



INDIVIDUAL ANNUAL PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

MSUNDUZI MUNICIPALITY

Herein represented by:

Mr Sizwe Hadebe (Full Name)

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


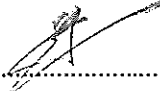
AND

Mr. Eweon Sabatha Noringanga (Full Name)

As the *GM: Infrastructure Services (Jobholder)*

PERIOD OF AGREEMENT: 1 July 2016 to 30 June 2017

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

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016

* NO ASSESSMENT TO TAKE PLACE SUBJECT TO ALLOCATION BEING COMPLETED AND THE REVIEW OF THE APPROVED SDBIP AND OP 16/17 AND PERFORMANCE AGREEMENT 16/17.



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 2016 to 30 June 2017**
- 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 : 700840

Management level : Level 2


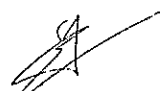
Component : Infrastructure Services

Unit : Infrastructure Services

Location : Head Office – City Hall

Occupational classification : Senior Management (Section 56)

Designation : City Manager: Infrastructure Services

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



4. JOB PURPOSE

The purpose of the GM: Infrastructure Services' job should be in line with the Municipality's priorities as identified in the 2016 – 2017 Service Delivery Budget and Implementation Plan. The purpose of the GM: Infrastructure Services is to assist the City Manager in implementing the Municipality's Strategic Objectives by ensuring efficient provisioning and management of Municipal Infrastructure Services, through the implementation of policies, strategies, projects and processes that advance the realisation of goals and objectives of the Msunduzi Municipality.

Overall accountability of the jobholder:

The jobholder is the GM: Infrastructure Services and has the responsibility for Municipal Infrastructure 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


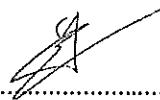
The key functions of the jobholder are to:

- ⇒ *Municipal Infrastructure Planning*
- ⇒ *Municipal Fleet*
- ⇒ *Project Management*
- ⇒ *Electricity Distribution*
- ⇒ *Water and Sanitation*
- ⇒ *Roads and Storm-water*

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.

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



In turn the supervisor shall:

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

7. PERFORMANCE ASSESSMENT/APPRaisal FRAMEWORK


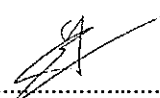
Performance will be assessed according to the information contained in the Workplan.

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

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

Key Performance Areas (KPA)s	Weight
1. WORKPLAN 1: WATER & SANITATION & ROADS & STORMWATER	20%
2. WORKPLAN 2: ROADS & TRANSPORTATION	20%
3. WORKPLAN 3: ELECTRICITY	15%
4. WORKPLAN 4: LANDFILL SITE	15%
5. WORKPLAN 5: FLEET MANAGEMENT	10%
6. WORKPLAN 6: REGULATED PERFORMANCE INDICATORS	10%
7. WORKPLAN 7: PERFORMANCE MANAGEMENT	10%
TOTAL	100%

NOTE: WEIGHTING OF KPA)s MUST TOTAL 100%

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



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

7.4

Core Managerial Competencies		Weight
1	Strategic Direction and Leadership	10%
2	People Management	10%
3	Programme and Project Management	10%
4	Financial Management	10%
5	Change Leadership	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.

Signatures: Employee: Date: 05 / 07 / 2016 Supervisor: Date: 05 / 07 / 2016



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.


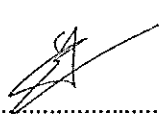
10. DEVELOPMENTAL REQUIREMENTS

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 2015/2016	AUGUST/SEPTEMBER 2016
QUARTER 1 – 2016/2017 FINANCIAL YEAR (ORAL)	NOVEMBER/DECEMBER 2016
QUARTER 2 – 2016/2017 FINANCIAL YEAR	FEBRUARY 2017
QUARTER 3 – 2016/2017 FINANCIAL YEAR (ORAL)	APRIL/MAY 2017

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.

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



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 2015/16 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

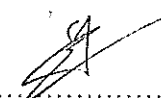
The contents of this document have been discussed and agreed with the Jobholder concerned.


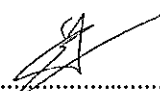
Name of Jobholder: EVEON SABATHA NOMNGANGA

Signature:  Date: 05 / 07 / 2016

AND

Name of Supervisor: Sizwe Hadebe (Acting City Manager)

Signature:  Date: 05 / 07 / 2016

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016

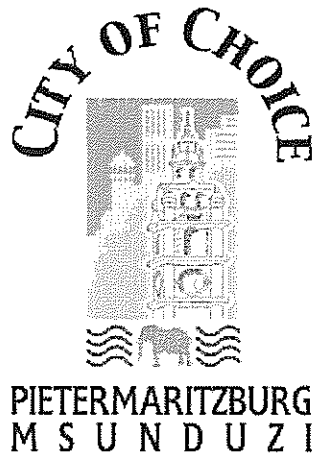



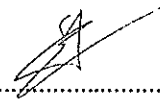
ANNEXURE A

MSUNDUZI MUNICIPALITY

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

SCHEDULE 2



Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



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


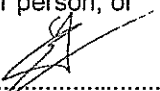
A staff member of a municipality is a public servant in a developmental local system, and must accordingly—

- (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

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



(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


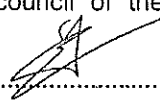
(d) declared to be privileged, confidential or secret in terms of any law.

(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

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



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


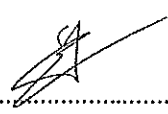
A staff member of a municipality may not participate in an election of the council of the municipality, other than in an official capacity or pursuant to any constitutional right.

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.

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



14. Breaches of Code


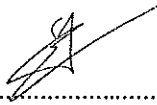
Breaches of this Code must be dealt with in terms of the disciplinary procedures of the municipality envisaged in section 67(1)(h) of this Act.

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.

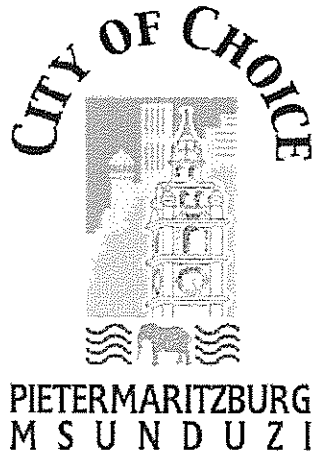
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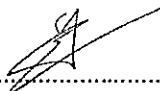


ANNEXURE B

MSUNDUZI MUNICIPALITY

FINANCIAL DISCLOSURE FORM



Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



**FINANCIAL DISCLOSURE
FORM**

I, the undersigned (surname and initials) Nomnganga ES of _____
 _____ (Postal address) and
 _____ (Residential address)

employed as General Manager 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

2. Directorships and Partnerships


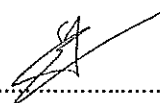
See information sheet: Note (2)

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

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

See information sheet: Note (3)

Name of Employer	Type of work	Amount of Remuneration or Income

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



Council sanction confirmed:

Signature of Municipal Manager: _____

Date: _____

4. Consultancies and retainerships

See information sheet: Note (4)

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

5. Sponsorships

See information sheet: Note (5)

Source of sponsorship	Description of sponsorship	Value of sponsorship

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

See information sheet: Note (6)

Description	Value	Source

7. Land and property

See information sheet: Note (7)

Description	Extent	Area	Value
House	1A	Pineside Rd	R2,5m

Signatures: Employee: _____ Date: 05 / 07 / 2016 Supervisor: _____ Date: 05 / 07 / 2016



SIGNATURE OF EMPLOYEE: [Signature]

DATE: 05 / 07 / 2016

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.

[Signature]

Commissioner of Oath /Justice of the Peace

Full first names and surname: VUSUMUZI TRUMAN MAGUBANE (Block letters)

Designation (rank): CHIEF WHIP CITY HALL Ex Officio Republic of South Africa

Street address of institution: CNA CHIEF ALBERT LUTHULI and CHURCH STREETS,
PIETERMARITZBURG

Date: 5 July 2016

Place: PIETERMARITZBURG

CONTENTS NOTED: MAYOR _____

DATE: _____

Commissioner of Oaths (Ex Officio)
' Chief Whip, Msunduzi Municipality
City Hall, Chief Albert Luthuli Street,
Pietermaritzburg

Signatures: Employee: [Signature] Date: 05 / 07 / 2016 Supervisor: [Signature] Date: 05 / 07 / 2016



INFORMATION SHEET FOR THE GENERIC FINANCIAL DISCLOSURE FORM

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

Disclosure form (Annexure A):

NOTE 1: Shares and other financial interests

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

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

NOTE 2: Directorships and partnerships

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

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

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

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

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


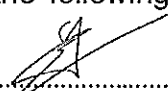
Designated employees are required to disclose the following details with regard to remunerated work outside the public service:

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

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

NOTE 4: Consultancies and retainerships

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

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



consultancies and retainerships:

- The nature of the consultancy or retainerhip 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:


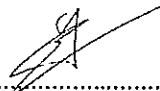
- A description and the value and source of a gift with a value in excess of R350.00;
- A description and the value of gifts from a single source which cumulatively exceed the value of R350.00 in the relevant 12 month period; and
- Hospitality intended as a gift in kind.

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:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



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: *Acting City Manager* (Supervisor)


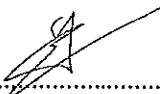
AND

Mr Eweon Sebatha Nomnganga (Full Name)

As the *GM: Infrastructure Services* (Jobholder)

PERIOD OF AGREEMENT: 1 July 2016 to 30 June 2017

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

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



MUNICIPALITY:	Msunduzi Municipality
NAME:	EVEON SABATHA NOMNGANGA
JOB TITLE:	General Manager: Infrastructure Services
SUPERVISOR	City Manager
UNIT	Infrastructure Services
COMPONENT:	Infrastructure Services


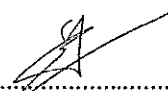
PURPOSE: To enable the Supervisor and the employee to identify skills development requirements and as a result agree on the steps taken to address those developmental gaps

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

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

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016



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

MBA @ UKZN Durban Campus


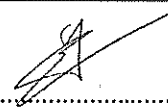
6. Actions/Training interventions to address future progression

7. Comments/Remarks of the Incumbent

8. Comments/Remarks of the supervisor

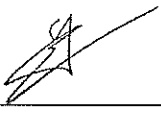
IMPACT ASSESSMENT


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

Signatures: Employee:  Date: 05 / 07 / 2016 Supervisor:  Date: 05 / 07 / 2016


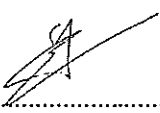


AGREED UPON:

Signature: _____ 
Supervisor: _____
Date: 05 / 07 / 2016

Signature: _____ 
Incumbent: _____
Date: 05 / 07 / 2016

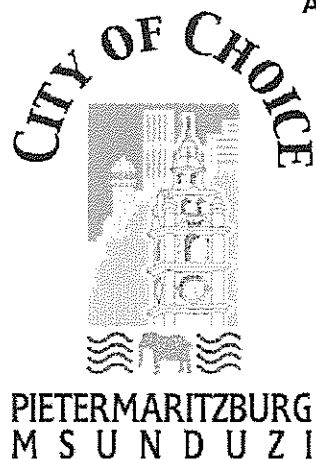
Date of next review: _____

Signatures: Employee: _____  Date: 05 / 07 / 2016 Supervisor: _____  Date: 05 / 07 / 2016
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ANNEXURE D


**MSUNDUZI MUNICIPALITY
PERFORMANCE WORKPLAN**



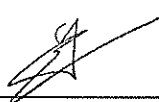
EMPLOYEE NUMBER:	700840
SURNAME & INITIALS:	NOMNGANGA ES
DESIGNATION:	GENERAL MANAGER
COMPONENT:	INFRASTRUCTURE SERVICES
UNIT:	INFRASTRUCTURE SERVICES
MANAGEMENT LEVEL:	LEVEL 2
OCCUPATIONAL CLASSIFICATION:	SENIOR MANAGEMENT – SECTION 56
LOCATION:	HEAD OFFICE – CITY HALL

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

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

EMPLOYEE: _____


DATE: 05 / 07 / 2016

SUPERVISOR: _____


DATE: 05 / 07 / 2016

Signatures: Employee: _____ Date: 05 / 07 / 2016 Supervisor: _____ Date: 05 / 07 / 2016


MSUNDUZI MUNICIPALITY
 NAME: MR EYEN ROMINGANGA
 DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES
 WORKPLAN 1: WATER & SANITATION & ROADS & STORMWATER
 WEIGHT [%]: 15%

INDEX	IDP REFERENCE	CDS REFERENCE	SDRIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	W & S 01	NKPA 2 - BASIC SERVICE DELIVERY	Water	CNL - REHABILITATION OF WATER INFRASTRUCTURE	5 km of water pipe replaced and 2 Reservoirs refurbished by the 30 April 2016.	3 km of water pipe replaced by the 30th of June 2017	Number of km of water pipe replaced	0.5 km of Water Pipe constructed by the 30th of September 2016	1.2 km of Water Pipe constructed by the 31st of December 2016	2.2 km of water piped constructed by the 31st of March 2017	3 km of water pipe replaced by the 30th of June 2017
B	B1	2 - BACK TO BASICS	W & S 02	NKPA 2 - BASIC SERVICE DELIVERY	Water	CNL - LEAK DETECTION EQUIPMENT	N/A	20 x Loggers procured and delivered by the 28th of February 2017	Number of Loggers procured and delivered	Technical Evaluation Report Completed by the 30th of September 2016	Contract Awarded, Order Placed with Supplier by the 31st of December 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	W & S 03	NKPA 2 - BASIC SERVICE DELIVERY	Sanitation	CNL - COMPUTER	11 Computers procured and installed by 30 June 2016	25 x Computers procured and installed by the 30 June 2017	Number of Computers procured and installed by the 30 June 2017	Tender Advertisement Period by the 30th of September 2016	Order Placed by the 31st of December 2016	10 x Computers installed by the 31st of March 2017	25 x Computers procured and installed by the 30 June 2017
B	B1	2 - BACK TO BASICS	W & S 04	NKPA 2 - BASIC SERVICE DELIVERY	Sanitation	MIG - REHABILITATION OF SANITATION INFRASTRUCTURE	9.2 km of Sanitation pipeline replaced as of the 30 June 2017.	2 km of Sewer pipeline replaced by the 30th of June 2017	km of Sewer pipeline replaced	Tender Advertisement Period by the 30th of September 2016	Site Established by the 31st of December 2016	1 km of sewer pipeline replaced by the 31st of March 2017	2 km of Sewer pipeline replaced by the 30th of June 2017

Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016
 Msunduzi Municipality 2016/2017

NAME: MR EVEDN NDMINGANGA		MSUNDUZI MUNICIPALITY	
WORKPLAN 1: WATER & SANITATION & ROADS & STORMWATER		DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES	
		WEIGHT (%): 15%	

INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	W & S 05	NKPA 2 - BASIC SERVICE DELIVERY	Sanitation	MIG - SEWER PIPES UNIT H	85223 have access to Sanitation as of the 30 March 2016	2.5 km of new sewer pipe installed by the 30th of June 2017	km of new sewer pipe installed	0.6 km of new sewer pipe installed by the 30th of September 2016	1.2 km of new sewer pipe installed by the 31st of December 2016	1.8 km of new sewer pipe installed by the 31st of March 2017	2.5 km of new sewer pipe installed by the 30th of June 2017
B	B1	2 - BACK TO BASICS	W & S 06	NKPA 2 - BASIC SERVICE DELIVERY	Sanitation	MIG - SEWER PIPES AZALEA - PHASE 2	85223 have access to Sanitation as of the 30 March 2016	4.5 km of new sewer pipe installed by the 30th of June 2017	km of new sewer pipe installed	1.2 km of new sewer pipe installed by the 30th of September 2016	2.2 km of new sewer pipe installed by the 31st of December 2016	3.3 km of new sewer pipe installed by the 31st of March 2017	4.5 km of new sewer pipe installed by the 30th of June 2017.
B	B1	2 - BACK TO BASICS	W & S 07	NKPA 2 - BASIC SERVICE DELIVERY	Sanitation	MIG - BASIC SANITATION VIP TOILETS	85223 have access to Sanitation as of the 30 March 2016	600 x VIPs constructed by the 30th of June 2017	Number of VIPs constructed	150 x VIPs constructed by the 30th of September 2016	300 x VIPs constructed by the 31st of December 2016	450 x VIPs constructed by the 31st of March 2017	600 x VIPs constructed by the 30th of June 2017


 Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016
 Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY													
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES													
WEIGHT (%): 15%													
NAME: MR EYEN NOMGANGA													
WORKPLAN 1: WATER & SANITATION & ROADS & STORMWATER													
INDEX	IDP REFERENCE	CDS REFERENCE	SDHIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	W & S 08	NKPA 2 - BASIC SERVICE DELIVERY	Sanitation	MIG - SERVICE MIDDLEBLOCK ERADICATION IN SOBANTU, ASHDOWN & IMBALI (SEWER)	33 Toilets completed by May 2016, 5.7km of Sanitation pipeline replaced as of the 30 June 2015.	21 x new toilets completed and 1.5 km of new sewer pipe installed by 30 June 2017	Number of new toilets completed and km of new sewer pipe installed	21 x Toilets completed and BEC report submitted by the 30th of September 2016	Site Established by the 31st of December 2016	0,6 km of sewer pipe installed by the 31st of March 2017	21 new toilets completed and 1,5 km of new sewer pipe installed by 30 June 2017
B	B1	2 - BACK TO BASICS	W & S 09	NKPA 2 - BASIC SERVICE DELIVERY	Sanitation	MIG - MASTER PLANNING SANITATION	Reviewed Master Plan incomplete. WSDP PHASE 1 complete	Final Phase 2 of WSDP submitted to SMC for Approval by the Council by the 30th of April 2017	Date Final Phase 2 of WSDP submitted to SMC for Approval by Council	Draft Master Plan finalised. Continuation of Phase 2 of WSDP by the 30th of September 2016	Continuation of WSDP Phase 2. Submission of Master Plans to Council for adoption by the 31st of December 2016	Continuation of WSDP Phase 2 by the 31st of March 2017	Final Phase 2 of WSDP submitted to SMC for Approval by the Council by the 30th of April 2017
B	B1	2 - BACK TO BASICS	W & S 10	NKPA 2 - BASIC SERVICE DELIVERY	Sanitation	MIG - SHENSTONE AMBLETON SANITATION SYSTEM	85223 have access to Sanitation as of the 30 March 2016	Design drawings and Bill Of Quantities submitted by the 30th of June 2017	Date Design Drawings and Bill of Quantities submitted	Preliminary Investigation report submitted by the 30th of September 2016	Preliminary Design report submitted by the 31st of December 2016	Draft Drawings submitted for Approval by the 31st of March 2017	Design drawings and Bill Of Quantities submitted by the 30th of June 2017

Signatures: Employee: Date: 05/07/2016 Supervisor: S.H. Date: 05/07/2016

Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY										
NAME: MR EVEON NOMGANGA										
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES										
WORKPLAN 1: WATER & SANITATION & ROADS & STORMWATER										
WEIGHT [%]: 15%										

INDEX	IDP REFERENCE	GDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	2 - BACK TO BASICS	W & S 11	NKPA 2 - BASIC SERVICE DELIVERY	Water	MIG - REDUCTION OF NON REVENUE WATER	Total Water losses for the 2014-2015 financial year projected at 31.5%. closed on 31.5%.	Reduced Total Water Losses by 1.5% from last 31.5% to 30% by the 30th of June 2017	% Reduced Total Water Losses	Total Water Losses = 33% by the 30th of September 2016	Total Water Losses = 32.5% by the 31st of December 2016	Total Water Losses = 32.5% by the 31st of March 2017	Reduced Total Water Losses by 1.5% from last 31.5% to 30% by the 30th of June 2017
B	B1	2 - BACK TO BASICS	W & S 12	NKPA 2 - BASIC SERVICE DELIVERY	Water	MIG - ELIMINATION OF CONSERVANCY TANKS - (WATER)	11 km of water pipe installed by 30 June 2016.	Design drawings and Bill Of Quantities submitted by the 30th of June 2017	Date Design Drawings and Bill of Quantities submitted	Preliminary Investment report submitted by the 30th of September 2016	Preliminary Design report submitted by the 31st of December 2016	Draft Drawings submitted for Approval by the 31st of March 2017	Design drawings and Bill Of Quantities submitted by the 30th of June 2017
B	B2	2 - BACK TO BASICS	W & S 13	NKPA 2 - BASIC SERVICE DELIVERY	Water	MIG - SERVICE MIDDLEBLOCK ERADICATION IN SOBANTU, ASHDOWN & IMBALI (WATER)	5 km of water pipe replaced and 2 Reservoirs refurbished by the 30 April 2016.	0,45 km of water pipe installed by the 30 June 2017	km of water pipe installed	BEC Report submitted by the 30th of September 2016	Site Establishment, Materials Ordered by the 31st of December 2016	0,2 km of water pipe installed by the 31st of March 2017	0,45 km of water pipe installed by the 30 June 2017
B	B1	2 - BACK TO BASICS	W & S 14	NKPA 2 - BASIC SERVICE DELIVERY	Water	MIG - EDENDALE PROPER NEW MAINS & RETICULATION	Planning, Design and Tender documentation completed and advertised by the 30 June 2016.	1,5 km of new water pipe installed by the 30th of June 2017	Km of new water pipe installed	BEC Report submitted by the 30th of September 2016	Site Establishment, Materials Ordered by the 31st of December 2016.	0,5 km of water pipe installed by the 31st of March 2017	1,5 km of new water pipe installed by the 30th of June 2017



Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016

Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY									
NAME: MR EVEDN NOMINGANGA					DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES				
WORKPLAN 1: WATER & SANITATION & ROADS & STORMWATER									
WEIGHT (%): 15%									

INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	W & S 15	NKPA 2 - BASIC SERVICE DELIVERY	Water	MIG - MASTER PLANNING WATER	Reviewed Master Plan incomplete. WSDP PHASE 1 complete	Final Phase 2 of WSDP submitted to SMC for Approval by Council by the 30th of April 2017	Date Final Phase 2 of WSDP submitted to SMC for Approval by Council	Draft Master Plan finalised. Continuation of Phase 2 of WSDP by the 30th of September 2016	Continuation of WSDP Phase 2. Submission of Master Plans to Council for adoption by the 31st of December 2016	Continuation of WSDP Phase 2 by the 31st of March 2017	Final Phase 2 of WSDP submitted to SMC for Approval by the Council by the 30th of April 2017
B	B1	2 - BACK TO BASICS	W & S 16	NKPA 2 - BASIC SERVICE DELIVERY	Water	MIG - COPEVILLE RESERVOIR	2 km of pipe water installed in Ezinkhatheni by the 30th June 2015	0.68 km of new water pipe installed by the 30th of June 2017	km of new water pipe installed	BEC Report submitted by the 30th of September 2016	Site Establishment, Materials Ordered by the 31st of December 2016	0.2 km of water pipe installed by the 31st of March 2017	0.68 km of new water pipe installed by the 30th of June 2017
B	B2	2 - BACK TO BASICS	W & S 17	NKPA 2 - BASIC SERVICE DELIVERY	Water	MWIG - REDUCTION OF NON REVENUE WATER	Total Water losses for the 2014-2015 financial year projected at closed on 31.5%.	Reduced Total Water Losses by 1.5% from last 31.5% to 30% by the 30th of June 2017	% Reduced Total Water Losses	Total Water Losses = 33% by the 30th of September 2016	Total Water Losses = 32.5% by the 31st of December 2016	Total Water Losses = 32.5% by the 31st of March 2017	Reduced Total Water Losses by 1.5% from last 31.5% to 30% by the 30th of June 2017
B	B1	2 - BACK TO BASICS	W & S 18	NKPA 2 - BASIC SERVICE DELIVERY	Water	MWIG - BASIC WATER SUPPLY	11 km of water pipe installed by 30 June 2016.	100% of Reservoir Completed and 1 km of Pipeline installed by the 30th of June 2017	% Reservoir completed and Km of water pipe installed	2 % of Reservoir Completed by the 30th of September 2016	15 % of Reservoir Completed by the 31st of December 2016	45 % of Reservoir Completed and 0.5 km of pipeline completed by the 31st of March 2017	100% of Reservoir Completed and 1 km of Pipeline installed by the 30th of June 2017

Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016

Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY													
NAME: MR EVEON NOMINGANGA													
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES													
WORKPLAN 1: WATER & SANITATION & ROADS & STORMWATER													
WEIGHT (%): 15%													
INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	2 - BACK TO BASICS	W & S 19	NKPA 2 - BASIC SERVICE DELIVERY	Water	MIG - SANITATION INFRASTRUCTURE FEASIBILITY STUDY	32 feeder catchments identified with significant stormwater ingress by the 30 April 2016.	The 15 highest infiltration zones/areas/catchments are identified with the use of Flow and rainfall monitoring equipment by the 30th of June 2017	Number of highest infiltration zones/areas/catchments are identified with the use of Flow and rainfall monitoring equipment	The 4 highest infiltration zones/areas/catchments are identified by the 30th of September 2016	The 7 highest infiltration zones/areas/catchments are identified by the 31st of December 2016	The 10 highest infiltration zones/areas/catchments are identified by the 31st of March 2017	The 15 highest infiltration zones/areas/catchments are identified with the use of Flow and rainfall monitoring equipment by the 30th of June 2017



Signatures: Employee: Date: 05/07/2016 Supervisor: S M Date: 05/07/2016

Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY									
NAME: MR EVEON NOMINGANGA									
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES									
WEIGHT (%): 15%									
WORKPLAN 2: ROADS & TRANSPORTATION									

INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	R & T 01	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	CNL - UPGRADING OF ROADS IN ASHBURTON - Design	Gravel seal roads with limited access levels and in poor condition in need of upgrade to all weather access	1.6km of surfaced roads to blacktop with storm water completed by the 31st of November 2016	km of surfaced roads to blacktop with storm water completed	Commence with Kerb and channel by the 30th of September 2016	1.6km of surfaced roads to blacktop with storm water completed by the 31st of November 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 02	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	CNL - ROAD REHABILITATION - PMS	Inadequate preventative maintenance in Municipal roads	Complete 30 000m2 (equivalent to 5km) of surfaced roads rehabilitated (asphalt overlay, slurry seal, crack sealing and diluted immulsion) by the 31st of March 2017	m2 of (equivalent to 5km) of surfaced roads rehabilitated (asphalt overlay, slurry seal, crack sealing and diluted immulsion)	Complete with 8000m2 (1.5km) by the 31st of September 2016	Complete with 16000m2 (3km) by 31st of December 2016. (Accumulative figures)	Complete 30 000m2 (equivalent to 5km) of surfaced roads rehabilitated (asphalt overlay, slurry seal, crack sealing and diluted immulsion) by the 31st of March 2017	N/A
B	B2	2 - BACK TO BASICS	R & T 03	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	CNL - CONNOR - OTTO'S BLUFF ROADS - LINK	Undetermined road alignment	EIA Authorization, and WULA application submitted to DW & S by the 30th of June 2017	Date EIA Authorization, and WULA application completed and submitted to DW & S	N/A	EIA Authorisation achieved and WULA application completed by the 30th of December 2016	N/A	EIA Authorization, and WULA application completed and submitted to DW & S by the 30th of June 2017

Signatures: Employee: Date: 05/07/2016 Supervisor: S.H. Date: 05/07/2016
 Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY									
NAME: MR EYDON NOMNGANGA					DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES				
WORKPLAN 2: ROADS & TRANSPORTATION									
WEIGHT (%): 15%									

INDEX	IDP REFERENCE	COS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	2 - BACK TO BASICS	R & T 04	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	CNL - LESTER BROWN LINK ROAD	Gravel Road	1,4km of surfaced roads to blacktop with storm water completed by the 30th of June 2017	km of surfaced roads to blacktop with storm water completed	Earth Retaining Wall Relocation of Services: Watermains Telkom Electricity by the 30th of September 2016	Selected layer G7 Subsoil Drainage by the 30th of December 2016	Gablon Protection by the 31st of March 2017	1,4km of surfaced roads to blacktop with storm water completed by the 30th of June 2017
B	B1	2 - BACK TO BASICS	R & T 05	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADE OF GRAVEL ROADS - WILLOWFOUNTAIN ROADS	Gravel Road	EIA and WULA applications submitted to EDTEA by the 31st of October 2016	Date EIA and WULA applications submitted to EDTEA	Complete designs by 30th of September 2016	EIA and WULA applications submitted to EDTEA by the 31st of October 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 06	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADE OF ROADS IN EDENDALE - KWANYAMAZANE ROADS	Road damaged by inadequate swd	Completed upgrading 0,2 km of gravel roads to concrete surface in kwanyamazane area by the 31st of March 2017	km of gravel roads to concrete surface in kwanyamazane area upgraded	Complete with earthworks, layer works and testing of base of 0,2km of Kwanyamazane Ward 13 Roads to be upgraded by the 30th of September 2016	Complete with concrete works and construction of drainage facilities Of 0,2km of Kwanyamazane Ward 13 Roads to be upgraded by the 30th of December 2016	Completed upgrading 0,2 km of gravel roads to concrete surface in kwanyamazane area by the 31st of March 2017	N/A
B	B1	2 - BACK TO BASICS	R & T 07	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADE OF GRAVEL ROADS - EDENDALE - WARD 16	Gravel roads with limited access levels in need of upgrade to all weather	Completed 0,4km of gravel roads to all weather/black top surface by the 28th of February 2017	km of gravel roads to all weather/black top surface	Excavations to roadway complete by the 30th of September 2016	0,2km of asphaltting by the 30th of December 2016	Completed 0,4km of gravel roads to all weather/black top surface by the 28th of February 2017	N/A


 Signatures: Employee: Date: 05/07/2016 Supervisor: S.H. Date: 05/07/2016
 Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY													
NAME: MR EVEON NOMINGANGA					DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES								
WORKPLAN 2: ROADS & TRANSPORTATION													
WEIGHT (%): 15%													
INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	R & T 08	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADE OF INTERNAL ROADS - HANIVILLE	Gravel roads with limited access levels in need of upgrade to all weather access	0,8 km of internal roads upgraded by the 30th of November 2016	km of internal roads in Haniville upgraded	Stormwater completed by the 30th of September 2016	0,8 km of internal roads in Haniville upgraded by the 30th of November 2016	N/A	N/A

Signatures: Employee: Date: 05/07/2016 Supervisor: S.H. Date: 05/07/2016

Msunduzi Municipality 2016/2017


NAME: MR EVEON NOMINGANGA		MSUNDUZI MUNICIPALITY	
WORKPLAN 2: ROADS & TRANSPORTATION		DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES	
		WEIGHT (%): 15%	

INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	2 - BACK TO BASICS	R & T 09	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - EDENDALE - STATION RD	Unsafe vehicle low level crossing	Construction of 0,26km of road way. 2 lane bridge completed by the 30th of June 2017	Date Construction of 0,26km of Road way. 2 lane bridge completed	Construction of Stairway and footpaths complete by the 30th of September 2016 by 31 September 2016	Excavations to road works completed by the 30th of December 2016	0,2km of asphalt to roadway completed by 31st of March 2017	Construction of 0,26km of Road way. 2 lane bridge completed by the 30th of June 2017
B	B1	2 - BACK TO BASICS	R & T 10	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - REHABILITATION OF ROADS IN ASHDOWN	Gravel roads with limited access levels in need of upgrade to all weather access	0,3km of roads in Ashdown upgraded to black top surfacing by the 30th of December 2016	km of roads in Ashdown upgraded to black top surfacing	N/A	0,3km of roads in Ashdown upgraded to black top surfacing by the 30th of December 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 11	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - EDENDALE - Roads in Unit 14/Unit P - Design	Gravel roads with limited access levels in need of upgrade to all weather access	0,4km of gravel roads in Edendale: Unit 14/Unit P upgraded to black top surfacing by the 31st of December 2016	km of gravel roads in Edendale: Unit 14/Unit P upgraded to black top surfacing	Engage contractor for sub base and storm water & Sub base to be completed by the 31st of August 2016	0,4km of gravel roads in Edendale: Unit 14/Unit P upgraded to black top surfacing by the 31st of December 2016	N/A	N/A
B	B2	2 - BACK TO BASICS	R & T 12	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - EDENDALE - MACHIBISA / DAMBUZA RDS	Gravel roads	0,5km of Gravel Roads upgraded to black top surface in Dambuza by the 31st of March 2017	km of Gravel Roads upgraded to black top surface in Dambuza	Complete with earthworks, layer base of 0,5km of Dambuza Ward 21 Roads to be upgraded by the 30th of September 2016	Complete with concrete works and construction of drainage facilities Of 0,5km 21 Roads to be upgraded by the 31st of December 2016	0,5km of Gravel Roads upgraded to black top surface in Dambuza by the 31st of March 2017	N/A

Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016

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B	B2	2 - BACK TO BASICS	R & T 13	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF ROADS IN PEACE VALLEY - (Plan & Design in 2014/15) - 10km	Gravel Roads with limited access levels in need of upgrade to all weather access	Water usage license for Peace Valley External Roads submitted to DW&S by the 30th of June 2017	Date Water usage license for Peace Valley External Roads submitted to DW&S	N/A	N/A	N/A	Water usage license for Peace Valley External Roads submitted to DW&S by the 30th of June 2017
B	B1	2 - BACK TO BASICS	R & T 14	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - GREATER EDENDALE - WARD 17 Roads (Phase 3, Unit 13)	Gravel roads	Completed upgrading of 0.85km of walkways in ward 17 by the 30th of December 2016	km of walkways upgrade completed in ward 17 by the 30th of December 2016	Complete with earthworks, layer works and testing of base of 0.85km of Ward 17 Walkways to be upgraded by the 30th of December 2016	Completed upgrading of 0.85km of walkways in ward 17 by the 30th of December 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 15	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - GREATER EDENDALE - Smeroe Roads and SW	Gravel roads	Completed upgrading of 0.6 km of gravel roads to black top surface in Smeroe Ward 20 by the 31st of March 2017	km of gravel roads upgrade completed to black top surface in Smeroe Ward 20	Complete with earthworks, layer works and testing of base of 0.5km of Smeroe Ward 12 Roads to be	Complete with concrete works and construction of drainage facilities Of 0.5km of Smeroe Ward 12	Completed upgrading 0.6 km of gravel roads to black top surface in Smeroe Ward 20 by the 31st of March 2017	N/A
B	B2	2 - BACK TO BASICS	R & T 16	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - EDENDALE - DAMBUZA MAIN ROAD Major SWD Upgrade	Ineffective storm-water drainage system which comprises the integrity of	Water Usage license for Dambuza Main Road submitted to DW&S by the 31st March 2017	Date Water Usage license for Dambuza Main Road submitted to DW&S	N/A	N/A	Water Usage license for Dambuza Main Road submitted to DW&S by the 31st March 2017	N/A
B	B2	2 - BACK TO BASICS	R & T 17	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - VULINDLELA - D2069 (MTHALANE RD) -Phase2	Gravel Roads	800m of gravel road upgraded to asphalt surface by the 28th of February 2017	m of gravel road upgraded to asphalt surface	Complete culvert and earthworks over culvert by the 31st of September 2016	Complete 150m of concrete surfacing by the 31st of December 2016	800m of gravel road upgraded to asphalt surface by the 28th of February 2017	N/A



 Signatures: Employee: Date: 05/07/2016 Supervisor: S.H. Date: 05/07/2016
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MSUNDUZI MUNICIPALITY NAME: MR EVEON NOMINGANGA DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES WEIGHT (%): 15%													
WORKPLAN 2: ROADS & TRANSPORTATION													
INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	R & T 18	NKPA 2 - BASIC SERVICE DELIVERY	REHABILITATION OF ROADS	MIG - UPGRADING OF GRAVEL ROADS - GREATER EDENDALE - Ward 10 Roads - Stormwater upgrade	Ineffective storm-water drainage system which comprises the integrity of roads	0,4km of Roads in Ward 10 rehabilitated by the 31st of December 2016	km of Roads in Ward 10 rehabilitated	Site clearance and approval of services by the 30th of September 2016	0,4km of Roads in Ward 10 rehabilitated by the 31st of December 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 19	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - GREATER EDENDALE - Snathing Rds -	Gravel Roads	0,45 km of gravel roads upgraded to black top surface in Ward 11 by the 31st of March 2017	km of gravel roads upgraded to black top surface in Ward 11	Complete with earthworks, layer works and testing of base of 0,5km of Ward 11 Roads to be upgraded by the 30th of September 2016	Complete with concrete works and construction of drainage facilities of 0,5km of Ward 11 Roads to be upgraded by the 30th of December 2016	Completed 0,45 km of gravel roads upgraded to black top surface in Ward 11 by the 31st of March 2017	N/A
B	B1	2 - BACK TO BASICS	R & T 20	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - VULINDLELA - WARD 3 ROADS	Gravel Roads	0,5km of gravel roads upgraded to black top surface in Ward 03 by the 31st of March 2017	km of gravel roads upgraded to black top surface in Ward 03	Complete with earthworks, layer works and testing of base of 0,5km of Ward 16 Roads to be upgraded by the 30th of September 2016	Complete with concrete works for the provision of drainage of 0,5km of Ward 03 Roads to be upgraded by the 30th of September 2015	0,5km of gravel roads upgraded to black top surface in Ward 03 by the 31st of March 2017	N/A
B	B2	2 - BACK TO BASICS	R & T 21	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - GREATER EDENDALE - HAREWOOD AREA	Gravel Roads	0,5 km of gravel roads upgraded to black top surface in Harewood Ward 20 by the 30th of June 2017	km of gravel roads upgraded to black top surface in Harewood Ward 20	Completed with the Water Use license Application and finalised Design and completed schedule of quantities and works orders for the upgrading of 0,5km of Harewood Roads by the 30th September 2016	Complete with earthworks, layer works and testing of base of 0,5km of Ward 1 Roads to be upgraded by the 31st of December 2016.	Complete with concrete works and construction of drainage facilities of 0,5km of Ward 01 Roads to be upgraded by the 31st of March 2017	0,5 km of gravel roads upgraded to black top surface in Harewood Ward 20 by the 30th of June 2017

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B	B1	2 - BACK TO BASICS	R & T 22	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - VULINDLELA - WARD 1 ROADS	Gravel Roads	0.45 km of gravel roads upgraded to black top surface in Ward 01 by the 31st of March 2017	km of gravel roads upgraded to black top surface in Ward 01	Complete with earthworks, layer works and testing of base of 0.5km of Ward 1 Roads to be upgraded by the 30th of September 2016	Complete with concrete works and construction of drainage facilities Of 0.5km of Ward 01 Roads to be upgraded by the 31st of December 2016	0.45 km of gravel roads upgraded to black top surface in Ward 01 by the 31st of March 2017	N/A
B	B1	2 - BACK TO BASICS	R & T 23	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - VULINDLELA - WARD 4 ROADS	Gravel Roads	0.75 km of gravel roads to surfaced/concrete standard upgraded by the 31st of November 2016	km of gravel roads to surfaced/concrete standard upgraded	Complete storm water, kerb and channel by the 30th of September 2016	0,75 km of gravel roads to surfaced/concrete standard upgraded by the 31st of November 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 24	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - VULINDLELA - WARD 6 ROADS	Gravel Roads	0,5 km of gravel roads to surfaced/concrete standard upgraded by the 31st of December 2016	km of gravel roads to surfaced/concrete standard upgraded	Complete earthworks and stormwater crossings by the 30th of September 2016	0,5 km of gravel roads to surfaced/concrete standard upgraded by the 31st of December 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 25	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - VULINDLELA - WARD 7 ROADS	Gravel Roads	1.0 km of gravel roads to surfaced/concrete standard upgraded by the 31st of December 2016	km of gravel roads to surfaced/concrete standard upgraded	Complete earthworks and stormwater crossings by the 30th of September 2016	1.0 km of gravel roads to surfaced/concrete standard upgraded by the 31st of December 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 26	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - VULINDLELA - WARD 8 ROADS - Masoyi Rd, etc.	Gravel Roads	1.0 km of gravel roads to surfaced/concrete standard upgraded by the 31st of September 2016	km of gravel roads to surfaced/concrete standard upgraded	1.0 km of gravel roads to surfaced/concrete standard upgraded by the 31st of September 2016	N/A	N/A	N/A

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B	B1	2 - BACK TO BASICS	R & T 27	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	MIG - UPGRADING OF GRAVEL ROADS - VULINDLELA - WARD 9 ROADS	Gravel Roads	0,5 km of gravel roads to surfaced/concrete standard upgraded by the 31st of December 2016	km of gravel roads to surfaced/concrete standard upgraded by the 30th of September 2016	Complete earthworks and stormwater crossings by the 30th of September 2016	0.5 km of gravel roads to surfaced/concrete standard upgraded by the 31st of December 2016	N/A	N/A
B	B2	2 - BACK TO BASICS	R & T 28	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADED STORMWATER	ASHDOWN BANK PROTECTION AGAINST COLLAPSING OF ADJACENT HOUSES - P15	Scouring of river banks	Procure gabions for Ashdown Bank Protection against Collapsing of Houses- P 15 by the 31st of October 2016	Date gabions procured for Ashdown Bank Protection against Collapsing of Adjacent Houses- P 15 by the 31st of October 2016	Receive gabions by the 31st of September 2016	Procure gabions for Ashdown Bank Protection against Collapsing of Adjacent Houses- P 15 by the 31st of October 2016	N/A	N/A
B	B2	2 - BACK TO BASICS	R & T 29	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADED VEHICLE AND PEDESTRIAN BRIDGES	MIG - UPGRADE OF BRIDGES - Pedestrian Bridge Over River - Smeru/Esigodini	Dilapidated unsafe pedestrian bridge	EIA and WULA submitted to DW & S by 30 June 2017	Date EIA and WULA submitted to DW & S by 30 June 2017	N/A	N/A	N/A	EIA and WULA submitted to DW & S by 30 June 2017
B	B2	2 - BACK TO BASICS	R & T 30	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADED VEHICLE AND PEDESTRIAN BRIDGES	MIG - WOODHOUSE PEDESTRIAN BRIDGE	Unsafe pedestrian and vehicle low level crossing	1.5m wide steel pedestrian bridge completed by the 30th of June 2017	m of steel pedestrian bridge completed	Contractor Appointed and Site established by the 30th of September 2016	Concrete to abutment foundations completed by the 31st of December 2016	Concrete to abutments completed by the 31st of March 2016	1.5m wide steel pedestrian bridge completed by the 30th of June 2017
B	B2	2 - BACK TO BASICS	R & T 31	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADED VEHICLE AND PEDESTRIAN BRIDGES	MIG - MABANE BRIDGE PROJECT	Unsafe pedestrian and vehicle low level crossing	Completed Design of a 1.5m wide steel pedestrian bridge and submitted EIA and WULA to DW & S by the 30th of June 2017	Date Completed Design of a 1.5m wide steel pedestrian bridge completed and date EIA and WULA submitted to DW & S	N/A	N/A	N/A	Completed Design of a 1.5m wide steel pedestrian bridge and submitted EIA and WULA to DW & S by the 30th of June 2017
B	B2	2 - BACK TO BASICS	R & T 32	NKPA 2 - BASIC SERVICE DELIVERY	GUARD RAILS INSTALLATION	CNE - INSTALLATION OF NEW GUARD RAILS (as and when requested)	Unsafe pedestrian and vehicle low level crossing	1.4km of Guard Rails installed as and when requested by the 31st of March 2017	km of Guard Rails installed as and when requested	0.2 km of guard rails installed as and when requested by the 30th of September 2016	0.6km of guard rails installed as and when requested by the 31st of December 2016	1.4km of Guard Rails installed as and when requested by the 31st of March 2017	N/A



MSUNDUZI MUNICIPALITY	
NAME: MR EVEON NOMINGANGA	DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES
WEIGHT (%): 15%	
WORKPLAN 2: ROADS & TRANSPORTATION	

INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	R & T 33	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF PUBLIC TRANSPORT SYSTEM	MIG - BUS STOP SHELTERS	Lack of bus shelters	40 x bus shelters installed as per implementation plan by the 31st of March 2017	Number of bus shelters installed as per approved bus shelter implementation plan	10 x bus shelters constructed as per approved bus shelter implementation plan by the 30th of September 2016	25x bus shelters constructed as per approved bus shelter implementation plan by the 31st of December 2016	40 x bus shelters installed as per approved bus shelter implementation plan by the 31st of March 2017	N/A
B	B1	2 - BACK TO BASICS	R & T 34	NKPA 2 - BASIC SERVICE DELIVERY	ROAD SAFETY	CNL - TRAFFIC CALMING MEASURES	Unsafe sites	40 x traffic calming measures installed in various sites as per approved traffic calming implementation schedule by the 31st May 2017	Number of traffic calming measures installed in various sites as per approved traffic calming implementation schedule	5 traffic calming measures constructed by the 31st September 2016	20 x traffic calming measures in various sites as per approved completion schedule installed by the 30th of December 2016	35 x traffic calming measures in various sites as per approved completion schedule installed by the 30th of March 2017	40 x traffic calming measures in various sites as per approved completion schedule installed by the 31st May 2017
B	B1	2 - BACK TO BASICS	R & T 35	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF PUBLIC TRANSPORT SYSTEM	CNL - EASTERN RING ROAD - DETAIL DESIGN AND CONSTRUCTION	Lack of new roads to cater for the growth of the City	Completed specialist studies (Geotechnical Investigation, Draft Detail Design and EIA & WUJA) submission, Obtain Council land appropriation approval & Draft Tender document for Eastern Ring Road from Murray Road/Hesketh Drive intersection to Rogers Avenue submitted by the 15th of June 2017	Date Completed specialist studies (Geotechnical Investigation, Draft Detail Design and EIA & WUJA) submission, Obtain Council land appropriation approval & Draft Tender document for Eastern Ring Road from Murray Road/Hesketh Drive intersection to Rogers Avenue submitted	Draft Geotechnical report completed by the 31st of September 2016	Acquisition and Sourcing plan completed by the 31st of November 2016	Commence with draft Tender Document by the 31st March 2017	Completed specialist studies (Geotechnical Investigation, Draft Detail Design and EIA & WUJA) submission, Obtain Council land appropriation approval & Draft Tender document for Eastern Ring Road from Murray Road/Hesketh Drive intersection to Rogers Avenue submitted by the 15th of June 2017

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INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	R & T 36	NKPA 2 - BASIC SERVICE DELIVERY SAFETY	ROAD SAFETY	CNL - PLANT AND EQUIPMENT - (Traffic lights spares, equip etc.)	Faulty traffic signals controllers due to parts damaged by high voltage	Traffic signals spares and equipment purchased by the 30th of November 2016	Date Traffic signals spares and equipment purchased	Send order to the supplier for traffic signals spares by the 31st of August 2016	Traffic signals spares and equipment purchased by the 30th of November 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 37	NKPA 2 - BASIC SERVICE DELIVERY SAFETY	ROAD SAFETY	CNL - PLANT AND EQUIPMENT (NEW TRAFFIC CONTROLLERS)	Old traffic signal controllers	Purchase of New Traffic Signal Controllers completed by the 30th of November 2016	Date New traffic controllers purchased	Send order to the supplier for New Traffic Signal Controllers by the 31st of August 2016	Purchase of New Traffic Signal Controllers completed by the 30th of November 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 38	NKPA 2 - BASIC SERVICE DELIVERY SAFETY	ROAD SAFETY	CNL - Installation of new traffic signals	Stop sign controlled intersection	Traffic signals installed at Northdale Hospital intersection for signalised traffic control by the 28th of February 2017	Date Traffic signals installed at Northdale Hospital intersection for signalised traffic control	Complete Traffic signal design by the 30th of September 2016	Obtain wayleave approvals by the 31st of December 2016	Traffic signals installed at Northdale Hospital intersection for signalised traffic control by the 28th of February 2017	
B	B1	2 - BACK TO BASICS	R & T 39	NKPA 2 - BASIC SERVICE DELIVERY SAFETY	ROAD SAFETY	CNL - MAYORS WALK ROAD WIDENING	Inadequate roads to cater for the growth of the City	Completed specialist studies being Geotechnical, EIA & WULA For Mayors Walk/Zwartkop Road by the 30th of January 2017	Date Completed specialist studies For Mayors Walk/Zwartkop Road completed	Draft geotechnical site and desktop study report completed by the 30th of September 2016	Final Environmental and Geotechnical investigation reports submitted & Commence with detail design by the 31st of December 2016	Completed specialist studies being Geotechnical investigations, EIA & WULA For Mayors Walk/Zwartkop Road by the 30th of January 2017	N/A
B	B1	2 - BACK TO BASICS	R & T 40	NKPA 2 - BASIC SERVICE DELIVERY SAFETY	ROAD SAFETY	CNL - BUS / TAXI LAY BYES	Inadequate roads to cater for the growth of the City	3x Bus/Taxi Laybys constructed by the 30th of April 2017	Number of Bus/Taxi Laybys constructed	Complete Layerworks, curb and channelling by the 30th of September 2016	Complete Layerworks, curb and channelling by the 30th of March 2017	Complete Layerworks, curb and channelling by the 30th of March 2017	3x Bus/Taxi Laybys constructed by the 30th of April 2017
B	B1	2 - BACK TO BASICS	R & T 41	NKPA 2 - BASIC SERVICE DELIVERY SAFETY	UPGRADE OF CANNALISATION AND STREAMS	CNL - CANNALIZATION OF STREAMS IN NORTHDALE (Revised design, EIA and Constr)	Inadequate roads to cater for the growth of the City	EIA Authorization , and WULA application submitted to DW & S and Design by the 30th of June 2017	Date EIA Authorization , and WULA application completed and	N/A	N/A	N/A	EIA Authorization , and WULA application completed and submitted to DW & S and Design by the 30th of June 2017

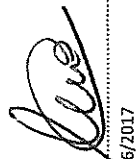
Signatures: Employee:  Supervisor: S.H. Date: 05/07/2016
 Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY									
NAME: MR EVEON NOMINGANGA									
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES									
WEIGHT (%): 15%									
WORKPLAN 2: ROADS & TRANSPORTATION									

INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	R & T 42	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	CNL - UPGRADING OF NEW ENGLAND ROAD	Inadequate roads to cater for the growth of the City	EIA Authorization , and WULA application submitted to DW & S and Design by the 30th of June 2017	Date EIA Authorization , and WULA application completed and	Appoint consultant by the 31st of July 2016	N/A	N/A	EIA Authorization , and WULA application completed and submitted to DW & S and Design by the 30th of June 2017
B	B1	2 - BACK TO BASICS	R & T 43	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF ROADS INTO BLACK TOP	IMG - UPGRADE DESIGN OF GRAVEL ROADS - VULINDLELA (Designs & WULA)	Inadequate roads to cater for the growth of the City	WULA application completed and submitted to DW & S and Design by the 30th of June 2017	Date WULA application completed	N/A	N/A	N/A	WULA application completed and submitted to DW & S and Design by the 30th of June 2017
B	B1	2 - BACK TO BASICS	R & T 44	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF COUNCIL Resources	CNL- COMPUTERS	OLD PRINTERS AND COMPUTERS	NEW DESKTOPS, LAPTOPS AND ACCESSORIES PURCHASED by the 31st of December 2016	DATE NEW DESKTOPS, LAPTOPS AND ACCESSORIES PURCHASED	N/A	NEW DESKTOPS, LAPTOPS AND ACCESSORIES PURCHASED by the 31st of December 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 45	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF COUNCIL FURNITURE	CNL- FURNITURE	INADEQUATE FURNITURE AND FITTINGS IN THE DEPOT	NEW FURNITURE AND FITTINGS PURCHASED by the 31st of December 2016	DATE NEW FURNITURE AND FITTINGS PURCHASED	Advertise tender for new furniture and fittings by the 31st of August 2016	NEW FURNITURE AND FITTINGS PURCHASED by the 31st of December 2016	N/A	N/A
B	B1	2 - BACK TO BASICS	R & T 46	NKPA 2 - BASIC SERVICE DELIVERY	UPGRADING OF COUNCIL SOFTWARE	CNL- CIVIL DESIGNER SOFTWARE AND TRAINING AND MAINTENANCE UPGRADES	OUTDATED SOFTWARE AND UPDATED TRAINING	PURCHASE CIVIL DESIGNER SOFTWARE AND TRAINING completed by the 28th of February 2017	Date PURCHASE CIVIL DESIGNER SOFTWARE AND TRAINING completed	Advertise tender for new software- Civil Designer by the 31st of August 2016	Software delivered and installed by the 31st of December 2016	PURCHASE CIVIL DESIGNER SOFTWARE AND TRAINING completed by the 28th of February 2017	N/A

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B	B 1	2 - BACK TO BASICS	ELEC 01	NKPA 2 - BASIC SERVICE DELIVERY	PUBLIC LIGHTING	HIGH MAST LIGHTS INSTALLATION	35 HIGH MASTS	37 X HIGH MASTS LIGHTS TO BE ERECTED AND COMMISSIONED by the 30th of June 2017	Number of HIGH MASTS LIGHTS TO BE ERECTED AND COMMISSIONED DELIVERY OF 25 HIGH MAST LIGHTS by the 30th of September 2016	CIVIL WORK/ FOUNDATIONS CONSTRUCTION COMMENCES AND DELIVERY OF 25 HIGH MAST LIGHTS by the 30th of September 2016	11 HIGH MASTS ERECTED by the 31st of December 2016	22 HIGH MASTS INSTALLED by the 31st of March 2017	37 X HIGH MASTS LIGHTS TO BE ERECTED AND COMMISSIONED by the 30th of June 2017
B	B 1	2 - BACK TO BASICS	ELEC 02	NKPA 2 - BASIC SERVICE DELIVERY	ELECTRIFICATION	MKONDENDI INFORMAL SETTLEMENT ELECTRIFICATION	NIL	352 NEW HOUSEHOLD CONNECTIONS TO BE ACHIEVED (MKONDENDI INFORMAL SETTLEMENT) by the 30th of June 2017	NUMBER NEW HOUSEHOLD CONNECTIONS TO BE ACHIEVED (MKONDENDI INFORMAL SETTLEMENT) by the 30th of June 2017	ISSUING OF MATERIALS TO CONTRACTORS by the 30th of September 2016	CONSTRUCTION WORK IS IN PROGRESS by the 31st of December 2016	150 HOUSE SERVICE CONNECTIONS TO BE ACHIEVED by the 31st of March 2017	352 NEW HOUSEHOLD CONNECTIONS TO BE ACHIEVED (MKONDENDI INFORMAL SETTLEMENT) by the 30th of June 2017
B	B 1	2 - BACK TO BASICS	ELEC 03	NKPA 2 - BASIC SERVICE DELIVERY	ELECTRIFICATION	REGINA ROAD INFORMAL SETTLEMENT ELECTRIFICATION	NIL	200 NEW HOUSEHOLD CONNECTIONS TO BE ACHIEVED (REGINA ROAD INFORMAL SETTLEMENT) by the 30th of June 2017	NUMBER OF NEW HOUSEHOLD CONNECTIONS TO BE ACHIEVED (REGINA ROAD INFORMAL SETTLEMENT)	RECEIVE MATERIALS AND CONSTRUCTION WORK COMMENCES by the 30th of September 2016	CONSTRUCTION WORK IS IN PROGRESS by the 31st of December 2016	100 HOUSE SERVICE CONNECTIONS TO BE ACHIEVED by the 31st of March 2017	200 NEW HOUSEHOLD CONNECTIONS TO BE ACHIEVED (REGINA ROAD INFORMAL SETTLEMENT) by the 30th of June 2017


 Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016
 Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY
NAME: MR EVEON NOMINGANGA
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES
WORKPLAN 3: ELECTRICITY

WEIGHT (%): 15%

INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 04	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK REHABILITATION PLAN	PURCHASE OF 11KV CAPITAL EQUIPMENT	128 UNITS PURCHASED	23 X 11KV EQUIPMENT TO BE PURCHASED AND DELIVERED by the 30th of June 2017	NUMBER OF 11KV EQUIPMENT TO BE PURCHASED AND DELIVERED	MANUFACTURING PROCESS IN PROGRESS by the 30th of September 2016	DELIVERY OF 10 X 11KV UNITS by the 31st of December 2016	DELIVERY OF 15 X 11KV UNITS by the 31st of March 2017	23 X 11KV EQUIPMENT TO BE PURCHASED AND DELIVERED by the 30th of June 2017
B	B1	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 05	NKPA 2 - BASIC SERVICE DELIVERY	ENERGY EFFICIENCY DEMAND SIDE MANAGEMENT	RETROFITTING OF CONVENTIONAL STREET LIGHTS WITH LED LIGHTS	752 LED STREET LIGHTS INSTALLED	1200 LED LIGHT FITTINGS INSTALLED WITHIN THE CBD by the 30th of June 2017	NUMBER OF LED LIGHT FITTINGS INSTALLED WITHIN THE CBD by the 30th of June 2017	MANUFACTURING PROCESS IN PROGRESS by the 30th of September 2016	BOOKING OF 1200 LED FITTINGS FROM MUNICIPAL STORES by the 31st of December 2016	INSTALLATION OF 600 LED FITTINGS by the 31st of March 2017	1200 LED LIGHT FITTINGS INSTALLED WITHIN THE CBD by the 30th of June 2017

Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016
 Msunduzi Municipality 2016/2017

INDEX	IDP REFERENCE	CD5 REFERENCE	SOBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 06	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK 132kv REHABILITATION PLAN	UPGRADE AND COMMISSIONING OF 132/11KV NORTHDALE PRIMARY SUBSTATION	NIL	132KV OUTDOOR SWITCHGEAR AND AUXILIARY POWER CABLES COMMISSIONED by the 31st of December 2016	DATE 132kv OUTDOOR SWITCHGEAR AND AUXILIARY POWER CABLES COMMISSIONED by the 31st of September 2016	COMPLETE CONSTRUCTION WORK AND HANDOVER OF PART 1 by the 30th of September 2016	132KV OUTDOOR SWITCHGEAR AND AUXILIARY POWER CABLES COMMISSIONED by the 31st of December 2016	N/A	N/A
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 07	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK 132kv REHABILITATION PLAN	ESTABLISHMENT OF NEW 132/11KV EASTWOOD SUBSTATION	NIL	NEW 132/11KV PRIMARY SUBSTATION IN EASTWOOD CONSTRUCTED by the 30th of June 2017	DATE NEW 132/11KV PRIMARY SUBSTATION IN EASTWOOD CONSTRUCTED	COMPLETE SITE CLEARING, SITE ESTABLISHMENT & BULK EARTHWORKS by the 30th of September 2016	CIVIL WORK CONSTRUCTION IS COMPLETE (EXTERNAL WORKS INCLUDING PERIMETER FENCING AND GATES) by the 31st of December 2016	CIVIL WORK CONSTRUCTION IS COMPLETE (RETAINING WALLS, DRIVESWAYS, SUB-STRUCTURE AND SUPER-STRUCTURE OF SUBSTATION IS COMPLETE) by the 31st of March 2017	NEW 132/11KV PRIMARY SUBSTATION IN EASTWOOD CONSTRUCTED by the 30th of June 2017
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 08	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK 132kv REHABILITATION PLAN	SUPPLY AND DELIVERY OF 2 X 40MVA POWER TRANSFORMERS AT 132/11KV EASTWOOD SUBSTATION	NIL	2 X 40MVA POWER TRANSFORMERS PURCHASED AND DELIVERED by the 30th of June 2017	NUMBER OF 40MVA POWER TRANSFORMERS PURCHASED AND DELIVERED	MANUFACTURING PROCESS IN PROGRESS by the 30th of September 2016	MANUFACTURING PROCESS IN PROGRESS by the 31st of December 2016	CONDUCT FACTORY ACCEPTANCE TESTING (FAT) by the 31st of March 2017	2 X 40MVA POWER TRANSFORMERS PURCHASED AND DELIVERED by the 30th of June 2017

MSUNDUZI MUNICIPALITY

NAME: MR EVEON NOMVANGA DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES

WORKPLAN 3: ELECTRICITY

WEIGHT (%): 15%

INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 09	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK 132kv REHABILITATION PLAN	SUPPLY AND INSTALL 1 X 13-11KV SWITCHBOARD AT EASTWOOD SUBSTATION	NIL	1 X 13-PANEL 11KV SWITCHBOARD FOR NEW EASTWOOD SUBSTATION PURCHASED & INSTALLED BY THE 30th of June 2017	DATE 1 X 13-PANEL 11KV SWITCHBOARD FOR NEW 132/11KV EASTWOOD SUBSTATION PURCHASED & INSTALLED	MANUFACTURING PROCESS IN PROGRESS by the 30th of September 2016	MANUFACTURING IN PROGRESS by the 31st of December 2016	DELIVERY OF THE UNITS by the 31st of March 2017	1 X 13-PANEL 11KV SWITCHBOARD FOR NEW 132/11KV EASTWOOD SUBSTATION PURCHASED & INSTALLED BY THE 30th of June 2017
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 10	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK 132kv REHABILITATION PLAN	SUPPLY AND INSTALL 11KV (28 PANEL) FIXED PATTERN SWITCHGEARS FOR THREE DISTRIBUTOR SUBSTATIONS	NIL	28 X 11KV FIXED PATTERN SWITCHGEARS FOR 3 DISTRIBUTOR SUBSTATIONS PURCHASED AND INSTALLED by the 31st of May 2017	NUMBER OF 11KV FIXED PATTERN SWITCHGEARS FOR 3 DISTRIBUTOR SUBSTATIONS PURCHASED AND INSTALLED by the 31st of May 2017	MANUFACTURING PROCESS IN PROGRESS by the 30th of September 2016	DELIVERY OF 17 X 11KV UNITS by the 31st of December 2016	INSTALLATION OF 19 PANELS IN A SUBSTATIONS by the 31st of March 2017	28 X 11KV FIXED PATTERN SWITCHGEARS FOR 3 DISTRIBUTOR SUBSTATIONS PURCHASED AND INSTALLED by the 31st of May 2017
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 11	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK 132kv REHABILITATION PLAN	INSTALL RMU'S AND EARTH FAULT INDICATORS	NIL	4 RMU AND 5 SPANS OF MV MINK PURCHASED AND INSTALLED by the 31st of May 2016	NUMBER OF RMUS SPANS OF MV MINK PURCHASED AND INSTALLED	CONSTRUCTION WORK IN PROGRESS by the 30th of September 2016	TRENCHING & CABLE LAYING by the 31st of December 2016	CAST 2 RMU PLINTHS & INSTALL 2 RMU by the 31st of March 2017	N/A
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 12	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK 132kv REHABILITATION PLAN	INSTALL 13MVA CCT BETWEEN WESTGATE & MKONDENI	NIL	14700M OF 630MM 1/C CABLE PURCHASED & INSTALLED by the 30th of June 2017	METRES OF 630MM 1/C CABLE PURCHASED & INSTALLED by the 30th of June 2017	TRENCHING COMMENCES by the 30th of September 2016	TRENCHING & CABLE LAYING by the 31st of December 2016	AWAIT BUILDING HANDOVER FROM BUILDINGS SECTION by the 31st of March 2017	14700M OF 630MM 1/C CABLE PURCHASED & INSTALLED by the 30th of June 2017

Signatures: Employee: Date: 05/07/2016 Supervisor: *S.H* Date: 05/07/2016
 Msunduzi Municipality 2016

INDEX	IDP REFERENCE	CDS REFERENCE	SOBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 13	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK REHABILITATION PLAN	INSTALL 300MM AL CABLE BETWEEN WORLDS VIEW & QE PARK	NIL	1800M OF 300MM 3/C CABLE PURCHASED & INSTALLED by the 30th of June 2017	METRES OF 300MM 3/C CABLE PURCHASED & INSTALLED by the 30th of June 2017	TRENCHING COMMENCES by the 30th of September 2016	TRENCHING & CABLE LAYING by the 31st of December 2016	AWAIT BUILDING HANDOVER FROM BUILDINGS SECTION by the 31st of March 2017	1800M OF 300MM 3/C CABLE PURCHASED & INSTALLED by the 30th of June 2017
B	B2	3 - IMPROVED INFRASTRUCTURE EFFICIENCY	ELEC 14	NKPA 2 - BASIC SERVICE DELIVERY	NETWORK REHABILITATION PLAN	REPLACE OLD 0.1" CABLE WITH XLPE CABLE IN ALLANDALE/SAMA NAVILLE AND RAISETHORPE	NIL	1000m OF XLPE CABLES PURCHASED & INSTALLED IN ALLANDALE/SAM ANAVILLE AND RAISETHORPE by the 30th of June 2017	METRES OF XLPE CABLES PURCHASED & INSTALLED IN ALLANDALE/SAM ANAVILLE AND RAISETHORPE	TRENCHING COMMENCES by the 30th of September 2016	TRENCHING & CABLE LAYING IN ALLANDALE by the 31st of December 2016	TRENCHING & CABLE LAYING IN RAISETHORPE by the 31st of March 2017	1000m OF XLPE CABLES PURCHASED & INSTALLED IN ALLANDALE/SAMANA VILLE AND RAISETHORPE by the 30th of June 2017
B	B2	3 - IMPROVING INFRASTRUCTURE EFFICIENCY	ELEC 15	NKPA 2 - BASIC SERVICE DELIVERY	REPLACEMENT OF OBSOLETE METERS	REPLACEMENT OF 15 000 OBSOLETE METERS WITH NEW GENERATION INTELLIGENT METERS	75 000 OLD METERS	REPLACEMENT OF 15 000 OBSOLETE METERS WITH NEW GENERATION INTELLIGENT METERS by the 30th of June 2017	NUMBER OF 15 000 OBSOLETE METERS WITH NEW GENERATION INTELLIGENT METERS B	FINALIZATION OF SCOPE WITH SERVICE PROVIDERS by the 30th of September 2016	PROCUREMENT OF METERS AND ACCESSORIES by the 31st of December 2016	REPLACEMENT OF 7 500 METERS AND COMMISSIONING by the 31st of March 2017	REPLACEMENT OF 15 000 OBSOLETE METERS WITH NEW GENERATION INTELLIGENT METERS by the 30th of June 2017


Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016
 Msunduzi Municipality 2016/2017

MSUNDUZI MUNICIPALITY													
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES													
WEIGHT (%): 10%													
INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B2	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	LS01	NKPA 2 - BASIC SERVICE DELIVERY	Extension of the life of the landfill Site	Infrastructure upgrade	Berm height 33m constructed	350 metres of berm constructed to 2.5m height by the 31st of May 2017	metres of berm constructed and m height	Complete tender evaluation and submit report by the 30th of September 2016	SCM to issue letter of award by the 31st of December 2016	150m Berm constructed to 1.5 height by the 31st of March 2017	350 metres of berm constructed to 2.5m height by the 31st of May 2017
B	B2	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	LS02	NKPA 2 - BASIC SERVICE DELIVERY	Extension of the life of the Landfill Site	Infrastructure upgrade	Leachate system defective	1 x Leachate tank commissioned by the 30th of April 2017	Date Leachate tank commissioned	Complete tender evaluation and submit report by the 30th of September 2016	SCM to issue letter of award by the 31st of December 2016	Connect leachate pipes and construct tank base by the 31st of March 2017	1 x Leachate tank commissioned by the 30th of April 2017
B	B2	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	LS03	NKPA 2 - BASIC SERVICE DELIVERY	Extension of the life of the Landfill Site	Infrastructure upgrade	Site levels uneven	100 000sqm of Landfill Site reshaped by the 30th of June 2017	sqm of Landfill Site reshaped	Complete tender evaluation and submit report by the 30th of September 2016	SCM to issue letter of award by the 31st of December 2016	100 000sqm of waste reshaped by the 31st of March 2017	100 000sqm of Landfill Site reshaped by the 30th of June 2017
D	D2	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	PMU 01	NKPA 4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	Project Management support	Monthly programme / project monitoring reports for MIG/OGF/CN L Budget	Reports compiled & submitted by 10th of every month in 2015/2016 FY	12 X Monthly reports on expenditure (MIG/OGF/CNL Budget) submitted by the 10th of every month to Deputy Municipal Manager: Infrastructure Services by the 30th of June 2017	Number of Monthly reports on expenditure (MIG/OGF/CNL Budget) submitted	3 X Monthly reports on expenditure (MIG/OGF/CNL Budget) submitted by the 10th of every month to project managers within business units by the 30th of September 2016	6 X Monthly reports on expenditure (MIG/OGF/CNL Budget) submitted by the 10th of every month to project managers within business units by the 31st of December 2016	9 X Monthly reports on expenditure (MIG/OGF/CNL Budget) submitted by the 10th of every month to project managers within business units by the 31st of March 2017	12 X Monthly reports on expenditure (MIG/OGF/CNL Budget) submitted by the 10th of every month to project managers within business units by the 30th of June 2017



Signatures: Employee: Date: 05/07/2016 Supervisor: S.H Date: 05/07/2016

MSUNDUZI MUNICIPALITY												
DESIGNATION: GENERAL MANAGER- INFRASTRUCTURE SERVICES												
WEIGHT (%): 10%												
IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
D02	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	PMU 02	NKPA 4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	Basic Service Delivery	Project Management support	Weekly programme/project monitoring reports for MIG/OGF/CNL Budget in 2015/2016 FY	24 x Bi-weekly reports sent out every second Friday to project managers within business units on expenditure (MIG/OGF/CNL Budget) by the 30th of June 2017	Number of Bi-weekly reports sent out every second Wednesday	5 x Bi-weekly reports sent out every second Wednesday to project managers within business units on expenditure (MIG/OGF/CNL Budget) by the 30th of September 2016	12 x Bi-weekly reports sent out every second Wednesday to project managers within business units on expenditure (MIG/OGF/CNL Budget) by the 31st of December 2016	18 x Bi-weekly reports sent out every second Wednesday to project managers within business units on expenditure (MIG/OGF/CNL Budget) by the 31st of March 2017	24 x Bi-weekly reports sent out every second Wednesday to project managers within business units on expenditure (MIG/OGF/CNL Budget) by the 30th of June 2017
D02	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	PMU 03	NKPA 4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	Project Management Support	Administration of payment process and ongoing monitoring	100% of all invoices packaged and submitted to client departments within 48 hours of receipt of invoices	100% of All invoices packaged and submitted to client departments within 48 hours of receipt of invoices by PMU by the 30th of June 2017	Turnaround time for all invoices packaged and submitted to client departments	100% of All invoices packaged and submitted to client departments within 48 hours of receipt of invoices by PMU by the 30th of September 2016	100% of All invoices packaged and submitted to client departments within 48 hours of receipt of invoices by PMU by the 31st of March 2017	100% of All invoices packaged and submitted to client departments within 48 hours of receipt of invoices by PMU by the 30th of June 2017	100% of All invoices packaged and submitted to client departments within 48 hours of receipt of invoices by PMU by the 30th of June 2017
D03	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	PMU 04	NKPA 4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	Project Management Support	Administration Support and reporting to MIG (Provincial) and reporting to OGF/CNL/EPWP	Ensure project documentation completion to report expenditure to MIG/Funding Source by the 15th of every Month in 2015/2016 FY	12 x Monthly DORA reports for MIG & EPWP accurately prepared and submitted to the Funding Source by the 15th of every month by the 30th of June 2017	Number of Monthly DORA reports for MIG & EPWP prepared and submitted	3 x Monthly DORA reports for MIG & EPWP accurately prepared and submitted to the Funding Source by the 15th of every month by the 30th of September 2016	6 x Monthly DORA reports for MIG & EPWP accurately prepared and submitted to the Funding Source by the 15th of every month by the 31st of December 2016	9 x Monthly DORA reports for MIG & EPWP accurately prepared and submitted to the Funding Source by the 15th of every month by the 31st of March 2017	12 x Monthly DORA reports for MIG & EPWP accurately prepared and submitted to the Funding Source by the 15th of every month by the 30th of June 2017
A01	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	PMU 05	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Year end procedures	Notes to the annual financial statements for MIG	Annual financial statements compiled and submitted to Finance in 2015/2016 FY	Notes to the Annual financial statements compiled and submitted to Finance by the 15th of August 2016	Date Notes to the Annual financial statements compiled and submitted	Notes to the Annual financial statements compiled and submitted to Finance by the 15th of August 2016	N/A	N/A	N/A
D03	3 - IMPROVE INFRASTRUCTURE EFFICIENCY	PMU 06	NKPA 4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	Project Management Support	Monthly programme/project monitoring reports for COGTA	Expenditure and Revenue (E&R) Reports verified & submitted by 15th of every month to COGTA in 2015/2016 FY	12 x Monthly Expenditure and Revenue (E&R) reports verified & submitted by 15th of every month to COGTA by the 30th of June 2017	Number of Monthly Expenditure and Revenue (E&R) Reports verified & submitted	3 x Monthly Expenditure and Revenue (E&R) reports verified & submitted to Finance by the 30th of September 2016	6 x Monthly Expenditure and Revenue (E&R) reports verified & submitted by 15th of every month to COGTA by the 31st of December 2016	9 x Monthly Expenditure and Revenue (E&R) reports verified & submitted by 15th of every month to COGTA by the 31st of March 2017	12 x Monthly Expenditure and Revenue (E&R) reports verified & submitted by 15th of every month to COGTA by the 30th of June 2017


 Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016
 Msunduzi Municipality

MSUNDUZI MUNICIPALITY									
NAME: MR EVEON NOMINGANGA					DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES				
WORKPLAN 5: FLEET MANAGEMENT									
WEIGHT (%): 10%									

INDEX	IDP REFERENCE	CDS REFERENCE	SOBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS Q10	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	FLT 01	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Vehicle corporate branding	Branding of Council vehicles and plant	681	100 x Council vehicles and plant to be branded by the 30th of June 2017	Number of Council vehicles & plant branded	25 x Council vehicles to be branded by the 30th of September 2016	50 x Council vehicles to be branded by the 31st of December 2016	75 x Council vehicles to be branded by the 31st of March 2017	100 x Council vehicles to be branded by the 30th of June 2017
A	A2	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	FLT 02	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Preventative maintenance	Vehicle and plant service	Zero vehicle and plant service at the beginning of July 2015	768 x Council vehicles & plant to be serviced by the 30th of June 2017	Number of Council vehicles & plant serviced	192 x Council vehicles and plant serviced by the 30th of September 2016	384 x Council vehicles and plant serviced by the 31st of December 2016	576 x Council vehicles and plant serviced by the 31st of March 2017	768 x Council vehicles and plant serviced by the 30th of June 2017
A	A2	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	FLT 03	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Enhance Infrastructure services processes	Average turnaround time on repairs (in days)	0	30 days turnaround time achieved on council vehicles and plant repairs completed by the 30th of June 2017	Turnaround time achieved on council vehicle and plant repairs completed	30 days turnaround time achieved on council vehicles and plant repairs completed by the 31st of September 2016	30 days turnaround time achieved on council vehicles and plant repairs completed by the 31st of December 2016	30 days turnaround time achieved on council vehicles and plant repairs completed by the 31st of March 2017	30 days turnaround time achieved on council vehicles and plant repairs completed by the 30th of June 2017

Signatures: Employee: Date: 05/07/2016 Supervisor: S. F. I. Date: 05/07/2016

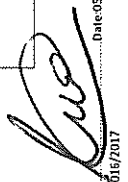
INDEX	IDP REFERENCE	CDS REFERENCE	SOBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE/ STATUS QUID	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	Z - BACK TO BASICS	RPI 03	NKPA 2 - BASIC SERVICE DELIVERY	Improved access to basic services	Number of households with access to potable (drinkable) water	92,42% households with access to potable (drinkable) water in 2015/2016	100 x New Water connections completed by the 30th of June 2017 (Application Driven)	Number of New Water connections completed (Application Driven)	10 x New Water Connections Completed by the 30th of September 2016	40 x New Water Connections Completed by the 31st of December 2016	60 x New Water Connections Completed by the 31st of March 2017	100 x New Water connections completed by the 30th of June 2017 (Application Driven)
B	B1	Z - BACK TO BASICS	RPI 04	NKPA 2 - BASIC SERVICE DELIVERY	Improved access to basic services	Number of households with access to sanitation	57,97% of households with access to sanitation in 2015/2016	100 New Sewer Connections Completed by the 30th of June 2017	Number of New Sewer Connections Completed	20 x New Sewer Connections Completed by the 30th of September 2016	50 x New Sewer Connections Completed by the 31st of December 2016	80 x New Sewer Connections Completed by the 31st of March 2017	100 New Sewer Connections Completed by the 30th of June 2017
B	B1	Z - BACK TO BASICS	RPI 05	NKPA 2 - BASIC SERVICE DELIVERY	Improved access to basic services	Number of households with access to electricity	950 households with access to electricity in 2015/2016	552 new electricity connections completed by the 30th of June 2017 (Ward 29 (Mkhondeni) & Ward 28 - 200 new connections (Regina)	Number of New Electricity connections completed	N/A	N/A	250 new electricity connections completed by the 31st of March 2017 (Ward 29 - 150 new connections (Mkhondeni) & Ward 28 - 100 new connections (Regina)	552 new electricity connections completed by the 30th of June 2017 (Ward 29 - 352 new connections (Mkhondeni) & Ward 28 - 200 new connections (Regina)

MSUNDUZI MUNICIPALITY													
NAME: MR EVEON NOMINGANGA													
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES													
WORKPLAN 6: REGULATED PERFORMANCE INDICATORS & BACK TO BASICS													
WEIGHT (%): 10%													
INDEX	IDP REFERENCE	CDS REFERENCE	SOBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
B	B1	2 - BACK TO BASICS	RPI06	NKPA 2 - BASIC SERVICE DELIVERY	Improved access to basic services	Kilometers of new municipal roads constructed	19.1 Kilometers of new municipal roads constructed in 2015/2016	13km,0 = 5km=ward 1-37; 0,2=ward 13; 0,3=ward 23; 0,4=ward 10,16,18; 0,45= ward 11; 0,5=ward 1,3,6,7,9,21; 1,3,6,7,9,21; 0,6=ward 17; 0,8=ward 29; 1,6=ward 37) of new municipal roads constructed by the 30th of June 2017	kms of new municipal roads constructed	N/A	5.5km of new municipal roads constructed by the 31st of December 2016	7.5km of new municipal roads constructed by the 31st of March 2017	13.0km= 5km=ward 1-37; 0,2=ward 13; 0,3=ward 23; 0,4=ward 10,16,18; 0,45= ward 11; 0,5=ward 1,3,6,7,9,21; 0,6=ward 17; 0,8=ward 29; 1,6= ward 37) of new municipal roads constructed by the 30th of June 2017

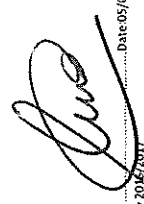
Signatures: Employee: Date: 05/07/2016 Supervisor: S.H. Date: 05/07/2016

Msunduzi Municipality 2016/2017

MUNICIPALITY													
DESIGNATION: GENERAL MANAGER, INFRASTRUCTURE SERVICES													
WEIGHT (S): 10%													
INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Planning and Agreements	Submission towards Development of the Municipal IDP	N/A	As per internal notification	N/A	N/A	N/A	As per internal notification	N/A
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Planning and Agreements	Submission towards the Development of the Municipal SDBIP 17-18 FY	N/A	As per internal notification	N/A	N/A	N/A	N/A	As per internal notification
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Planning and Agreements	Submission of section budgets	N/A	1-Nov-16	N/A	N/A	1-Nov-16	N/A	N/A
A	A2	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Planning and Agreements	Submission of Signed Performance Agreement	Performance agreement in place for 16/17 FY	11-Jul-16	N/A	N/A	N/A	N/A	N/A
A	A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Monitoring and Reporting	Convene Section Performance Monitoring Meetings	N/A	Monthly	N/A	Monthly	Monthly	Monthly	Monthly
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Monitoring and Reporting	Submission of monthly section/unit Reports to OMC	N/A	Monthly (OMC) as per stipulated deadlines	N/A	Monthly (OMC)	Monthly (OMC)	Monthly (OMC)	Monthly (OMC)
A	A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Monitoring and Reporting	Submission of SDBIP/Operational Plan monthly and quarterly reports to OMC	Monthly & Quarterly	Monthly/Quarterly (OMC) as per stipulated deadlines	N/A	Monthly/Quarterly (OMC)	Monthly/Quarterly (OMC)	Monthly/Quarterly (OMC)	Monthly/Quarterly (OMC)
A	A3	2 - BACK TO BASICS	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Monitoring and Reporting	Submission of Back to Basics monthly and quarterly reports to PMS unit for onwards Transmission to CoGTA	Monthly & Quarterly	Monthly/Quarterly (PMS unit) as per stipulated deadlines	N/A	Monthly/Quarterly (PMS unit)	Monthly/Quarterly (PMS unit)	Monthly/Quarterly (PMS unit)	Monthly/Quarterly (PMS unit)
A	A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATIONAL DEVELOPMENT	Monitoring and Reporting	Submission of Legislative Compliance Checklist monthly reports to OMC	Monthly	Monthly (OMC) as per stipulated deadlines	N/A	Monthly (OMC)	Monthly (OMC)	Monthly (OMC)	Monthly (OMC)


 Signatures: Employees: Date: 05/07/2016 Supervisor: S 17 Date: 05/07/2016
 Mounduri Municipality 2016/2017

MSUNDUTI MUNICIPALITY													
DESIGNATION: GENERAL MANAGER: INFRASTRUCTURE SERVICES													
WEIGHT: 10%													
INDEX	IDP REFERENCE	CDS REFERENCE	DDIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
A	A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Monitoring and Reporting	Submission towards MFMA Schedule of deadlines Monthly Reporting template	Submission towards MFMA Schedule of deadlines Monthly Reporting template	Monthly & Quarterly as per applicable MFMA Schedule of deadlines	N/A	Monthly & Quarterly as per applicable MFMA Schedule of deadlines	Monthly & Quarterly as per applicable MFMA Schedule of deadlines	Monthly & Quarterly as per applicable MFMA Schedule of deadlines	Monthly & Quarterly as per applicable MFMA Schedule of deadlines
A	A3	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Monitoring and Reporting	Submission towards Municipal Annual Performance Report	N/A	Annually as per stipulated deadlines	N/A	Annually	N/A	N/A	N/A




Signatures: Employees: Date: 05/07/2016 Supervisor: **S.H** Date: 05/07/2016
 Msunduti Municipality 2016/2017

MOUNDUI MUNICIPALITY												
DESIGNATION: GENERAL MANAGER INFRASTRUCTURE SERVICES												
WEIGHT (%): 10%												
IDP REFERENCE	IDS REFERENCE	SDIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
A	A3	N/A	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Assessments	Assessment meetings register & Assessment Forms	All Quarters and Annual Assessments completed	Annual Assessment 15/16 FY End SEPT '16	N/A	End SEPT '15	N/A	N/A	N/A
		N/A					Q1 Assessment 15/16 FY End Dec '15	N/A	N/A	End Dec '16		N/A
		N/A					Q2 Assessment 15/16 FY End Feb '16	N/A	N/A	N/A	End Feb '17	N/A
		N/A					Q3 Assessment 15/16 FY End May '16	N/A	N/A	N/A	N/A	End May '17
A	D3	N/A	NKPA 4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	AG Queries	Response to AG queries	N/A	Within the required time frames	Annually	Responses to AG queries Within the required time frames	Responses to AG queries Within the required time frames	Responses to AG queries Within the required time frames	Responses to AG queries Within the required time frames
D	D3	N/A	NKPA 4 - FINANCIAL VIABILITY & FINANCIAL MANAGEMENT	Grant Funding	Expenditure of grant funding	N/A	Within the timeframes contained in business plan/ projected cashflow expenditure	Monthly	Within the timeframes contained in business plan/ projected cashflow expenditure	Within the timeframes contained in business plan/ projected cashflow expenditure	Within the timeframes contained in business plan/ projected cashflow expenditure	Within the timeframes contained in business plan/ projected cashflow expenditure
A	A2	N/A	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Organizational Development	Implementation of the Customer Services Charter	N/A	100% Implementation of the Customer Services Charter as per the business units implementation plan	% Implementation	100% Implementation of the Customer Services Charter as per the business units implementation plan	100% Implementation of the Customer Services Charter as per the business units implementation plan	100% Implementation of the Customer Services Charter as per the business units implementation plan	100% Implementation of the Customer Services Charter as per the business units implementation plan
A	A3	N/A	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Organizational Development	Implementation of the Batho Pele Principles belief sets	N/A	100% Implementation of the Batho Pele Principles belief sets (We Belong, We care, We serve) as per the business units implementation plan	% Implementation	100% Implementation of the Batho Pele Principles belief sets (We Belong, We care, We serve) as per the business units implementation plan	100% Implementation of the Batho Pele Principles belief sets (We Belong, We care, We serve) as per the business units implementation plan	100% Implementation of the Batho Pele Principles belief sets (We Belong, We care, We serve) as per the business units implementation plan	100% Implementation of the Batho Pele Principles belief sets (We Belong, We care, We serve) as per the business units implementation plan

Signatures: Employee:  Date: 05/07/2016 Supervisor: S.H. Moundui Municipality

MSUNDURI MUNICIPALITY													
DESIGNATION: GENERAL MANAGER, INFRASTRUCTURE SERVICES													
WEIGHT (%): 10%													
INDEX	IDP REFERENCE	CDS REFERENCE	SDBIP REFERENCE	NATIONAL KEY PERFORMANCE AREA	PROGRAMME	PROJECT	BASELINE / STATUS QUO	ANNUAL TARGET / OUTPUT	PERFORMANCE MEASURE	QUARTER 1	QUARTER 2	QUARTER 3	QUARTER 4
A	A2	7 - CREATING A LEARNING CITY AND CITY OF LEARNING	N/A	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Increasing Institutional capacity	Monitoring of Fraud & Corruption	N/A	100% monitoring of fraud and corruption within sub-units and relevant actions taken against offenders	% monitoring of fraud and corruption within sub-units and relevant actions taken against offenders	100% monitoring of fraud and corruption within sub-units and relevant actions taken against offenders	100% monitoring of fraud and corruption within sub-units and relevant actions taken against offenders	100% monitoring of fraud and corruption within sub-units and relevant actions taken against offenders	100% monitoring of fraud and corruption within sub-units and relevant actions taken against offenders
A	A2	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Increasing Institutional capacity	Internal Audit queries	N/A	Audit queries raised by Internal Audit attended to and responses submitted to Internal Audit as per timeframes set by Internal Audit	Timeframes set by Internal Audit	Audit queries raised by Internal Audit attended to and responses submitted to Internal Audit as per timeframes set by Internal Audit	Audit queries raised by Internal Audit attended to and responses submitted to Internal Audit as per timeframes set by Internal Audit	Audit queries raised by Internal Audit attended to and responses submitted to Internal Audit as per timeframes set by Internal Audit	Audit queries raised by Internal Audit attended to and responses submitted to Internal Audit as per timeframes set by Internal Audit
A	A1	1 - BUILDING A CAPABLE & DEVELOPMENTAL MUNICIPALITY	N/A	NKPA 1 - MUNICIPAL TRANSFORMATION & ORGANIZATIONAL DEVELOPMENT	Increasing Institutional capacity	Risk Management	N/A	Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes	Stipulated timeframes as per approved Risk Management Action Plan	Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes	Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes	Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes	Implementation of all actions contained in the Approved Risk Management Action Plans as per stipulated timeframes



 Signatures: Employee: Date: 05/07/2016 Supervisor: Date: 05/07/2016