

INDIVIDUAL ANNUAL PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

MSUNDUZI MUNICIPALITY

Herein represented by:

Mr Sizwe Hadebe (Full Name)

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

AND

Mr. Radhakrishnan Gounden (Full Name)

As the GM: Sustainable Development and City Entities Acting (Jobholder)

PERIOD OF AGREEMENT: 1 July 2018 to 30 June 2019

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

Signatures: Employee: ...

.... Date: 10 / 10 / 2018

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Supervisor:

.....Date: 10 / 10 / 2018

Page 1 of 24



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 2018 to 30 June 2019
- 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

1702310

Management level

Level 2

Component

Sustainable Development and City Entities

Unit

Sustainable Development and City Entities

Location

Head Office – Gallwey

Occupational classification

Senior Management (Section 56)

Designation

City Entities

(A) General Manager: Sustainable Development and

Signatures: Employee: .

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4. JOB PURPOSE

The purpose of the GM: Sustainable Development and City Entities' job should be in line with the Municipality's priorities as identified in the <u>2018 - 2019 Service Delivery Budget and Implementation Plan</u>. The purpose of the GM: Sustainable Development and City Entities is to assist the City Manager Acting in implementing the Municipality's Strategic Objectives by ensuring efficient provisioning and management of Municipal Sustainable Development and City Entities, through the implementation of <u>policies</u>, <u>strategies</u>, <u>projects and processes</u> that advance the realisation of goals and objectives of the Msunduzi Municipality.

Overall accountability of the jobholder:

The jobholder is the GM: Sustainable Development and City Entities and has the responsibility for Municipal Sustainable Development and City Entities. The incumbent will provide continuous <u>Management</u> and other relevant information to the City Manager Acting 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:
- ⇒ Sustainable Development and City Entities and Growth: (SMME, Informal trade, Business attraction, retention, investment and Municipal Enterprises) Development Management Compliance and Forward Planning. Real Estate and Housing. Environmental Management and Land Survey
- ⇒ Provide strategic support to the Municipal Manager
- ⇒ Executing statutory obligations and delegated powers
- ⇒ Effective management of Municipal Enterprises, Tourism, Satellite Markets
- ⇒ Diligent and proper execution of council resolutions
- ⇒ Fulfilling the role of Administrative Head for Development Services
- ⇒ Promoting customer satisfaction in accordance with Batho Pele Principles
- ⇒ Promoting and facilitating appropriate land development

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.

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Page 3 of 24

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⇒ Discuss and thereafter document for the record and future use any revision of targets as necessary as well as progress made towards the achievement of performance plan measures.

In turn the supervisor shall:

- ⇒ Meet to provide feedback on performance and to identify areas for development at least four times a year.
- Create an enabling environment to facilitate effective performance by the Jobholder.
- ⇒ Facilitate access to skills development and capacity building opportunities.
- ⇒ Work collaboratively to solve problems and generate solutions to common problems within the municipality that may be impacting on the performance of the Jobholder.

7. PERFORMANCE ASSESSMENT/APPRAISAL FRAMEWORK

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

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

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

Kε	y Performance Areas (KPAs)	Weight
1.	WORKPLAN 1: LOCAL SUSTAINABLE DEVELOPMENT AND CITY ENTITIES	25%
2.	WORKPLAN 2: TOWN PLANNING & ENVIRONMENTAL MANAGEMENT	25%
3.	WORKPLAN 3: INFRASTRUCTURE PLANNING & SURVEY & HUMAN SETTLEMENTS	40%
4.	WORKPLAN 4: REGULATED PERFORMANCE INDICATORS & FINANCIAL RECOVERY	10%
TC	DTAL	100%

NOTE: WEIGHTING OF KPAs MUST TOTAL 100%

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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 hereunder. At least <u>five (5)</u> 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	10%
6	Governance Leadership	10%
7	Moral Competence	10%
8	Planning & Organising	10%
9	Analysis & Innovation	5%
10	Knowledge & Information Management	5%
11	Communication	5%
12	Results & Quality Focus	5%
	,	
	Total	100%

* Compulsory

NOTE: WEIGHTING OF CMCs MUST TOTAL 100%

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

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...... Date: 10 / 10 / 2018

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upervisor: ______Date: 10 / 10 / 2018

Page 5 of 24

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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 = FULL Y 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 2016/2017	AUGUST/SEPTEMBER 2017
QUARTER 1 – 2017/2018 FINANCIAL YEAR (ORAL)	NOVEMBER/DECEMBER 2017
QUARTER 2 – 2017/2018 FINANCIAL YEAR	FEBRUARY 2018
QUARTER 3 – 2017/2018 FINANCIAL YEAR (ORAL)	APRIL/MAY 2018

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.

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Page 6 of 24

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12. DISPUTE RESOLUTIONS

- ⇒ Any dispute about the interpretation and application of this agreement shall be mediated by: City Manager: 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 2018/19 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:

Signature: Date: 07/07/2018

AND

Name of Supervisor: Date: 07/07/2018

Signatures: Employee: Date: 10 / 10 / 2018

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Supervisor: _____Date: 10 / 10 / 2018

Page 7 of 24

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ANNEXURE A

MSUNDUZI MUNICIPALITY

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

SCHEDULE 2



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..... Date: 10 / 10 / 2018

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Page 8 of 24



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

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Page 9 of 24



- (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

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Page 10 of 24



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 subitem (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.

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Page 11 of 24



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.

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Page 12 of 24

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ANNEXURE B

MSUNDUZI MUNICIPALITY

FINANCIAL DISCLOSURE FORM



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..........Date: 10 / 10 / 2018

Page 13 of 24

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FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials)	<u> </u>	Cica	incle	<u> </u>
Cumbernuted 32	35			(Postal address) and
Bescombe Read 1	>NB			(Residential addres
employed as M GM SD & CE	at th	ne	لحزن	1001 i
Municipality hereby certify that the following in	nformation i	s complet	e and	correct to the best of
my knowledge:				
1. Shares and other financial interests (Not See information sheet: Note (1)	t bank acco	unts with	financi	al institutions)
Number of shares / extent of financial interest	Nature	Nominal	value	Name of Company or entity
100%			······································	
My wife operates as Their	ulassa ome Y	e bis	ines us	S.
2. Directorships and Partnerships See information sheet: Note (2)			*	
Name of Corporate entity, partnership or firm	Type of b	usiness	Amol	int of Remuneration or Income
		** ** * **** *** **********************	·····, , ,	
3. Remunerated work outside the Municipal See information sheet: Note (3)	a lity (As sar	nctioned by	/ Counc	ii)
Name of Employer	Type of w	ork	Amou	int of Remuneration or Income
		······································		
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Page 14 of 24



Signature of Munici	pal Manager:				
	pai mai iagei				
Date: 07 / 07 / 2018	i				i
4. Consultancies a	and retainerships				
See information sheet	t: Note (4)				,
Name of client	Nature	Type of business a	ctivity	Value of bene	efits
5. Sponsorships					
See information sheet	· Note (E)				
Source of sponsorsh		on of sponsorship	Valu	e of sponsorsl	qir
-		-			-
	4.				
6. Gifts and hospit	ality from a source othe	r than a family mem	ber		
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of

SIGNATURE OF EMPLOYEE:	Manager -
DATE: 07 / 07 / 2018	
PLACE: Piener maritable	i i
OATH/AFFIRMATION	+
 I certify that before administering the oath/affirmation I a questions and wrote down her/his answers in his/her present (i) Do you know and understand the contents of the declar Answer (ii) Do you have any objection to taking the prescribed oat Answer (iii) Do you consider the prescribed oath or affirmation to be Answer (iii) Do you consider the prescribed oath or affirmation to be Answer (iiii) Do you consider the prescribed oath or affirmation to be Answer (iiii) 	ce: aration? th or affirmation?
2. I certify that the deponent has acknowledged that she/he this declaration. The deponent utters the following word declaration are true, so help me God." / "I truly affirm that true". The signature/mark of the deponent is affixed to the declaration.	ds: "I swear that the contents of this the contents of the declaration are
Commissioner of Oath /Justice of the Peace	E MASSELV - A CARSE IS A A SEE 4, 16: Peps, TA Casesdae Descent Montroes, Pietermanishung Commissioner of Osias Pradising Money Republic of South Arica
Authoritation and surfacile. School Series Series	(Block letters)
	Ex Officio Republic of South Africa scocks Crescent , Montrosc
DATE:	JJ 53
Signatures: Employee: Augustian Date: 10 / 10 / 2018 Supervisor: ©Copyright.2018 Msunduzi Municipality.	Date: 10 / 10 / 2018 Page 16 of 24



Signatures: Employee:

Date: 10 / 10 / 2018

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Supervisor

Date: 10 / 10 / 2018

Page 17 of 24

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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.

<u>NOTE 3</u>: 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

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......Date: 10 / 10 / 2018

Page 18 of 24

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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.

Signatures: Employee: 10 / 10 / 2018

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Page 19 of 24

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ANNEXURE C

PERSONAL DEVELOPMENT PLAN

ENTERED INTO BY AND BETWEEN:

MSUNDUZI MUNICIPALITY

Herein represented by:

Mr Sizwe Hadebe (Full Name)

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

AND

Mr. Radhakrishnan Gounden (Full Name)

As the GM: Sustainable Development and City Entities (Jobholder)

PERIOD OF DEVELOPMENT: 1 July 2018 to 30 June 2019

Following completion of this form, it must be forwarded to the Section:

Human Resource Development.

Signatures: Employee:

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Supervisor: ..

/Date: 10 / 10 / 2018

Page 20 of 24



MUNICIPALITY:	MSUNDUZI MUNICIPALITY
NAME:	RAYMOND NGCOBO
JOB TITLE:	GENERAL MANAGER: SUSTAINABLE DEVELOPMENT AND CITY ENTITIES
SUPERVISOR	CITY MANAGER
UNIT	SUSTAINABLE DEVELOPMENT AND CITY ENTITIES
COMPONENT:	SUSTAINABLE DEVELOPMENT AND CITY ENTITIES

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

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Supervisor:

......Date: 10 / 10 / 2018

Page 21 of 24

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future progression	
future progression	
future progression	
	•
ASSESSMENT	
Months)	
Supervisor/Manager	
	ASSESSMENT Months) Supervisor/Manager

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AGREED U	PON:
Signature:	
Supervisor:	44.1
Date:	: 07/07/2018
Signature:	An Tank
Incumbent:	
Date:	: 07 / 07 / 2018
Date of next	review:

Supervisor:

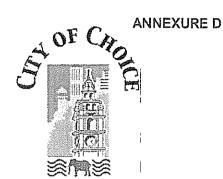
......Date: 10 / 10 / 2018

Page 23 of 24

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MSUNDUZI MUNICIPALITY PERFORMANCE WORKPLAN



PIETERMARITZBURG MSUNDUZI

EMPLOYEE NUMBER:

SURNAME & INITIALS:

DESIGNATION:

COMPONENT:

1702310

GOUNDEN R. M.

(A) GENERAL MANAGER

SUSTAINABLE DEVELOPMENT AND CITY

ENTITIES

UNIT:

SUSTAINABLE DEVELOPMENT AND CITY

ENTITIES LEVEL 2

MANAGEMENT LEVEL:

OCCUPATIONAL CLASSIFICATION: SENIOR MANAGEMENT (SECTION 56)

LOCATION:

HEAD OFFICE - GALLWEY

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 GONTENTS OF THIS PERFORMANCE WORKPLAN)

EMPLOYEE:

DATE:

: 07 / 07 / 2018

SUPERVISOR:

DATE:

: 07 / 07 / 2018

Signatures: Employee: Date: 10 / 10 / 2018

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Supervisor:

........Date: 10 / 10 / 2018

Page 24 of 24

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and the same and t			kaveraces	Heighnouttood Develepment Partnerstip Grant (HBPG)	Helgisteutiond Devolopment Perturiship Great (ttipEc)	Helphboultood Devolopment Partnesstip Grant (HDPG)	Cafeguarding live environment for the optimal health of the Community
			Trupodripyla Harottan Asia	RHPA 3 - LOGAL EGNIDRIG DEVELOFIRENT	irra j - logal egororic Developretit	Hifpa 3 - Local, Ecollobie Developarit	HWA 6 - CROSS CUTTHO
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Date 10/10/7012______ Tepretries

CARAIIA	Nin		7 x Maundus Art Exhibitions held by the 30th of June 2019	100% Participation by Mynduzi Toutism as Per approved Mamutad Events Calendar by the 30th of June 2019	ни	NIA	168 GCTV Cameras to be monitored 24 hours in all areas with GCTV coverage by the 30th of June 2010	100% Porestty Misuidual Mangeneed as por approved Forestry Business Phan by the 30th of June 2019
Oceanites	12 x istaliation of coldroom fans at the Maunduzi Narket completed by the 31st of January 2019		S x Wswatter Art Exhibitions hold by the 3fst of Marel 2019	NIN.	2 x trahing workshops facilitated for IVA existing fourism businesses by 34st fiarch 2019	туу	169 CGTV Cimeras to be meditored 24 Nours In Almaras will CGTV Governge by the 34st Minch 2019	100% Management of pluntation 100% Foresty Maunduz! Mangement as yor approved Foresty Business Plan by the 11st March 2019
Questing	a tetalation of cooleron fans of the Essantial Market completed by the 31st of December 2018	2.5 km foneing installed or tine PMB Airport by the 3 sot of December 2018	3 x Msimilus) Ait Exhibitions field by the 31st of December 2016	lina.	n'a	. —	169 CCTV Comeras to be montered 24 hours in all atens wills GTV coverage by the 31st December 2018	100% Management of plantation:100% Foresty Maunital Mangement is per approved Foresty Business Plan by 31st December 2018
Qualitia	Appointment of Contractor for Installation of 12 x tans in the Market coldroom by the 30th of September 2010	0.5 fm (encing lustabled at the FMB 2.5 fm foreing installed at tim Alryout by the 30th of September PMB Aliport by the 31st of 2018 December 2018	HIA	's Participation by Meundust 160% Participation by Assumins Tourism as Fer approved Meundust Events Cabendar by the 36th of September 2018	1 x training worfstlops facilitated for oxisting fourism husinesses by the Joth of September 2010	un.	159 CCTV Canteras to be monitored 24 hours in all areas with CCTV coverage by the 30th September 2018	100% Forestly Risundus Mangement 100% Management of na per approved Forestly Business planishation 100% Forest Finn by 30th September 2016 Approved Forestly Business Approved Forestly Business Plan by 31st December 100
become Decombinate	number of fans istalled	aumber of lan of feacing installed	Number of exhibitions held	's Participation by Meunduzi Touriam	Nautar of training 1 X Training workshops I workshops for the state of training fourten brainesses 70th of September 2018	Mumbor of tentlau sector meetings hosted	T	% of the Flantation Renaged
בתנותו העישד ניצוליני (12 x istalinfor of coldroom fans of the flaundual flariet completed by the 31st of January 2019	2.5 lim feveling installed at the FIAB Altroit by the 19th of Juno 2019	7 Msunder! Art Extitutions heli by the Joth of Suec 2019	100% Fraticipation by Maundust Tourism as Per approved Maundust Events Catendar by the 30th June 2019	2 x training workshops for toulism businesses (acillinted by 3.1 March 2019 (for who)	2 x Quarterly Msunduzl tourism sector meetings by the 31st flay 2018	169 x CCTV Cameras to be luminer of CCTV Cameras monitored 24 hours in all mentiored 24 hours in all and areas with CCTV coverage the 20th of June 2018	100% Foresty Msunduzi Mangement as per approved Foresty Business Plan by the 20th of June 2018
OND FUNE / Bellin	Vn1	Ионе	G Art Exhibitions	Participated in seven events	One workshop hold in 2017-2018	Three sector events lield		NA
DH9M	Cold Room Fans	Alrpart Fouco	Art Exhibitions: Tatban: Art Gallery	Marketing the city	2 x training workshops for tourism businesses facilitated by 34 flacts 2019 (for who)	Tourism Forms	24 Hour cilaire watchi (49 CGTV Cameras through CGTV Installed Cameras In areas with CGTV coverage	100% Forestly Management
BIOLY PEOPLE	РМВ ВАПКЕТ	Aliport Fence	Community Outreach Programme	TOURISM	Tourish Rentorship Programme	Tourism Sector Programane	Ctinse, Bylaw. Sub Station and Aliport Monitoring through CCTV Connera	Forestry Managoment
TP paroner TRUMPSETS (2014	NKPA 3 - LOGAL ECONOMIC BEVELOFMENT	икра 3 - госае Есономіс Веуегоривнт	HKPA 3 - LOCAL ECONOMIC DEVELOPMENT	HKFA 3 - LOCAL ECONOMIC DEVELOPMENT	ИКРА 3 - LOGAL ЕСОНОМІС ВЕУЕLОРМЕНТ	NKPA 3 - LOCAL ECONORIC DEVELOPMENT	ukpa 6 - cross cutting	NKPA 3 - LOGAL, ECONOMIC DEVELOPIAENT
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	ANHOMINA	Sings & tonding expolication for Elizabe in IIIDF completed med submitted to the Bolls by the 20th of June 2019		60%, of these tondy for development by the 30th of June 2015	Approved Town Franking Application by 30 June 2013		Approved Spating Functing and Issue II Hangement Application (Plancing phase II		155 Stew lenting infit celluichd to wall fine level by the 30th of June 2019	(1905, at Council ration flock, valid of to larve servoymery by the courset transits by the JOH of June 2019	100% of all verified tendinis to have signed tenses by the 20th of June 2019	(1875, of defaulting framit's to be hunded ever to Attenuys to Implement Lagal processes by the Jath of June 2018
		Singe I fending applic ITDF completed and si the Jobi of Jone 2019	¥W.		Argroved Town	HIA	Aprioved Spati Management A	NA THE	d EES Ritery leurs printe level by B	1	100% of all vect	100% of defacting ten to Afternays to Implem the 3dth of June 2018
**************************************	Gevanta	frepaie Secto Economia Assessment and Traffic Impact Assessment by 24st Anch 20to	V(I)	20% work undertaken and 20% work undertaken and 20th of April 2019	Submission of the SPLVMA Application to the Attackpally by 31st March 2019	IOA	Sukedsalen of the SPLUIA Sukedsalen for the Amichelity by 31st Amich 2019	28 K new footship calls completed by 28 February 2018	155 K Revi Josephy unit cennockej 155 X New Jeoring wits centuciód is vali Van plate level by the 21st of Alve level by the 2011 of Jeoring 2015 Hosch 2019	160 % of Council totals track wellful to favo eccupancy by the correct forwarts by the 31st of flaces 20 in	190% of all verified femants is lawe eigned leases by the 31st of flanch 2010	160% of defaulting tennets to be bonded over te Altomoys to Implement to gal preessess by the 21st of fixect; 2019
	Quanti R. 3	Trevire Zingineefing Services Tepera mid Teven Planning Legant by 31st December 2010	Flas I lessing Sector Plan utbinilled to Full Gounel for appreval by the 31st Kinch 2018	Commencement of Detailed Timins by the 31st of December 2018	Pressentities of the Canerphink Layout to Krandud Land Use Management by 21 December 2018.	Censtucelish of engineering services to n value of its god god by the 31st of December 2018	Presentation of the Conceptual Lypent to Assudest Lond Use kinningernest by 33 Gecember 2018.	H.M.	lin.	1895, of Compitential stack veiled to have recopancy by the servest tennits by the 31st of December 2016	180% of all wellind terrorte to have righted teases by the 31st of December 2010	1607, of defaulting transit to be landed over 1605% of defaulting transits to be to Alamoys to Alamoys to Alamoys to Implement to Alamoys to Implement to place to Alamoys to Implement to Alamoys to Implement Imp
	Guante	Submit ElA report to DED FEA for consideration and approvat by Jölli Septemeter 2018	Ting Status (the part automuted to SIMC for expressed by the Odds of Beptember 2016	Appaintment of Service Provider by the 30th of September 2018.	Preparation and dratting of the tire Form Flausing Layut by September 2019.	ERA	Preparation and drafting of the tire Town Praining Layut by September 2019.	All	lira	1955, st Connellental tack valled to lave accomment by the cerrent temorts by the Julio Captember 2018	180% of all veiling tenants to have signed lenses by the 30th of September 20 fb	(100% of defaulting brants to be bandes over to Attorings to Implementingal processes by the Julio of September 2016
1300	tactria.	Drie Stage 1 funding spplication for Ethemkeni IRDF cologisted and submilled to file Dolly	Approved Human Settlements Sector Plan Felley Dominent	'y, of sitter centy for development,	Appreved Town Planning Application	100% Censimelian of ef infractuatine Daivless in the Operation Sutuma Soldie Pitase Hansing Project congletes	Approved Spatial Planning and Isus Vee Management Application (finaning planse 2)	Humber of new leaving pully contracted	Rumber of now bouring units contracted	% of Council south Lisek worlfied to laws occupancy by the correct tenants	% of AS verified fennats to they esigned leases	"a of definiting tennels to be kended over to Atlensys to implement tegni jencovses
\max	THE PART	Stage of funding syptication for Ethornbern IADP comploted and submitted to the CollS by Str 20th of June 2019	Approved Herman Golllements See lat Plan by 31 December 2018	60% of alles ready for development. W. of after ready for development. The JOIN of Jame 2019	Application by 30 June 20°A.	100 % Construction of of Infrastructure Services in the Operation Services Sakle Pinsso Housing Project completed	Appreved Spattal Clanoing and Land Use Banegement Application.	20 % new housing wills contracted by the 2013 of February 2010	18\$ x new hensing walls residuotied nt wall plate level by June 2019	100% of Council reviel theels without to law receptory by the cerrest termin by the Jobb of Amo	100% of all verified tenants to bave Algued fenses by the Joth June 2015	190% or defaulting beamts to be monest over to Attorneys to implementaged processes by the 20th of June 2048
tutar	ono rs/liansva	Prefensibility studies were underlaken aud coupieled	Inception Report in Pince	idestiffact effect for for Homon Sofflemouts purposes.	Environmentat Authordanien (ROD) in Place	Brost Layant in Place	General Plan In place	109 Units	0 Units	2015 Audit		
1	Dross	Attentiert integreted for excelential for excelential bevolument with fregretene (titkeet licusing er Typologies).	Haman Settlements Setter	Service Sites Fregrand	Signal Hill Heasing Project	Construction of of Infrastructure Services in the Operation Sulumna Salite Phase Housing Project	Jin Jee Camminity Residential Unit Rieman Settlement project	Presidential OSB Plane 4	Operation Sukuma Sakke d Phase 2	Voiliteirlen et Occupancy 3 of Council Flats	Prepare the V. Landes for All B	Implementation of Guttlon (Outers for defaulting Versions
ra	wwszw	Ethenhani integrated Kasideniini Developmant Pregremme įtilnesi Ileusing Typetogiesi,	Preparation and harlogingof the Homan Gottlements Gector (Policy Document)	Underzaking of derailed sludes for lluman 30 Memonis sless	Undertabling of detailed planning studies.	Construction of of Infrastructure Sorders	Jika Jee Commulty Residential Unit (CRU) Hunan Sattlement Preject, Phyning	Construction of Top Structures	Construction of Top Structures	Nivitespat Penind Stack	Stock	Annicipal Rental Slock
Dyn Ah'	viev mischil i hvalet	intra 2 - basic service delivery	rikiv z - rasic service Delivery	ricpa 2 - rasic service Delivery	hiter 2 - basic service delivery	ikpa 2 - basic service Delivery	HKINA 2 - JASIG SERVICE DELIVERY	HILA 2 - RASIC SERVICE DELIVERY	HKPAZ-BASIG SERVICE DELIVERY	HIRA 2 - BASIG SETUIGE DELIVERY	DELIVERY PELIVERY	intra 2 - Bacio Service Delivery
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(Number) GHARLAR 28 x new touring units Number of new contracted by the 28th of constructed, February 2019 SPACE CHA M. ENDONE, MULHANNI EVELVIANE A. CHECKETTE CONTROLL 2429 new houses constructed in 2016/2017 No. of new houses Improved access to banic services MKPA 2 - BASIC SERVICE DELIVERY 2 - BACK TO BASICS rsora

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