



INDIVIDUAL ANNUAL PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

MSUNDUZI MUNICIPALITY

Herein represented by:

Ms. Nelisiwe Ngcobo

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

AND

Mr. Sabelo Hlela

As the *DMM: Infrastructure Services* (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: 4 JULY 2025

Supervisor: Date: 4 JULY 2025



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	:	
Management level	:	Level 2
Component	:	Infrastructure Services
Unit	:	Infrastructure Services
Location	:	333 Church Street, AS Chetty Building
Occupational classification	:	Senior Management (Section 56)
Designation	:	Deputy Municipal Manager: Infrastructure Services



4. JOB PURPOSE

The purpose of the DMM: Infrastructure Services' 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 DMM: Infrastructure Services is to assist the Municipal Manager in implementing the Municipality's Strategic Objectives by ensuring efficient provisioning and management of Municipal Infrastructure Services, 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 DMM: Infrastructure Services and has the responsibility for Municipal Infrastructure Services. 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:

Provide strategic leadership and management in the provision of:

- ⇒ Municipal Infrastructure Planning
- ⇒ Mechanical Workshops
- ⇒ Project Management
- ⇒ Water and Sanitation
- ⇒ Roads and Stormwater

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 (KPA's) 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 KPA's within the framework of the laws and regulations governing the Municipality. The specific duties/outputs required under each of the KPA's are outlined in the attached work plan. KPA's should include all special projects the Employee is involved in. The WORKPLAN should outline the Employee's specific responsibilities in such projects.

NB: KPA's should preferably not exceed five (5).

Key Performance Areas (KPA's)	Weight
1. WORKPLAN 1: MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	10%
2. WORKPLAN 2: BASIC SERVICE DELIVERY	40%
3. WORKPLAN 3: FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	30%
4. WORKPLAN 4: GOOD GOVERNANCE & PUBLIC PARTICIPATION	20%
TOTAL	100%

NOTE: WEIGHTING OF KPA's 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	10%
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	10%
8	Planning & Organising	10%
9	Analysis & Innovation	5%
10	Knowledge & Information Management	5%
11	Communication	10%
12	Results & Quality Focus	5%
13	Customer focus & 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 effected after discussion and agreement by both parties.

- 14.** The following are annexures of this individual annual performance agreement for the 2024/25 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: SABELO HLETA

Signature: [Signature] Date: 4 JULY 2025

AND

Name of Supervisor: N. Ngwenya

Signature: [Signature] Date: 4 JULY 2025

ANNEXURE A

MSUNDUZI MUNICIPALITY

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

SCHEDULE 2



Signatures: Employee:

Date: ..4.JULY.2025

Supervisor:

Date: ..4.JULY.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: 4 July 2025

Supervisor: Date: 4 July 2025

FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials) HLEVA S.M. of
29 ASHAGAY Crescent, SILVER DAKS Estate
10, Hope View Lane (Postal address) and
Hillcrest (Residential address)

employed as DMM: Infrastructure at the Mesunduzi

Municipality hereby certify that the following information is complete and correct to the best of my knowledge:

1. Shares and other financial interests (Not bank accounts with financial institutions)

See information sheet: Note (1)

Number of shares / extent of financial interest	Nature	Nominal value	Name of Company or entity

2. Directorships and Partnerships

See information sheet: Note (2)

Name of Corporate entity, partnership or firm	Type of business	Amount of Remuneration or Income

3. Remunerated work outside the Municipality (As sanctioned by Council)

See information sheet: Note (3)

Name of Employer	Type of work	Amount of Remuneration or Income

Council sanction confirmed:

Signature of Mayor: _____

Date:

4. Consultancies and retainerships

See information sheet: Note (4)

Name of client	Nature	Type of business activity	Value of benefits received

5. Sponsorships

See information sheet: Note (5)

Source of sponsorship	Description of sponsorship	Value of sponsorship

6. Gifts and hospitality from a source other than a family member

See information sheet: Note (6)

Description	Value	Source

7. Land and property

See information sheet: Note (7)

Description	Extent	Area	Value
Property	412	Hillcrest	R 4,00m
Property	224	Hooitebees North West	R 2,50m

SIGNATURE OF EMPLOYEE: _____

DATE: _____

PLACE: _____

OATH/AFFIRMATION

1. I certify that before administering the oath/affirmation I asked the deponent the following questions and wrote down her/his answers in his/her presence:
 - (i) Do you know and understand the contents of the declaration?
Answer YES
 - (ii) Do you have any objection to taking the prescribed oath or affirmation?
Answer NO
 - (iii) Do you consider the prescribed oath or affirmation to be binding on your conscience?
Answer YES
2. I certify that the deponent has acknowledged that ~~she~~he knows and understands the contents of this declaration. The deponent utters the following words: "I swear that the contents of this declaration are true, so help me God." / "I truly affirm that the contents of the declaration are true". The signature/mark of the deponent is affixed to the declaration in my presence.



Commissioner of Oath /Justice of the Peace

Full first names and surname: ZAHIR LUTCHMAN (Block letters)

Designation (rank): _____ Ex Officio Republic of South Africa

Street address of institution: 333 CHURCH STREET

Date: 04 JULY 2025

Place: PIETERMARITZBURG

CONTENTS NOTED: MAYOR _____

DATE: _____

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

ENTERED INTO BY AND BETWEEN:

MSUNDUZI MUNICIPALITY

Herein represented by:

Ms. Nelisiwe Ngcobo

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

AND

Mr. Sabelo Hlela

As the *DMM: Infrastructure Services* (Jobholder)

PERIOD OF DEVELOPMENT: 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: 4 JULY 2025

Supervisor:  Date: 4 JULY 2025



MUNICIPALITY:	MSUNDUZI MUNICIPALITY
NAME:	SABELO HLELA
JOB TITLE:	DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES
SUPERVISOR	MUNICIPAL MANAGER (A)
UNIT	INFRASTRUCTURE SERVICES
COMPONENT:	INFRASTRUCTURE SERVICES

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)?

FINANCE MANAGEMENT, GOOD GOVERNANCE, STRATEGIC DIRECTION AND LEADERSHIP

PROJECT MANAGEMENT, SERVICE DELIVERY MANAGEMENT, PEOPLE MANAGEMENT

RISK AND CHANGE MANAGEMENT, PROBLEM SOLVING AND EMPOWERMENT

POLICY CONCEPTUALIZATION AND IMPLEMENTATION, CLIENT ORIENTATION AND CUSTOMER FOCUS, LEGISLATION POLICY AND IMPLEMENTATION

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

FINANCE MANAGEMENT, GOOD GOVERNANCE, PROBLEM SOLVING AND EMPOWERMENT

PROJECT MANAGEMENT, SERVICE DELIVERY MANAGEMENT, PEOPLE MANAGEMENT, CLIENT ORIENTATION AND CUSTOMER FOCUS

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

CHANGE MANAGEMENT

STRATEGIC DIRECTION AND LEADERSHIP

COMMUNICATION

ANALYSIS AND INNOVATION

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

CHANGE MANAGEMENT

STRATEGIC PLANNING

FINANCIAL MANAGEMENT



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

CONTRACT MANAGEMENT

EMOTIONAL INTELLIGENCE

STRATEGIC, INNOVATION AND DESIGN THINKING PROGRAMME

6. Actions/Training interventions to address future progression

TECHNOLOGY AND INNOVATION

STRATEGIC MANAGEMENT

EXECUTIVE DEVELOPMENT PROGRAMME

7. Comments/Remarks of the Incumbent

I AM A DEDICATED EMPLOYEE WHO IS COMMITTED TO HIS WORK AND HIS ATTITUDE TOWARDS HIS WORK BUT I HAVE TO IMPROVE IN FURTHERING MY STUDIES ON MANAGERIAL COURSES TO IMPROVE MY COMPETENCIES

8. Comments/Remarks of the supervisor

IMPACT ASSESSMENT

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

INDIVIDUAL ANNUAL PERFORMANCE AGREEMENT FOR THE 2025/2026 FINANCIAL YEAR



AGREED UPON:

Signature:

Supervisor:

Date:

Signature:

Incumbent:

Date:

Date of next review: _____



ANNEXURE D

**MSUNDUZI MUNICIPALITY
PERFORMANCE WORKPLAN**


EMPLOYEE NUMBER:
 SURNAME & INITIALS: HLELA S.
 DESIGNATION: DEPUTY MUNICIPAL MANAGER
 COMPONENT: INFRASTRUCTURE SERVICES
 UNIT: INFRASTRUCTURE SERVICES
 MANAGEMENT LEVEL: LEVEL 2
 OCCUPATIONAL CLASSIFICATION: SENIOR MANAGEMENT (SECTION 56)
 LOCATION: 333 CHURCH STREET, AS CHETTY 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 : S. HLELA

DATE : 04/07/2025

SUPERVISOR : N. Ngceda


DATE : 04/07/2025

Signatures: Employee: [Signature] Date: 4 JULY 2025

Supervisor: [Signature] Date: 4 JULY 2025

MSUNDUZI MUNICIPALITY									
NAME: MR SABELO HLELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES						
WORKPLAN 1: MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT					WEIGHT (%): 10%				
CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
14 - BUILDING CAPABLE & DEVELOPMENTAL MUNICIPALITY	IFS 26	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Percentage of SVA submitted	100% of all approved SVAs for vacant posts submitted to Corporate Services Unit by the 30th of September 2025	Percentage	100%	N/A	N/A	N/A
	IFS 27	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Number of report on the monitoring of contractors/service providers	3 x quarterly reports on the monitoring of service providers by the 30th of June 2026	Number	Performance monitoring template/strategy completed by the 30th of September 2025	1	2	3
	IFS 28	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	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%

EMPLOYEE SIGNATURE:  DATE: 04/07/2025

EMPLOYER SIGNATURE:  DATE: 4/7/2025

MSUNDUZI MUNICIPALITY									
NAME: MR SABELO HLELA		DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES							
WORKPLAN 2: BASIC SERVICE DELIVERY									WEIGHT (%): 40%
CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
2 - BACK TO BASICS	IFS 01	NKPA 2 - BASIC SERVICE DELIVERY	Number of KM of gravel roads upgraded	5,17km x of gravel roads upgraded by 30th June 2026 (practically completed).	Number	0,5km	2,9km	3,4km	5,17km
2 - BACK TO BASICS	IFS 02	NKPA 2 - BASIC SERVICE DELIVERY	Number of square meters of roads rehabilitated	11700m ² of roads rehabilitated by the 30th of June 2026	Number	N/A	11700m ²	N/A	N/A
2 - BACK TO BASICS	IFS 03	NKPA 2 - BASIC SERVICE DELIVERY	Number of km of gravel roads maintained	30km of gravel roads maintained by the 30th June 2026	Number	N/A	10	20	30
2 - BACK TO BASICS	IFS 04	NKPA 2 - BASIC SERVICE DELIVERY	Number of square meters of potholes repaired	20000m ² of potholes repaired by the 30th of June 2026	Number	2000m ²	10000m ²	15000m ²	20000m ²
3 - IMPROVING INFRASTRUCTURE EFFICIENCY	IFS 05	NKPA 2 - BASIC SERVICE DELIVERY	Number of kilometers of pedestrian walkways constructed	1,3km of pedestrian walkways constructed by 30 June 2026	Number	N/A	1,3km	N/A	N/A
3 - IMPROVING INFRASTRUCTURE EFFICIENCY	IFS 06	NKPA 2 - BASIC SERVICE DELIVERY	Number of meters of road marking lines completed	9600 meters of road marking lines completed by the 30th of June 2026	Number	2600	5100	7200	9600

MSUNDUZI MUNICIPALITY									
NAME: MR SABELO HLELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES						
WORKPLAN 2: BASIC SERVICE DELIVERY									
WEIGHT (%): 40%									
CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
2 - BACK TO BASICS	IFS 07	NKPA 2 - BASIC SERVICE DELIVERY	Number of road symbol markings completed	5500 of road symbol markings completed by the 30th of June 2026	Number	1500	2875	4125	5500
3 - IMPROVING INFRASTRUCTURE EFFICIENCY	IFS 08	NKPA 2 - BASIC SERVICE DELIVERY	Number of stormwater catchpits maintained	2000 stormwater catchpits maintained by the 30th of June 2026	Number	500	1000	1500	2000
2- BACK TO BASICS	IFS 09	NKPA 2 - BASIC SERVICE DELIVERY	Number of traffic calming measures installed	13 x traffic calming measure installed by the 30th of June 2026	Number	N/A	4	8	13
2 - BACK TO BASICS	IFS 10	NKPA 2 - BASIC SERVICE DELIVERY	Number of major traffic signals repaired	8 major traffic signal repaired by the 30th of June 2026	Number	2	4	6	8
2- BACK TO BASICS	IFS 11	NKPA 2 - BASIC SERVICE DELIVERY	Number of VIP Toilets installed.	2000 VIP toilets installed by 30th June 2026	Number	200	N/A	900	1800
2- BACK TO BASICS	IFS 12	NKPA 2 - BASIC SERVICE DELIVERY	Percentage of completion of Copesville Phase 3C - Rurar Crescent reservoir projects & AC water pipeline replacement within ward 30	Percentage of completion of Copesville Phase 3C - Rurar Crescent reservoir projects & AC water pipeline replacement within ward 30 by 31 March 2026	Percent	20%	60%	100%	N/A

MSUNDUZI MUNICIPALITY									
NAME: MR SABELO HLELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES						
WORKPLAN 2: BASIC SERVICE DELIVERY									
WEIGHT (%): 40%									
CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
2- BACK TO BASICS	IFS 13	NKPA 2 - BASIC SERVICE DELIVERY	Percentage of construction completed on the 2 x reservoirs (13A and 14A), including associated infrastructure - Vulindlela Phase 3B and 3C Water Supply Upgrade.	25% of construction completed on the 2 x reservoirs (13A and 14A), including associated infrastructure - Vulindlela Phase 3B and 3C Water Supply Upgrade by 30 June 2026	Percent	N/A	N/A	10%	25%
2- BACK TO BASICS	IFS 14	NKPA 2 - BASIC SERVICE DELIVERY	Number km of sewer pipelines installed	3,6km x of new sewer pipeline installed by the 30th of June 2026	Number	N/A	N/A	1km	2,6km
2- BACK TO BASICS	IFS 15	NKPA 2 - BASIC SERVICE DELIVERY	Percentage of water meters installed	90% of water meters installed by the 30th of June 2026	Percentage	90%	90%	90%	90%
2- BACK TO BASICS	IFS 16	NKPA 2 - BASIC SERVICE DELIVERY	Percentage of new sewer connections completed	100% of new sewer connections completed by the 30th of June 2026	Percentage	100%	100%	100%	100%
2- BACK TO BASICS	IFS 17	NKPA 2 - BASIC SERVICE DELIVERY	Percentage of mainline bursts repaired	80% of mainline bursts repaired by the 30th of June 2026	Percentage	80%	80%	80%	80%
2- BACK TO BASICS	IFS 18	NKPA 2 - BASIC SERVICE DELIVERY	Percentage of sewer blockages resolved	80% of sewer blockages resolved by the 30th of June 2026	Percentage	80%	80%	80%	80%

MSUNDUZI MUNICIPALITY									
NAME: MR SABELO HLELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES						
WORKPLAN 2: BASIC SERVICE DELIVERY							WEIGHT (%): 40%		
CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
2 - BACK TO BASICS	IFS 19	NKPA 2 - BASIC SERVICE DELIVERY	Water Losses reduced to below 30%	Water Losses reduced to below 25% by the 30th of June 2026	Percentage	below 25%	below 25%	below 25%	below 25%
2 - BACK TO BASICS	IFS 20	NKPA 2 - BASIC SERVICE DELIVERY	Percentage of construction completed on the 3 community halls by 30 June 2026.	100% of construction completed on the 3 community halls by 30 June 2026	Number	20%	30%	60%	100%
2 - BACK TO BASICS	IFS 21	NKPA 2 - BASIC SERVICE DELIVERY	Percentage of construction completed on the sport complex	100% of construction completed on the sport complex by the 30th of June 2026	Number	20%	30%	60%	100%

EMPLOYEE SIGNATURE: _____

DATE: 03/07/2025

EMPLOYER SIGNATURE: _____

DATE: 4/7/2025

MSUNDUZI MUNICIPALITY									
NAME: MR SABELO HLELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES						
WORKPLAN 3: FINANCIAL VIABILITY & FINANCIAL MANAGEMENT									
WEIGHT (%): 30%									
CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET / OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
4 - BUILDING FINANCIAL SUSTAINABILITY	IFS 22	NKPA 4 - FINANCIAL VIABILITY & MANAGEMENT	Percentage of dormant/non progressive projects decommissioned/deregistered	100% of dormant/non progressive projects decommissioned/deregistered by the 30th of June 2025	Percentage	100%	100%	100%	100%
4 - BUILDING FINANCIAL SUSTAINABILITY	IFS 23	NKPA 4 - FINANCIAL VIABILITY & MANAGEMENT	Percentage of vehicle and plant allocated budget spent	100% vehicle and plant allocated budget spent by the 30th of June 2026	Percentage	N/A	40%	60%	100%
4 - BUILDING FINANCIAL SUSTAINABILITY	IFS 24	NKPA 4 - FINANCIAL VIABILITY & MANAGEMENT	Percentage of Capital Expenditure spent for the Infrastructure Services BU	100% of Capital Budget spent 30th June 2026	Percentage	100%	100%	75%	100%
4 - BUILDING FINANCIAL SUSTAINABILITY	IFS 25	NKPA 4 - FINANCIAL VIABILITY & MANAGEMENT	Percentage of Operational Budget spent	100% of Operational Budget spent by the 30th of June 2026	Percentage	100%	100%	75%	100%
4 - BUILDING FINANCIAL SUSTAINABILITY	IFS 29	NKPA 4 - FINANCIAL VIABILITY & MANAGEMENT	Percentage Reduction of Overtime	20% Reduction of Overtime by the 30th of June 2025	Percentage	N/A	N/A	N/A	20%
4 - BUILDING FINANCIAL SUSTAINABILITY	IFS 30	NKPA 4 - FINANCIAL VIABILITY & MANAGEMENT	Percentage Reduction of use of Consultants	20% Reduction of use of Consultants by the 30th of June 2025	Percentage	N/A	N/A	N/A	20%

MSUNDUZI MUNICIPALITY									
NAME: MR SABELO HLELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES						
WORKPLAN 3: FINANCIAL VIABILITY & FINANCIAL MANAGEMENT								WEIGHT (%): 30%	
CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET / OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
4 - BUILDING FINANCIAL SUSTAINABILITY	IFS 31	NKPA 4 - FINANCIAL VIABILITY & MANAGEMENT	80% of municipal plant & vehicles repair/service requests completed within 20 working days from the date of entry into the municipal mechanical workshop	80% of municipal plant & vehicles repair/service requests completed within 20 working days from the date of entry into the municipal mechanical workshop by 30 June 2026	Percentage	80%	80%	80%	80%

EMPLOYEE SIGNATURE: _____

DATE: _____

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MSUNDUZI MUNICIPALITY									
NAME: MR SABELO HLELA		DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES		WEIGHT (%): 10%					
WORKPLAN 4: GOOD GOVERNANCE & PUBLIC PARTICIPATION									
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	IFS 32	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	IFS 33	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Date of Submission towards the Development of the Municipal Annual Performance Report 24/25 FY as per stipulated timeframes by the OPM unit completed	Submission towards the 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 the 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
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	IFS 34	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Date of Submission towards the Development of the Municipal Annual Report 24/25 FY as per stipulated timeframes by the OPM unit completed	Submission towards the 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 the Development of the Municipal Annual Report 24/25 FY	N/A
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	IFS 35	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Date of Submission of a signed performance agreement for the 25/26 FY as per stipulated timeframes by the OPM unit complete	Submission of a signed performance agreement for the 25/26 FY as per stipulated timeframes by the OPM 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 OPM unit completed by the 10th of August 2026	N/A	N/A	N/A
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	IFS 36	NKPA 5 - 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
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	IFS 37	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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

NAME: MR SABELO HLELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES			WEIGHT (%): 10%			
WORKPLAN 4: GOOD GOVERNANCE & PUBLIC PARTICIPATION									
CDS REFERENCE	SODIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	INDICATOR	ANNUAL TARGET/OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL
1 - BUILDING A CAPABLE & DEVELOPMENT TAL MUNICIPALITY	IFS 38	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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 & DEVELOPMENT TAL MUNICIPALITY	IFS 39	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMENT TAL MUNICIPALITY	IFS 40	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMENT TAL MUNICIPALITY	IFS 41	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMENT TAL MUNICIPALITY	IFS 42	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMENT TAL MUNICIPALITY	IFS 43	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%

NAME: MR SABELO HELELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES			WEIGHT (%): 10%			
WORKPLAN 4: GOOD GOVERNANCE & PUBLIC PARTICIPATION									
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 & DEVELOPMEN TAL MUNICIPALITY	IFS 44	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMEN TAL MUNICIPALITY	IFS 45	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMEN TAL MUNICIPALITY	IFS 46	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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 & DEVELOPMEN TAL MUNICIPALITY	IFS 47	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMEN TAL MUNICIPALITY	IFS 48	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMEN TAL MUNICIPALITY	IFS 49	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Percentage Attendance of all TROIKA Service Delivery meeting as per invite received	100% Attendance of all TROIKA Service Delivery meeting as per invite received by the 30th of June 2025	Percent	100%	100%	100%	100%
1 - BUILDING A CAPABLE & DEVELOPMEN TAL MUNICIPALITY	IFS 50	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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 2025	Percent	100%	100%	100%	100%

NAME: MR SABELO HLELA			DESIGNATION: DEPUTY MUNICIPAL MANAGER: INFRASTRUCTURE SERVICES			WEIGHT (%): 20%			
WORKPLAN 4: GOOD GOVERNANCE & PUBLIC PARTICIPATION									
CDS REFERENCE	\$DBIP 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	IFS 51	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%
1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	IFS 52	NKPA 5 - GOOD GOVERNANCE & PUBLIC PARTICIPATION	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%

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