



INDIVIDUAL ANNUAL PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

MSUNDUZI MUNICIPALITY

Herein represented by:

Mrs. Nelisiwe Ngcobo

In her capacity as: Acting City Manager

AND

Mr. Mbongeni Mathe

As the GM: Community Services

PERIOD OF AGREEMENT: 1 July 2022 to 30 June 2023

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

Signatures: Employee M. Mathe Date: 06/07/22 Supervisor: [Signature] Date: 11/07/2022



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 2022 to 30 June 2023**
- 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	:	8551590
Management level	:	Level 2
Component	:	Community Services
Unit	:	Community Services
Location	:	333 Church Street, AS Chetty Building
Occupational classification:		Senior Management – Section 56
Designation	:	General Manager: Community Services



4 JOB PURPOSE

The purpose of the GM: Community Services' job should be in line with the Municipality's priorities as identified in the 2022 – 2023 Service Delivery Budget and Implementation Plan. The purpose of the GM: Community Services is to assist the City Manager in implementing the Municipality's Strategic Objectives by ensuring efficient provisioning and management of Municipal Community 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 GM: Community Services and has the responsibility for Municipal Community Services. The incumbent will provide continuous Management and other relevant information to the City Manager in the Municipality's delivery of services.

5. JOB FUNCTIONS

The key functions of the jobholder are to:

- ⇒ Health and Social Services: Environmental Health and HIV/AIDS
- ⇒ Risk Management: Traffic and Security, Fire Fighting Services
- ⇒ Development Services: The Art Gallery, Libraries, Parks and Recreation, Waste Management
- ⇒ Area Based Management

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) 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: NKPA 2: BASIC SERVICE DELIVERY	30%
2. WORKPLAN 2: NKPA 5: GOOD GOVERNANCE & PUBLIC PARTICIPATION	30%
3. WORKPLAN 3: NKPA 6: CROSS CUTTING INTERVENTIONS	30%
4. WORKPLAN 4: PERFORMANCE MANAGEMENT WORKPLAN	10%
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	20%
3	Programme and Project Management	20%
4	Financial Management	20%
5	Change Leadership	10%
6	Governance Leadership	10%
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 2021/2022	AUGUST/SEPTEMBER 2022
QUARTER 1 – 2022/2023 FINANCIAL YEAR (ORAL)	NOVEMBER/DECEMBER 2022
QUARTER 2 – 2022/2023 FINANCIAL YEAR	FEBRUARY 2023
QUARTER 3 – 2022/2023 FINANCIAL YEAR (ORAL)	APRIL/MAY 2023

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:
- ⇒ 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.

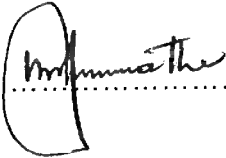
14. The following are annexures of this individual annual performance agreement for the 2022/23 financial year:

- ANNEXURE A: CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS**
- ANNEXURE B: FINANCIAL DECLARATION FORM**
- ANNEXURE C: PERSONAL DEVELOPMENT PLAN**
- ANNEXURE D: INDIVIDUAL WORKPLAN**

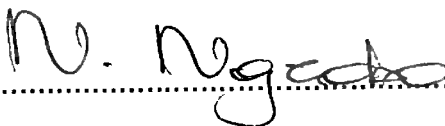
15. SIGNATURES OF PARTIES TO THE AGREEMENT

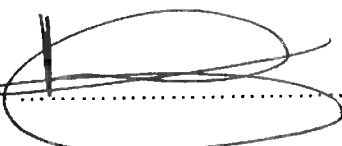
The contents of this document have been discussed and agreed with the Jobholder concerned.

Name of Jobholder: MBombeni SYAHU MATHE

Signature:  Date: 06/07/2022

AND

Name of Supervisor: 

Signature:  Date: 11/07/2022



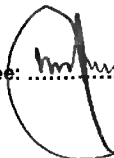
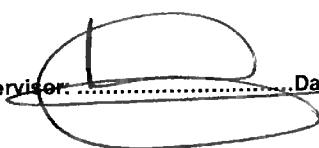
ANNEXURE A

MSUNDUZI MUNICIPALITY

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

SCHEDULE 2



Signatures: Employee:  Date: 07/07/22 Supervisor:  Date: 11/07/2022



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.

14A. 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.

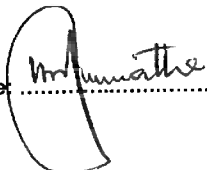
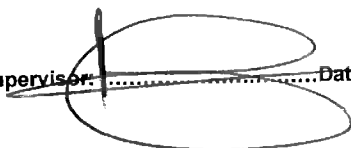


ANNEXURE B

MSUNDUZI MUNICIPALITY

FINANCIAL DISCLOSURE FORM



Signatures: Employee:  Date: 06/07/22 Supervisor:  Date: 11/01/2022



FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials) MATHEMS. of No 3 SARAH LANE ASHBURTON PMBURG, 3200 (Postal address) and

No 3 SARAH LANE, ASHBURTON, PMBURG, 3200 (Residential/address)

employed as GM: COMMUNITY SERVICES at the MSUNDUZI 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
NONE			

2. Directorships and Partnerships

See information sheet: Note (2)

Name of Corporate entity, partnership or firm	Type of business	Amount of Remuneration or Income
INTANDA CONSULTING	CONSULTING	0.00 00.00

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
NONE		



Council sanction confirmed:

Signature of City Manager:

Date: _____

4. Consultancies and retainer-ships

See information sheet: Note (4)

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

5. Sponsorships

See information sheet: Note (5)

Source of sponsorship	Description of sponsorship	Value of sponsorship
	NOTE	

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

See information sheet: Note (6)

Description	Value	Source
		NOTE

7. Land and property

See information sheet: Note (7)

Description	Extent	Area	Value
House	No.3 Sarah Lane	Ashburton	R1,5m



SIGNATURE OF EMPLOYEE: [Handwritten Signature]

DATE: 06/07/2022

PLACE: Pietermaritzburg

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.

[Handwritten Signature]

EX OFFICIO COMMISSIONER OF OATHS
HUMAN RESOURCES SUPPORT SERVICES MANAGER
SIFISO PETROS MZOBE
333 CHURCH STREET, PIETERMARITZBURG 3201

Commissioner of Oath /Justice of the Peace
 Full first names and surname: Sifiso Petros Mzobe (Block letters)
 Designation (rank): Human Resources Support Manager Ex Officio Republic of South Africa
 Street address of institution: 333 Church Street
Pietermaritzburg 3201
 Date: 07/07/22
 Place: PMB

DATE: 7/7/2022

CONTENTS NOTED: MAYOR _____
DATE: _____

M.S



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 retainer-ships

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



consultancies and retainer-ships:

- The nature of the consultancy or retainer-ship 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 retainer-ships.

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:

Mrs Nelisiwe Ngcobo (Full Name)

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

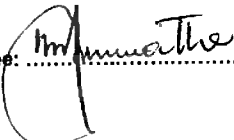
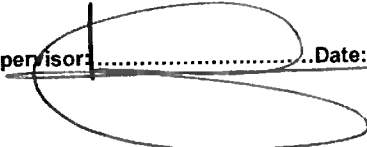
AND

Mr Mbongeni Sydney Mathe (Full Name)

As the *General Manager : Community Services (Jobholder)*

PERIOD OF AGREEMENT: 1 July 2022 to 30 June 2023

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

Signatures: Employee:  Date: *06/07/22* Supervisor:  Date: *11/07/2022*



MUNICIPALITY:	MSUNDUZI MUNICIPALITY
NAME:	MR MBONGENI SYDNEY
JOB TITLE:	GENERAL MANAGER
SUPERVISOR	CITY MANAGER
UNIT	COMMUNITY SERVICES
COMPONENT:	COMMUNTY 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)?

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

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

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

M.S.



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

6. Actions/Training interventions to address future progression

LEADERSHIP DEVELOPMENT COURSE

7. Comments/Remarks of the Incumbent

I NEED MORE CAPACITY ON ISSUES OF FINANCE MANAGEMENT.

8. Comments/Remarks of the supervisor

IMPACT ASSESSMENT

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

M.S.



AGREED UPON:

Signature: _____
Supervisor: [Handwritten Signature]
Date: 11/07/2022

Signature: [Handwritten Signature]
Incumbent: MBONGENI SYANEYIMATHE
Date: 06/07/2022

Date of next review: _____



ANNEXURE D

**MSUNDUZI MUNICIPALITY
PERFORMANCE WORKPLAN**



EMPLOYEE NUMBER
SURNAME & INITIALS: Mathe S.M
DESIGNATION: General Manager
COMPONENT: Community Services
UNIT: Community Services
MANAGEMENT LEVEL: Level 2
OCCUPATIONAL CLASSIFICATION:
LOCATION: A.S Chetty Building

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

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

EMPLOYEE:

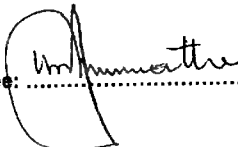



DATE:

SUPERVISOR:



DATE:

Signatures: Employee:  Date: 06/07/2022 Supervisor:  Date: 11/07/2022

IDP REFERENCE	CDS PERFORMANCE AREA	NATIONAL KEY AREA	GOAL	STRATEGIC OBJECTIVE	STRATEGY	PROGRAMME	PROJECT	WARD	MEASURABLE OBJECTIVES	DEADLINE	BACKGROUND	INDICATOR	ANNUAL TARGET	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL	PORTFOLIO OF EVIDENCE	RESPONSIBLE DEPARTMENT	
B1	2 - BACK TO BASICS DELIVERY	NKPA 2-BASIC DELIVERY	Goal 3: Human and community Development	3.1 Enhance waste management capacity	3.1.1 Improve the cleanliness, repairing, enforcing waste management practices	Waste Management	Weekly waste removal	All	Households with access to weekly refuse removal	137 000 households with access to weekly refuse removal	Waste Management	Number of Households with access to weekly refuse removal	27 000 households with access to weekly refuse removal	Number	137 000 households with access to weekly refuse removal	137 000 households with access to weekly refuse removal	137 000 households with access to weekly refuse removal	137 000 households with access to weekly refuse removal	Pictures and coordinates of skip sites within these wards	Waste Management Services	
B1	2 - BACK TO BASICS DELIVERY	NKPA 2-BASIC DELIVERY	Goal 3: Human and community Development	3.1 Enhance waste management capacity	3.1.1 Improve the cleanliness, repairing, enforcing waste management practices	Waste Management	Clean up campaign	34	CBD clean-up campaign	6 CBD clean-up campaign	N/A	Number of CBD clean-up campaigns conducted	6 x CBD clean-up campaign conducted by the 30th of June 2023	number	6 x Clean up Campaigns by the 31st of December 2022	6 x CBD Clean up Campaigns by the 31st of March 2023	6 x CBD Clean up Campaigns by the 31st of March 2023	6 x CBD Clean up Campaigns by the 31st of March 2023	Pictures and programme	Waste Management Services	
B1	2 - BACK TO BASICS DELIVERY	NKPA 2-BASIC DELIVERY	Goal 3: Human and community Development	3.1 Enhance waste management capacity	3.1.2 Improve the cleanliness, repairing, enforcing waste management practices	Waste Management	Clean up campaign	34	30% implementation of the CBD clean-up	N/A	N/A	Percentage	30% implementation of the CBD clean-up by the 30th of June 2023	Percentage	30% implementation of the CBD clean-up by the 31st of September 2022	30% implementation of the CBD clean-up by the 31st of December 2022	30% implementation of the CBD clean-up by the 31st of March 2023	30% implementation of the CBD clean-up by the 30th of June 2023	Project and Resolution	Waste Management Services	
B1	2 - BACK TO BASICS DELIVERY	NKPA 2-BASIC DELIVERY	Goal 3: Human and community Development	3.1 Enhance waste management capacity	3.1.2 Improve the cleanliness, repairing, enforcing waste management practices	Waste Management	Construction of the New England Landfill Site	34/28	New England Road Construction	Construction of the New England Landfill Site	Construction of the New England Landfill Site	Construction of the New England Landfill Site	100% completion of the New England Landfill Site	Date Construction completed	N/A	Appoint Service Provider and Construction of the New England Landfill Site	Construction of the New England Landfill Site	Construction of the New England Landfill Site	Construction of the New England Landfill Site	Completion of the New England Landfill Site	Waste Management Services
B1	2 - BACK TO BASICS DELIVERY	NKPA 2-BASIC DELIVERY	Goal 3: Human and community Development	3.1 Enhance waste management capacity	3.1.2 Improve the cleanliness, repairing, enforcing waste management practices	Enforcement	Enforcement	All 41 Wards	120 x illegal dumping fines issued	N/A	480	Number of illegal dumping fines issued	120 x illegal dumping fines issued by the 30th of June 2023	Number of fines issued	50 x illegal dumping fines issued by the 30th of June 2023	60 x illegal dumping fines issued by the 30th of June 2023	60 x illegal dumping fines issued by the 30th of June 2023	120 x illegal dumping fines issued by the 30th of June 2023	Fine Notice with delivery date and address	Waste Management Services	
B1	2 - BACK TO BASICS DELIVERY	NKPA 2-BASIC DELIVERY	Goal 3: Human and community Development	3.2 Enhanced cleanliness, repairing, enforcing waste management capacity	3.2.1 Improve the cleanliness, repairing, enforcing waste management practices	Enforcement	Enforcement	34	10 islands and 10 main entrances into the CBD monthly as per maintenance schedule	5 islands and 10 main entrances into the CBD monthly as per maintenance schedule by the 30th of June 2023	NIL	Number of islands and main entrances maintained monthly as per maintenance schedule	10 islands and 10 main entrances into the CBD monthly as per maintenance schedule by the 30th of June 2023	Number of islands and main entrances maintained	10 islands and 10 main entrances into the CBD monthly as per maintenance schedule by the 31st of December 2022	10 islands and 10 main entrances into the CBD monthly as per maintenance schedule by the 31st of March 2023	10 islands and 10 main entrances into the CBD monthly as per maintenance schedule by the 31st of March 2023	10 islands and 10 main entrances into the CBD monthly as per maintenance schedule by the 30th of June 2023	Maintenance schedule, grass cutting, graffiti	Sports, Recreation and Facilities	

11/07/2022

[Signature]

Signature: Employee - Municipal Authority 2022/23

INDEX	DIP REFERENCE	CD9 REFERENCE	NATIONAL KEY PERFORMANCE AREA	GOAL	STRATEGIC OBJECTIVE	STRATEGY	PROGRAMME	PROJECT	WARD	MEASURABLE OBJECTIVES	BASELINE	BACKGROUND	INDICATOR	ANNUAL TARGET	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL	PORTFOLIO OF EVIDENCE	RESPONSIBLE DEPARTMENT	
E 01	1 - BUILDING A CAPABLE & RESILIENT MUNICIPALITY	INPAs - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Goal 1: 2.1 Enhance customer experience & public participation	2.1 Enhance customer experience & public participation	2.1 Enhance customer experience & public participation	Community Development	Community Development	Community Development	All	Community Development	Community Development	Community Development	Community Development	Community Development	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Area Based Management
E 02	1 - BUILDING A CAPABLE & RESILIENT MUNICIPALITY	INPAs - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Goal 2: 3.1 Enhance customer experience & public participation	3.1 Enhance customer experience & public participation	3.1 Enhance customer experience & public participation	Community Development	Community Development	Community Development	All	Community Development	Community Development	Community Development	Community Development	Community Development	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Area Based Management
E 03	1 - BUILDING A CAPABLE & RESILIENT MUNICIPALITY	INPAs - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Goal 3: 4.1 Enhance customer experience & public participation	4.1 Enhance customer experience & public participation	4.1 Enhance customer experience & public participation	Community Development	Community Development	Community Development	All	Community Development	Community Development	Community Development	Community Development	Community Development	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Area Based Management
E 04	1 - BUILDING A CAPABLE & RESILIENT MUNICIPALITY	INPAs - GOOD GOVERNANCE & PUBLIC PARTICIPATION	Goal 4: 5.1 Enhance customer experience & public participation	5.1 Enhance customer experience & public participation	5.1 Enhance customer experience & public participation	Community Development	Community Development	Community Development	All	Community Development	Community Development	Community Development	Community Development	Community Development	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Number of ward plans for Municipal	Area Based Management

Signature:  M. J. O'Connell, Director of Services, Wick Municipal Council
 Date: 11/07/2022
 DMC: Wick Municipal Council

MARSHALL AUTHORITY



COMMUNITY SERVICES (A)

INDEX	DP REFERENCE	GOAL	STRATEGIC OBJECTIVE	STRATEGY	PROGRAMME	PROJECT	WARD	MEASURABLE OBJECTIVES	BASELINE	BACKGROUND	INDICATOR	ANNUAL TARGET	LIST OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	ANNUAL	PORTFOLIO OF EVIDENCE	RESPONSIBLE DEPARTMENT
P 02	P 02	Goal 1: Human and community development	3.1 Enhance the resilience of By-law, Public Safety and Security.	3.1 Improve disaster planning, management and mitigation.	Disaster Management Advisory Forums	Disaster Management Advisory Forums	All	Number of quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	N/A	Number of quarterly Disaster Management Advisory Forum meetings held	1 x quarterly Disaster Management Advisory Forum meeting held	N/A	1 x quarterly Disaster Management Advisory Forum meeting held	2 x quarterly Disaster Management Advisory Forum meetings held	3 x quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	Report on Fire and Emergency Services, Disaster Management and Public Safety	Public Safety and Disaster Management
P 02	P 02	Goal 2: Human and community development	3.2 Enhance the resilience of By-law, Public Safety and Security.	3.2 Improve disaster planning, management and mitigation.	Disaster Management Advisory Forums	Disaster Management Advisory Forums	All	Number of quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	N/A	Number of quarterly Disaster Management Advisory Forum meetings held	1 x quarterly Disaster Management Advisory Forum meeting held	N/A	1 x quarterly Disaster Management Advisory Forum meeting held	2 x quarterly Disaster Management Advisory Forum meetings held	3 x quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	Report on Fire and Emergency Services, Disaster Management and Public Safety	Public Safety and Disaster Management
P 02	P 02	Goal 2: Human and community development	3.3 Enhance the resilience of By-law, Public Safety and Security.	3.3 Improve disaster planning, management and mitigation.	Disaster Management Advisory Forums	Disaster Management Advisory Forums	All	Number of quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	N/A	Number of quarterly Disaster Management Advisory Forum meetings held	1 x quarterly Disaster Management Advisory Forum meeting held	N/A	1 x quarterly Disaster Management Advisory Forum meeting held	2 x quarterly Disaster Management Advisory Forum meetings held	3 x quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	Report on Fire and Emergency Services, Disaster Management and Public Safety	Public Safety and Disaster Management
P 02	P 02	Goal 3: Human and community development	3.1 Enhance the resilience of By-law, Public Safety and Security.	3.1 Improve disaster planning, management and mitigation.	Disaster Management Advisory Forums	Disaster Management Advisory Forums	All	Number of quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	N/A	Number of quarterly Disaster Management Advisory Forum meetings held	1 x quarterly Disaster Management Advisory Forum meeting held	N/A	1 x quarterly Disaster Management Advisory Forum meeting held	2 x quarterly Disaster Management Advisory Forum meetings held	3 x quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	Report on Fire and Emergency Services, Disaster Management and Public Safety	Public Safety and Disaster Management
P 02	P 02	Goal 3: Human and community development	3.2 Enhance the resilience of By-law, Public Safety and Security.	3.2 Improve disaster planning, management and mitigation.	Disaster Management Advisory Forums	Disaster Management Advisory Forums	All	Number of quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	N/A	Number of quarterly Disaster Management Advisory Forum meetings held	1 x quarterly Disaster Management Advisory Forum meeting held	N/A	1 x quarterly Disaster Management Advisory Forum meeting held	2 x quarterly Disaster Management Advisory Forum meetings held	3 x quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	Report on Fire and Emergency Services, Disaster Management and Public Safety	Public Safety and Disaster Management
P 02	P 02	Goal 3: Human and community development	3.3 Enhance the resilience of By-law, Public Safety and Security.	3.3 Improve disaster planning, management and mitigation.	Disaster Management Advisory Forums	Disaster Management Advisory Forums	All	Number of quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	N/A	Number of quarterly Disaster Management Advisory Forum meetings held	1 x quarterly Disaster Management Advisory Forum meeting held	N/A	1 x quarterly Disaster Management Advisory Forum meeting held	2 x quarterly Disaster Management Advisory Forum meetings held	3 x quarterly Disaster Management Advisory Forum meetings held	4 x quarterly Disaster Management Advisory Forum meetings held	Report on Fire and Emergency Services, Disaster Management and Public Safety	Public Safety and Disaster Management



Signature: *[Handwritten Signature]* 26/07/22

Date: 11/07/2022

INDEX	IDP REFERENCE	CDS REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE /STATUS QUO	ANNUAL TARGET / OUTPUT	UNIT OF MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Planning and Submission	SDBIP & OP	N/A	Submission towards the Development of the Municipal SDBIP 23/24 FY as per stipulated timeframes by the OC, P & KM unit completed by the 15th of June 2023	Date Submission towards the Development of the Municipal SDBIP 23/24 FY as per stipulated timeframes by the OC, P & KM unit completed	N/A	N/A	N/A	Submission towards the Development of the Municipal SDBIP 23/24 FY as per stipulated timeframes by the OC, P & KM unit completed by the 15th of June 2023
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Planning and Submission	Annual Performance Report 21/22 FY	N/A	Submission towards the Development of the Municipal Annual Performance Report 21/22 FY as per stipulated timeframes by the OC, P & KM unit completed by the 31st of July 2022	Date Submission towards the Development of the Municipal Annual Performance Report 21/22 FY as per stipulated timeframes by the OC, P & KM unit completed	Submission towards the Development of the Municipal Annual Performance Report 21/22 FY as per stipulated timeframes by the OC, P & KM unit completed by the 31st of July 2022	N/A	N/A	N/A
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Planning and Submission	Annual Report 21/22 FY	N/A	Submission towards the Development of the Municipal Annual Report 21/22 FY as per stipulated timeframes by the OC, P & KM unit completed by the 15th of January 2023	Submission towards the Development of the Municipal Annual Report 21/22 FY as per stipulated timeframes by the OC, P & KM unit completed	N/A	N/A	Submission towards the Development of the Municipal Annual Report 21/22 FY as per stipulated timeframes by the OC, P & KM unit completed by the 15th of January 2023	N/A
A	A2	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Planning and Agreements	Signed Performance Agreement 21/22 FY	Signed Performance Agreement 21/22 in place	Submission of a signed performance agreement for the 22/23 FY as per stipulated timeframes by the OC, P & KM unit completed by the 10th of August 2022	Date Submission of a signed performance agreement for the 22/23 FY as per stipulated timeframes by the OC, P & KM unit completed	Submission of a signed performance agreement for the 22/23 FY as per stipulated timeframes by the OC, P & KM unit completed by the 10th of August 2022	N/A	N/A	N/A
A	A2	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Planning and Agreements	Signed Revised Performance Agreement 22/23 FY	Signed Mid-year Revised Performance Agreement 21/22 FY	Submission of a signed mid-year revised performance agreement for the 22/23 FY as per stipulated timeframes by the OC, P & KM unit completed by the 28th of February 2023	Date Submission of a signed mid-year revised performance agreement for the 22/23 FY as per stipulated timeframes by the OC, P & KM unit completed	N/A	N/A	Submission of a signed mid-year revised performance agreement for the 22/23 FY as per stipulated timeframes by the OC, P & KM unit completed by the 28th of February 2023	Submission of a signed mid-year revised performance agreement for the 22/23 FY as per stipulated timeframes by the OC, P & KM unit completed by the 28th of February 2023

Signatures: Employee:  Date: 11/07/2022
Supervisor:  Date: 11/07/2022
Mkhondo Municipality 2021/2022

Code	Activity / Objective	Reporting	Frequency	Start Date	End Date	Key Deliverables / Milestones	Frequency	Start Date	End Date	Key Deliverables / Milestones	Frequency	Start Date	End Date	Key Deliverables / Milestones
E1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	Monitoring and Reporting	N/A	30th of June 2023	30th of June 2023	Monthly Sectional Meetings (Branch, Staff & Manco) as per City Managers Minutes dated 24th of June 2023	3 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 30th of September 2022	6 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 31st of December 2022	9 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 31st of March 2023	12 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 30th of June 2023				
A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	Monitoring and Reporting	N/A	30th of June 2023	30th of June 2023	POE submission for Monthly Sectional Meetings (Branch, Staff & Manco) as per City Managers Minute dated 24th of June 2023	3 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 30th of September 2022	6 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 31st of December 2022	9 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 31st of March 2023	12 x Monthly Sectional Meetings (Branch, Staff & Manco) conducted by the 30th of June 2023				
F1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	Monitoring and Reporting	Monthly & Quarterly	30th of June 2023	30th of June 2023	SDBIP / Operational Plan 22/23 FY Monthly submissions	2 x SDBIP / Operational Plan 22/23 FY monthly reports prepared and submitted to the OC, P & KM unit as per stipulated timeframes for onward transmission to Council Committees by the 30th of September 2022	4 x SDBIP / Operational Plan 22/23 FY monthly reports prepared and submitted to the OC, P & KM unit as per stipulated timeframes for onward transmission to Council Committees by the 31st of December 2022	6 x SDBIP / Operational Plan 22/23 FY monthly reports prepared and submitted to the OC, P & KM unit as per stipulated timeframes for onward transmission to Council Committees by the 31st of March 2023	8 x SDBIP / Operational Plan 22/23 FY monthly reports prepared and submitted to the OC, P & KM unit as per stipulated timeframes for onward transmission to Council Committees by the 30th of June 2023				
B1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	Monitoring and Reporting	N/A	30th of June 2023	30th of June 2023	Back to Basics (B2B) quarterly submissions - KZN COGTA	1 x Quarterly B2B submissions prepared and submitted as per stipulated timeframes to the OC, P & KM unit for onward transmission to KZN COGTA by the 30th of September 2022	2 x Quarterly B2B submissions prepared and submitted as per stipulated timeframes to the OC, P & KM unit for onward transmission to KZN COGTA by the 31st of December 2022	3 x Quarterly B2B submissions prepared and submitted as per stipulated timeframes to the OC, P & KM unit for onward transmission to KZN COGTA by the 31st of March 2023	4 x Quarterly B2B submissions prepared and submitted as per stipulated timeframes to the OC, P & KM unit for onward transmission to KZN COGTA by the 30th of June 2023				
A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	Individual Performance	NIL	30th of June 2023	30th of June 2023	Cascading of Performance	Q4 / Annual 21/22 FY	Q1 22/23 FY report	Q2 22/23 FY report	Q3 22/23 FY report				
A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	Assessments	NIL	30th of June 2023	30th of June 2023	Performance Assessments	Quarterly Performance Assessments conducted as per the approved PMS Framework 22/23 FY by the 30th of September 2022	Quarterly Performance Assessments conducted as per the approved PMS Framework 22/23 FY by the 31st of December 2022	Quarterly Performance Assessments conducted as per the approved PMS Framework 22/23 FY by the 31st of March 2023	Quarterly Performance Assessments conducted as per the approved PMS Framework 22/23 FY by the 30th of June 2023				

Signatures: Employee:  Date: 11/01/2022
 Supervisor:  Date: 11/01/2022
 M. Induzi
 Municipal Manager
 Municipality of Msunduzi

NAME: MR MDOHNGENI MATHE WORKPLAN 5: PERFORMANCE MANAGEMENT WORKPLAN		DESIGNATION: GENERAL MANAGER, COMMUNITY SERVICES (A) WEIGHT (N): 10%	
D	4 - FINANCIAL SUSTAINABILITY	4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	NKPA 4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT
D2		Expenditure of business units/sub units sectional budget	100% Expenditure of business units/sub units sectional budget (Budget vs Actual) by the 30th of June 2023
A	A2	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	100% Expenditure of business units/sub units sectional budget (Budget vs Actual) by the 31st of March 2023
A	A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	100% Expenditure of business units/sub units sectional budget (Budget vs Actual) by the 31st of December 2022
D	D1	7 - CREATING A LEARNING CITY AND CITY OF LEARNING	100% Expenditure of business units/sub units sectional budget (Budget vs Actual) by the 30th of September 2022
E	E1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	100% Expenditure of business units/sub units sectional budget (Budget vs Actual) by the 31st of March 2023
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	100% Expenditure of business units/sub units sectional budget (Budget vs Actual) by the 31st of March 2023

Signature:  Date: 11/07/2022
 Signature:  Date: 11/07/2022
 Signature:  Date: 11/07/2022
 Signature:  Date: 11/07/2022

	Monitoring and Reporting	Implementation of the Financial Recovery Plan	Monthly	100% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 30th of June 2023	% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control	100% % Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 31st of December 2022	100% % Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 31st of March 2023	100% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 30th of June 2023
D	D1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	100% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 30th of June 2023	100% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control	100% % Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 30th of September 2022	100% % Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 31st of December 2022	100% % Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 31st of March 2023	100% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 30th of June 2023
E	E1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	100% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 30th of June 2023	100% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control	100% % Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 30th of September 2022	100% % Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 31st of December 2022	100% % Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 31st of March 2023	100% Implementation of the Financial recovery plan as per Council Approved Financial Recovery plan for the respective units within your control by the 30th of June 2023
A	A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to Internal Audit for Audit purposes by the 10th of August 2022	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to Internal Audit for Audit purposes	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to Internal Audit for Audit purposes by the 10th of August 2022	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests
A	A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests	100% Submission of the Portfolio of Evidence for the Business units specific information reported on in the Annual Performance Report 21/22 FY to the Auditor General for Audit purposes as per stipulated timeframes and requests

Signatures: Employee:  Date: 11/07/2022
 Supervisor:  Date:
 Msunduzi Municipality 2021/2022