstanding amounts from a staff member's salary after this period.

11. Participation in elections

A staff member of a municipality may not participate in an election of the council of the municipality, other than in an official capacity or pursuant to any constitutional right.

12. Sexual harassment

A staff member of a municipality may not embark on any action amounting to sexual harassment.



13. Reporting duty of staff members

Whenever a staff member of a municipality has reasonable grounds for believing that there has been a breach of this Code, the staff member must without delay report the matter to a superior officer or to the speaker of the council.

14. Breaches of Code

Breaches of this Code must be dealt with in terms of the disciplinary procedures of the municipality envisaged in section 67(1)(h) of this Act.

14 A. Disciplinary steps

- (1) A breach of this Code is a ground for dismissal or other disciplinary steps against a staff member who has been found guilty of such a breach.
- (2) Such other disciplinary steps may include—
 - (a) suspension without pay for no longer than three months; (b) demotion;
 - (c) transfer to another post;
 - (d) reduction in salary, allowances or other benefits; or
 - (e) an appropriate fine.

MSUNDUZI MUNICIPALITY

FINANCIAL DISCLOSURE FORM



Signatures: Employee: Date: 02/10/2025

Supervisor: Date: 02/10/2025

CONFIDENTIAL

CONFIDENTIAL

—

CONFIDENTIAL

INFORMATION SHEET FOR THE GENERIC FINANCIAL DISCLOSURE FORM

The following notes is a guide to assist with completing the Financial

Disclosure form (Annexure A):

NOTE 1: Shares and other financial interests

Designated employees are required to disclose the following details with regard to shares and other financial interests held in any private or public company or any other corporate entity recognised by law:

- The number, nature and nominal value of shares of any type;
- The nature and value of any other financial interests held in any private or public company or any other corporate entity; and
- The name of that entity.

NOTE 2: Directorships and partnerships

Designated employees are required to disclose the following details with regard to directorships and partnerships:

- The name and type of business activity of the corporate entity or partnership/s; and
- The amount of any remuneration received for such directorship or partnership/s.

Directorship includes any occupied position of director or alternative director, or by whatever name the position is designated.

Partnership is a legal relationship arising out of a contract between two or more persons with the object of making and sharing profits.

NOTE 3: Remunerated work outside the Municipality (As sanctioned by Council) Designated employees are required to disclose the following details with regard to remunerated work outside the public service:

- The type of work;
- The name and type of business activity of the employer; and
- The amount of the remuneration received for such work.

Remuneration means the receipt of benefits in cash or kind, and work means rendering a service for which the person receives remuneration.

NOTE 4: Consultancies and retainerships

Designated employees are required to disclose the following details with regard to consultancies and retainerships:

- The nature of the consultancy or retainership of any kind;
- The name and type of business activity, of the client concerned; and

- The value of any benefits received for such consultancy or retainerships.

NOTE 5: Sponsorships

Designated employees are required to disclose the following details with regard to sponsorships:

- The source of the sponsorship;
- The description of the sponsorship; and
- The value of the sponsorship.

NOTE 6: Gifts and hospitality from a source other than a family member

Designated employees are required to disclose the following details with regard to gifts and hospitality:

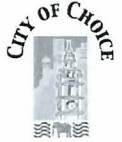
- A description and the value and source of a gift with a value in excess of R350.00;
- A description and the value of gifts from a single source which cumulatively exceed the value of R350.00 in the relevant 12 month period; and
- Hospitality intended as a gift in kind.

Designated employees must disclose any material advantages that they received from any source e.g. any discount prices or rates that are not available to the general public. All personal gifts within the family and hospitality of a traditional or cultural nature need not be disclosed.

NOTE 7: Land and Property

Designated employees are required to disclose the following details with regard to their ownership and other interests in land and property (residential or otherwise both inside and outside the Republic):

- A description of the land or property;
- The extent of the land or property;
- The area in which it is situated; and
- The value of the interest.



ANNEXURE C

PERSONAL DEVELOPMENT PLAN

MSUNDUZI MUNICIPALITY

Herein represented by:

Felani Simon Mndebele

In his/her capacity as: *Municipal Manager* (Supervisor)

AND

Nelisiwe Ngcobo

As the *Chief Financial Officer* (Jobholder)

PERIOD OF AGREEMENT: 1 July 2025 to 30 June 2026

Following completion of this form, it must be forwarded to the Section:
Human Resource Development.

Signatures: Employee:

Date: 02/08/2025

Supervisor:

Date: 02/08/2025



MUNICIPALITY:	MSUNDUZI MUNICIPALITY
NAME:	NELISIWE NGCOBO
JOB TITLE:	CHIEF FINANCIAL OFFICER
SUPERVISOR	MUNICIPAL MANAGER
UNIT	BUDGET & TREASURY
COMPONENT:	BUDGET & TREASURY

PURPOSE: To enable the Supervisor and the employee to identify skills development requirements and as a result agree on the steps taken to address those developmental gaps

1. What are the competencies required for this job (refer to competency profile of job description)?

NQF level 8
MFP Course completed

2. What competencies from the above list, does the job holder already possess?

Meet all requirements

3. What then are the competency gaps? (If the job holder possesses all the necessary competencies, complete No's 5 and 6.)

None

4. Actions/Training interventions to address the gaps/needs

None



5. Indicate the competencies required for future career progression/development

N/A

6. Actions/Training interventions to address future progression

N/A

7. Comments/Remarks of the Incumbent

Contact was not during my tenure as CPO since I was acting MM, contact advised to be done by me

8. Comments/Remarks of the supervisor

IMPACT ASSESSMENT

Impact of development on work (After 3 – 6 Months)	
Employee	Supervisor/Manager



AGREED UPON:

Signature: _____

Supervisor: _____

Date: _____

[Handwritten signature]
SF Mnduzi

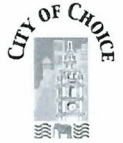
Signature: _____

Incumbent: _____

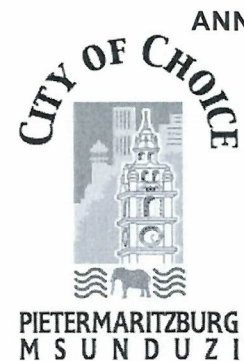
Date: _____

[Handwritten signature]
N. Nkomo

Date of next review: _____



MSUNDUZI MUNICIPALITY PERFORMANCE WORKPLAN



ANNEXURE D

EMPLOYEE NUMBER: 1207170
SURNAME & INITIALS: NGCOBO N.
DESIGNATION: CHIEF FINANCIAL OFFICER
COMPONENT: BUDGET & TREASURY
UNIT: BUDGET & TREASURY
MANAGEMENT LEVEL: LEVEL 2
OCCUPATIONAL CLASSIFICATION: SENIOR MANAGEMENT (SECTION 56)
LOCATION: 341 CHURCH STREET, PROFESSOR NYEMBEZI BUILDING

This performance workplan has been agreed between the parties hereunder and shall be revised and assessed during the 1st Quarter (Orally), 2nd Quarter (Written), 3rd Quarter (Orally) and Annual Quarter (Written)

Signatures (WE AGREE WITH THE CONTENTS OF THIS PERFORMANCE WORKPLAN)

EMPLOYEE : N. Ngcobo
DATE : 02/10/2025
SUPERVISOR : SF M. Nyembezi
DATE : 02/10/2025

Signatures: Employee: Date: 02/10/2025 Supervisor: Date: 02/10/2025

**MSUNDUZI MUNICIPALITY
PERFORMANCE WORKPLAN**



EMPLOYEE NUMBER: 1207170
SURNAME & INITIALS: NELISWE NGCOBO.
DESIGNATION: CHIEF FINANCIAL OFFICER
COMPONENT: BUDGET & TREASURY UNIT
UNIT: BUDGET & TREASURY UNIT
MANAGEMENT LEVEL: LEVEL 2
OCCUPATIONAL CLASSIFICATION: SENIOR MANAGEMENT (SECTION 56)
LOCATION:

This performance workplan has been agreed between the parties hereunder and shall be revised and assessed during the 1st Quarter (Orally), 2nd Quarter (Written), 3rd Quarter (Orally) and Annual Quarter (Written)

**Signatures (WE AGREE WITH THE CONTENTS OF THIS PERFORMANCE
WORKPLAN)**

EMPLOYEE :

N. Ngcobo

DATE :

SUPERVISOR :

SF Mndabeni

DATE :

**MSUNDUZI MUNICIPALITY
PERFORMANCE WORKPLAN**



EMPLOYEE NUMBER: 1207170
SURNAME & INITIALS: NELISWE NGCOBO.
DESIGNATION: CHIEF FINANCIAL OFFICER
COMPONENT: BUDGET & TREASURY UNIT
UNIT: BUDGET & TREASURY UNIT
MANAGEMENT LEVEL: LEVEL 2
OCCUPATIONAL CLASSIFICATION: SENIOR MANAGEMENT (SECTION 56)
LOCATION:

This performance workplan has been agreed between the parties hereunder and shall be revised and assessed during the 1st Quarter (Orally), 2nd Quarter (Written), 3rd Quarter (Orally) and Annual Quarter (Written)

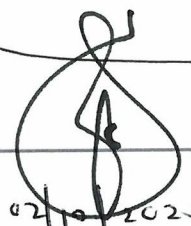
**Signatures (WE AGREE WITH THE CONTENTS OF THIS PERFORMANCE
WORKPLAN)**

EMPLOYEE :

DATE :

SUPERVISOR :

DATE :



02/01/2025

NAME: NELISIWE NGCOBO		DESIGNATION: CHIEF FINANCIAL OFFICER						
WORKPLAN 1: MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT			WEIGHT (%): 30%					
SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
BTO 09	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Number of Vehicles Purchased and Delivered for Msunduzi Municipality	10 x Vehicles Purchased and Delivered for Msunduzi Municipality for the 25/26 FY by the 31st of May 2026	Number	N/A	N/A	N/A	10
BTO 16		Percentage monitoring of fraud and corruption within sub-units and relevant action taken against offenders	100% monitoring of fraud and corruption within sub-units and relevant action taken against offenders by the 30th of June 2026	Percentage	100%	100%	100%	100%

NAME: NELISIWE NGCOBO		DESIGNATION: CHIEF FINANCIAL OFFICER			WEIGHT (%): 50%				
WORKPLAN 2: GOOD GOVERNANCE & PUBLIC PARTICIPATION									
SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL	
BTO 01	NKPA 4 - FINANCIAL VIABILITY & MANAGEMENT	Percentage of Monthly collection rate of current debt	90% Monthly collection rate of current debt by the 30th June 2026	Percentage	90%	90%	90%	90%	
BTO 02		Percentage of Monthly collection rate of arrear debt	10% Monthly collection rate of arrear debt achieved for the 25/26 FY by the 30th June 2026	Percentage	10%	10%	10%	10%	
BTO 03		Percentage of all electricity and water meters read	75% of all electricity and water meters read 25/26 FY by the 30th June 2026	Percentage	75%	75%	75%	75%	
BTO 06		Number of Msunduzi Municipality Annual Financial Statement prepared & submitted to the AG	1 x Msunduzi Municipality Annual Financial Statement to the AG by the 31 August 2025	Number	1	N/A	N/A	N/A	N/A
BTO 07		Number of Msunduzi Municipality Consolidated Annual Financial Statement prepared & submitted to the AG	1 x Msunduzi Municipality Consolidated Annual Financial Statement submitted to AG by the 30th September 2025	Number	1	N/A	N/A	N/A	N/A
BTO 08		Number of Procurement Plan for the 2025/2026 financial year prepared	1 x Procurement Plan for the 2025/2026 financial year prepared and submitted to TMC for approval by Council by the 30th of June 2026	Number	N/A	N/A	N/A	N/A	1

NAME: NELISIWE NGCOBO		DESIGNATION: CHIEF FINANCIAL OFFICER			WEIGHT (%): 50%				
WORKPLAN 2: GOOD GOVERNANCE & PUBLIC PARTICIPATION									
SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL	
BTO 10		percentage of All creditors be paid within 30 days	100% of all creditors must be paid within 30 days from date of receipt of invoice by Expenditure Management unit from suppliers by the 30th of June 2026	Percentage	100%	100%	100%	100%	
BTO 11		Number of indigent customers registered	6 500 indigent customers registered to receive the free basic services by the 30th June 2026	Number	1500	3000	4500	6500	
BTO 12		Number of Draft budget for 2025/26 FY & two outer years prepared & submitted to TMC	1 x Final Draft & Original budget for 2025/26 FY & two outer years prepared & submitted to TMC by the 15th of May 2026	Number	N/A	N/A	N/A	100%	
BTO 13		Percentage of Capital Expenditure spent	100% of Capital Expenditure spent for the Budget & Treasury BU by the 30th of June 2026	Percentage	N/A	20%	80%	100%	
BTO 14		Percentage of Operational Expenditure spent	100% of Operational Expenditure spent by the 30th of June 2026	Percentage	N/A	20%	80%	100%	
BTO 15		Percentage SVAs submitted	100% of all SVAs for vacant posts submitted to Corporate Services by the 30th of September 2025	Percentage	100%	N/A	N/A	N/A	

NAME: NELISIWE NGCOBO			DESIGNATION: CHIEF FINANCIAL OFFICER					WEIGHT (%): 50%				
WORKPLAN 2: GOOD GOVERNANCE & PUBLIC PARTICIPATION												
SDBIP REFERENCE		NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL			
BTO 17			Percentage Reduction of Overtime	20% Reduction of Overtime by the 30th of June 2026	Percentage	20%	20%	20%	20%			
BTO 18			Percentage Reduction of use of Consultants	20% Reduction of use of Consultants by the 30th of June 2026	Percentage	20%	20%	20%	20%			

MSUNDUZI MUNICIPALITY									
NAME: NELISWE NGCOBO		DESIGNATION: CHIEF FINANCIAL OFFICER							
WORKPLAN 3: GOOD GOVERNANCE & PUBLIC PARTICIPATION		WEIGHT (%): 20%							
CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	BTO 19		Date of Submission towards the Development of the Municipal SDBIP 26/27 FY as per stipulated timeframes by the OPM unit completed	Submission towards the Development of the Municipal SDBIP 26/27 FY as per stipulated timeframes by the OPM unit completed by the 15th of June 2026	Date	N/A	N/A	N/A	Submission towards the Development of the Municipal SDBIP 26/27 FY
	BTO 20		Date of Submission towards Development of the Municipal Annual Performance Report 24/25 FY as per stipulated timeframes by the OPM unit completed	Submission towards Development of the Municipal Annual Performance Report 24/25 FY as per stipulated timeframes by the OPM unit completed by the 31st of July 2026	Date	Submission towards Development of the Municipal Annual Performance Report 24/25 FY as per stipulated timeframes by the OPM unit completed by the 31st of July 2026	N/A	N/A	N/A
	BTO 21		Date Submission towards Development of the Municipal Annual Report 24/25 FY as per stipulated timeframes by the OPM unit completed	Submission towards Development of the Municipal Annual Report 24/25 FY as per stipulated timeframes by the OPM unit completed by the 15th of January 2026	Date	N/A	N/A	Submission towards Development of the Municipal Annual Report 24/25 FY	N/A
TAL MUNICIPALITY	BTO 22		Date of Submission of a signed performance agreement for the 25/26 FY as per stipulated timeframes by the OPMS unit complete	Submission of a signed performance agreement for the 25/26 FY as per stipulated timeframes by the OPMS unit completed by the 10th of August 2026	Date	Submission of a signed performance agreement for the 25/26 FY as per stipulated timeframes by the OPMS unit completed by the 10th of August 2026	N/A	N/A	N/A

CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	BTO 23	NKPA 4 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Number of Monthly Sectional Meetings (Branch, Staff & Manco) conducted	12 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 30th of June 2026	Number	3	3	3	3
	BTO 24		Number of Quarterly C88 submissions prepared and submitted as per stipulated timeframes to the OPM unit for onwards transmission to KZN COGTA	4 x Quarterly C88 submissions prepared and submitted as per stipulated timeframes to the OPM unit for onwards transmission to KZN COGTA by the 30th of June 2026	Number	1	1	1	1
	BTO 25		Number of Quarterly Performance Assessments conducted as per the approved assessment schedule	4 x Quarterly Performance Assessments conducted as per the approved assessment schedule by the 30th of June 2026	Number	1	1	1	1
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	BTO 26		Percentage of Submission of Responses to the Auditor General Queries within specified timeframes as per the AG Queries Tracking tool	100% Submission of Responses to the Auditor General Queries within specified timeframes as per the AG Queries Tracking tool by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 27		Percentage of Submission of Portfolios of Evidence in Responses to the Auditor General Queries within specified timeframes as per the AG Queries Tracking tool	100% Submission of Portfolios of Evidence in Responses to the Auditor General Queries within specified timeframes as per the AG Queries Tracking tool by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 28		Percentage of Auditor General Queries resolved within specified timeframes as per the AG Queries Tracking tool	100% of Auditor General Queries resolved within specified timeframes as per the AG Queries Tracking tool by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 29		Percentage of monitoring of fraud and corruption within sub-units and relevant action taken against offenders	100% monitoring of fraud and corruption within sub-units and relevant action taken against offenders by the 30th of June 2026	Percent	100%	100%	100%	100%

CDS REFERENCE	SDBP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	BTO 30		Percentage Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes	100% Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 31		Percentage implementation of Consequence management for all staff breaching Councils Approved Fleet Management policy as per notifications received via EW COP	100% implementation of Consequence management for all staff breaching Councils Approved Fleet Management policy as per notifications received via EW COP by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 32		Percentage Reduction of all Risk Indicators within my span of control	100% Reduction of all Risk Indicators within my span of control by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 33		Percentage Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes	100% Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes by the 30th of June 2026	Percent	100%	100%	100%	100%
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	BTO 34		Percentage implementation of the Revenue Enhancement Strategy as per Council Approved Revenue Enhancement Strategy for the respective units within your control	100% implementation of the Revenue Enhancement Strategy as per Council Approved Revenue Enhancement Strategy for the respective units within your control by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 35		Percentage Implementation of the recommendations addressed in the MEC Letter for the 23/24 FY IDP Review	100% Implementation of the recommendations addressed in the MEC Letter for the 24/25 FY IDP Review by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 36		Percentage Attendance of all DDIM meeting as per invite received	100% Attendance of all DDIM meeting as per invite received by the 30th of June 2026	Percent	100%	100%	100%	100%
	BTO 37		Percentage Attendance of all Risk Management Committee meeting as per invite received	100% Attendance of all Risk Management Committee meeting as per invite received by the 30th of June 2026	Percent	100%	100%	100%	100%

CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	BTO 38		Percentage Attendance of all Operation Sukuma Sakhe meeting as per invite received	100% Attendance of all Operation Sukuma Sakhe meeting as per invite received by the 30th of June 2025	Percent	100%	100%	100%	100%
	BTO 39		100% Implementation of the Employment Equity Implementation Plan for the 25/26 FY	100% Implementation of the Employment Equity Implementation Plan for the 25/26 FY by the 30th of June 2026	Percent	N/A	N/A	N/A	100%
	BTO 40		100% Implementation of the Training and Development policy for the 25/26 FY	100% Implementation of the Training and Development policy for the 25/26 FY by the 30th of June 2026	Percent	N/A	N/A	N/A	100%