

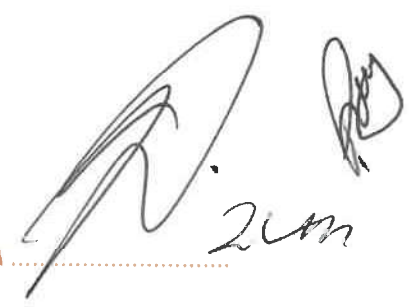


PERFORMANCE AGREEMENT

FY 2026-2027

MR. ELLIOT NDABIKHONA MASEKO

MUNICIPAL MANAGER

Executive Mayor (EM) 1 Municipal Manager (MM)

PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

GOVAN MBEKI MUNICIPALITY

AS REPRESENTED BY

THE EXECUTIVE MAYOR

MR. NHLAKANIPHO GUYBOURN ZUMA

(Herein and after referred as **Employer**)

AND

THE MUNICIPAL MANAGER

MR. ELLIOT NDABIKHONA MASEKO

(Herein and after referred as **Employee**)

FOR THE FINANCIAL YEAR:

01 JULY 2026 - 30 JUNE 2027

Executive Mayor (EM) 2 Municipal Manager (MM)






1. INTRODUCTION

- 1.1 The **Employer**, duly represented by **NG Zuma**, in his capacity as the **Executive Mayor**, has entered into a contract of employment with the **Employee, Mr, EN Maseko** in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Employer** and the **Employee** are hereinafter referred as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement.
- 1.3 The Parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the **Employee** to a set of outcomes that will secure local government policy goals.
- 1.4 The Parties wish to ensure that there is compliance with Sections 57 (4B) and 57(5) of the Systems Act;
- 1.5 In this Agreement, the followings terms will have the meaning ascribed thereto:
- 1.5.1 "**this Agreement**" – means the performance agreement between the employer and the employee and the Annexures thereto;
- 1.5.2 "**this Municipal Manager**" – means the Municipal Manager of the Municipality appointed in terms of Section 54 (A) of the Systems Act.;
- 1.5.3 "**the Executive Authority**" – means the Mayoral Committee of the Municipality constituted in terms of Section 60 of the Local Government: Municipal Structures Act as represented by its chairperson, the Executive Mayor;
- 1.5.4 "**the Employee**: means the **Municipal Manager** appointed in terms of Section 54 (A) of the Local Government: Municipal Systems Act;
- 1.5.5 "**the Employer**" means **Govan Mbeki Municipality**; and
- 1.5.6 "**the Parties**" means the **Employer** and **Employee**.
- 1.5.7 "**The Regulations**" means the Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly accountable to the Municipal Managers, 2006 as published under GNR. 805 in Government Gazette 29089 dated 1 August 2006 as amended on 17 January 2014.

Executive Mayor (EM)..... 3 Municipal Manager (MM).....

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PURPOSE OF THIS AGREEMENT

- 2.1 Comply with the provisions of 57(1)(b), (4A), (4B) and, (5) of the Systems Act as well as the Contract of Employment entered into between the parties;
- 2.2 Specify objectives and targets defined and agreed with the **Employee** and to communicate to the **Employee** the **Employer's** expectations of the **Employee's** performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 Specify accountabilities as set out in the Performance Plan, which forms an annexure to the performance agreement (Annexure A);
- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the performance agreement as the basis for assessing whether the **Employee** has met the performance expectations applicable to his or her job;
- 2.6 In the event of outstanding performance, to appropriately reward the **Employee** in accordance with this agreement; and
- 2.7 Give effect to the **Employer's** commitment to a performance-orientated relationship with the **Employee** in attaining equitable and improved service delivery.

3. DELIVERY

- 3.1 This Agreement will commence on the **01 July 2026** and will remain in force until **30 June 2027** where after a new Performance Agreement shall be concluded between the parties for the next financial year or any portion thereof;
- 3.2 The Parties will conclude a new Performance Agreement that replaces this Agreement at least once a year by not later than 31st of July of the succeeding financial year;
- 3.3 This Agreement will terminate on the termination of the **Employee's** contract of employment for any reason; and
- 3.4 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.

Executive Mayor (EM)

4 Municipal Manager (MM)

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4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (**Annexure A**) sets out –
- 4.1.1 The performance objectives and targets that must be met by the **Employee**;
 - 4.1.2 The time frames within which those performance objectives and targets must be met; and
- 4.2 The performance objectives and targets reflected in **Annexure A** are set by the **Employer** in consultation with the **Employee** and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Employer**, and shall include:
- 4.2.1 Key objectives that describe the main tasks that needs to be done;
 - 4.2.2 Key Performance Indicators (KPI's) that provide the details of the evidence that must be provided to show that a key objective has been achieved;
 - 4.2.3 Target dates that describe the timeframe in which the work must be achieved; and
 - 4.2.4 Weightings showing the relative importance of the key objectives to each other.
- 4.3 The Competency Framework as prescribed by Regulation 21 to the Municipal Systems Act of 17 January 2014 (Local Government Regulations on the Appointment and Conditions of Appointment of Senior Managers) (**Annexure B**) sets out the competencies required to operate effectively as a senior manager in the local government environment. The Core Competency requirements (**Annexure B-definitions**) as the management skills regarded as critical to the position held by the Employee.
- 4.4 The Personal Development Plan (**Annexure C**) sets out the **Employee's** personal development requirements in line with the objectives and targets of the **Employer**; and
- 4.5 The **Employee's** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the **Employer's** Integrated Development Plan (IDP).

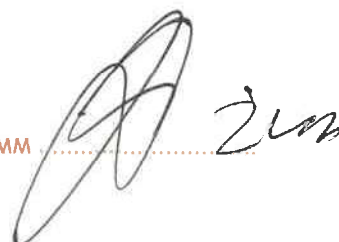
Executive Mayor (EM)..... 5 Municipal Manager (MM).....

5. THE EMPLOYEE AGREES TO PARTICIPATE IN THE PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM.

- 5.1 The **Employee** agrees to participate in the performance management system that the municipality adopted for the employees of the municipality;
- 5.2 The **Employee** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the employees and relevant stakeholders to perform to the standards required;
- 5.3 The **Employer** will consult the **Employee** about the specific performance standards and targets that will be included in the performance management system applicable to the **Employee**;
- 5.4 The **Employee** undertakes to actively focus on the promotion and implementation of the Key Performance Areas (KPA's), (including special projects relevant to the **Employee's** responsibilities) within the local government framework;
- 5.5 The criteria upon which the performance of the **Employee** shall be assessed shall consist of two components, KPA's and Competency Framework requirements as per the Local Government Regulations on Appointment and Conditions of Employment of Senior Managers, both of which shall be contained in the Performance Agreement;
- 5.6 The **Employee's** assessment will be based on his/her performance in terms of the outputs/outcomes (performance indicators) identified as per attached Performance Plan, which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the **Employer** and **Employee**:

KPA No	Municipal Key Performance Areas(KPA's)
1	Financial Sustainability
2	Sustainable Physical Infrastructure and Improve Customer Care Services
3	Economic Growth and Development
4	Institutional Transformation
5	Spatial Integration and Safe Protected Environment
6	Governance and Stakeholder Participation
TOTAL	80%

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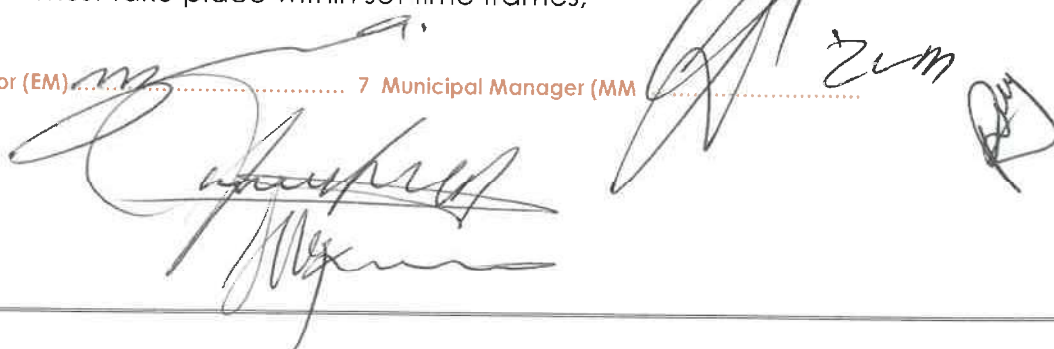
- 5.7 The Competencies will make up the other 20% of the **Employee's** assessment score. The following Competencies will be assessed in terms of the Regulations on Appointed and Conditions of Employment of Senior Managers (17 January 2014):

LEADING COMPETENCIES	
Strategic Direction and Leadership	• Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness
People Management	• Human Capital Planning and Development • Diversity Management • Employee Relations Management • Negotiation and Dispute Management
Program and Project Management	• Program and Project Planning and Implementation • Service Delivery Management • Program and Project Monitoring and Evaluation
Financial Management	• Budget Planning and Execution • Financial strategy and Delivery • Financial Reporting and Monitoring
Change Leadership	• Change Vision and Strategy • Process Design and Improvement • Change Impact Monitoring and Evaluation
Governance Leadership	• Policy Formulation • Risk and Compliance Management • Cooperative Governance
CORE COMPETENCIES	
Moral Competence	
Planning and Organising	
Analysis and Innovation	
Knowledge and Information Management	
Results and Quality Focus	

6. PERFORMANCE ASSESSMENT

- 6.1 The Performance Plan (**Annexure A**) to this Agreement sets out –
- 6.1.1 The standards and procedures for evaluating the **Employee's** performance; and
- 6.1.2 The intervals for the evaluation of the **Employee's** performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the **Employer** may in addition review the **Employee's** performance at any stage while the contract of employment remains in force;
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames;

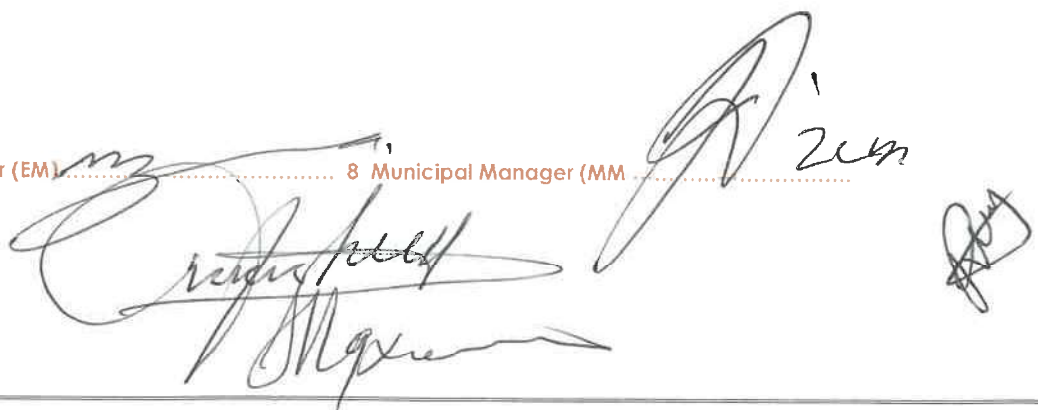
Executive Mayor (EM) 7 Municipal Manager (MM)



- 6.4 The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** Integrated Development Plan (IDP);
- 6.5 The **Employee** will submit quarterly performance reports (SDBIP), upload the relevant portfolio of evidence onto the Electronic PMS system of the municipality, and a comprehensive annual performance report at least one week prior to the performance assessment meetings to the Evaluation Panel Chairperson for distribution to the panel members for preparation purposes;
- 6.6 Assessment of the achievement of results as outlined in the performance plan:
- 6.6.1 Each KPA (KPI or group of KPIs) shall be assessed according to the extent to which the specified standards or performance targets have been met and with due regard to ad-hoc tasks that had to be performed under the KPA (KPI or group of KPIs).
- 6.6.2 A rating on the five-point scale shall be provided for each KPA (KPI or group of KPIs) which will then be multiplied by the weighting to calculate the final score; and
- 6.6.3 An overall score will be calculated based on the total of the individual scores calculated above.
- 6.7 Assessment of Competencies:
- 6.7.1 Each Competency shall be assessed according to the extent to which the specified standards for the required proficiency level have been met;
- 6.7.2 An overall score will be calculated based on the total of the individual scores calculated above.
- 6.8 Overall rating
- 6.8.1 An overall rating is calculated by adding the overall scores as calculated in 6.6.3 and 6.7.2 above; and
- 6.8.2 Such overall rating represents the outcome of the performance appraisal.

Executive Mayor (EM)

8 Municipal Manager (MM)

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- 6.9 The assessment of the performance of the **Employee** will be based on the following rating scale for Key Performance Indicators: KPA (KPI or group of KPIs)

Level	Terminology	Description
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that they employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.

- 6.10 The assessment for the performance of the **Employee** will be based on the following rating scale for Competencies:

RATING	ACHIEVEMENT LEVEL	DESCRIPTION
1	Poor	Do not apply the basic concepts to proof a basic understanding of local government operations and requires extensive supervision and development interventions
2	Basic	Applies basic concept, methods and understand of local government operations but requires supervision and development interventions
3	Competent	Develops and applies more progressive concepts, methods and understand. Plans and guides the work of others and executes progressive analyses
4	Advanced	Develops and applies complex concepts, methods and understanding. Effectively directs and leads a group and executes in-depth analyses
5	Superior	Has a comprehensive understanding of local government operations, critical in shaping strategic direction ad change, develops and applies comprehensive concepts and methods

Executive Mayor (EM)

9 Municipal Manager (MM)

6.11 For purposes of evaluating the **Employee (Municipal Manager)** for the **Mid-year and Year-end Reviews**, an evaluation panel constituted of the following persons must be established –

6.11.1 Executive Mayor;

6.11.2 Chairperson of Performance Audit Committee or the audit committee in the absence of a Performance Audit Committee;

6.11.3 Member of the Mayoral Committee

6.11.4 Mayor and/or Municipal Manager from another municipality;

6.11.5 Member of ward committee as nominated by the Executive Mayor

6.11.6 The Manager responsible for human resources of the municipality must provide secretariat services to the evaluation panel referred to in 6.11 above;

6.11.7 Internal Audit and/or Performance Management within the Municipality (observer).

6.12 The Executive Mayor will evaluate the performance of the **Employee** as at the end of the **2nd and 4th quarters**; and

6.13 The Executive Mayor will give performance feedback to the **Employee** after each quarterly and annual assessment meeting.

7. SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of each **Employee** in relation to his/her performance agreement shall be reviewed on the following dates with the understanding reviews in the **first and third quarter may be verbal if performance is satisfactory**:

Quarter	Review Period	Review to be completed by
1	July 2026- September 2026	October 2026 (Informal)
2	October 2026- December 2026	March 2027 (Formal half-yearly- mid-year review)
3	January 2027 – March 2027	April 2027 (Informal performance reviews)
4	April 2027- June 2027	September 2027 (Formal year-end- annual review)

Executive Mayor (EM)

10 Municipal Manager (MM)

- 7.2 The **Employer** shall keep a record of at least the mid-year review and year-end assessment meetings;
- 7.3 Performance feedback shall be based on the **Employer's** assessment of the **Employee's** performance;
- 7.4 The **Employer** will be entitled to review and make reasonable changes to the provisions of Annexure A from time to time for operational reasons. The **Employee** will be fully consulted before any such change is made; and
- 7.5 The **Employer** may amend the provisions of **Annexure A** whenever the performance management system is adopted, implemented and/or amended as the case may be. In that case, the **Employee** will be fully consulted before any such change is made.

8. DEVELOPMENTAL REQUIREMENTS

The **Personal Development Plan (PDP)** for addressing developmental gaps is attached as **Annexure C**. Such a Plan may be implemented and/or amended as the case may be after each assessment. In that case, the **Employee** will be fully consulted before any such change or plan is made.

9. OBLIGATIONS OF THE EMPLOYER

- 9.1 The **Employer** shall-
- 9.1.1 Create an enabling environment to facilitate effective performance by the **Employee**;
- 9.1.2 Provide access to skills development and capacity building opportunities;
- 9.1.3 Work collaboratively with the **Employee** to solve problems and generate solutions to common problems that may impact on the performance of the **Employee**;
- 9.1.4 On the request of the **Employee** delegate such powers reasonably required by the **Employee** to enable him/her to meet the performance objectives and targets established in terms of this Agreement; and
- 9.1.5 Make available to the **Employee** such resources as the **Employee** may reasonably require from time to time assisting him/her to meet the performance objectives and targets established in terms of this Agreement.

Executive Mayor (EM) 11 Municipal Manager (MM)

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- 9.1.6 Make payment of performance bonuses as prescribed in accordance with Regulation 8 of the Performance Regulation No. 29089, GoN R 805 amended which stipulates:

"Performance bonus

8. In accordance with regulation 32, a performance bonus, based on affordability, may be paid to the employee, after –
(1) the annual report for the financial year under review has been tabled and adopted by the municipal council;
(2) an evaluation of performance in accordance with the provisions of regulation 23; and
(3) approval of such evaluation by the municipal council as a reward for outstanding performance."

10. CONSULTATION

- 10.1 The **Employer** agrees to consult the **Employee** timeously where the exercising of the powers will have amongst others-
- 10.1.1 A direct effect on the performance of any of the **Employee's** functions;
- 10.1.2 Commit the **Employee** to implement or to give effect to a decision made by the **Employer**; and
- 10.1.3 A substantial financial effect on the **Employer**.
- 10.2 The **Employer** agrees to inform the **Employee** of the outcome of any decisions taken pursuant to the exercise of powers contemplated in clause 12.1 as soon as is practicable to enable the **Employee** to take any necessary action with delay.

11. REWARD

- 11.1 The evaluation of the **Employee's** performance will form the basis for rewarding outstanding performance or correcting unacceptable performance;
- 11.2 The payment of the performance bonus is determined by the performance score obtained during the 4th quarter and as informed by the quarterly performance assessments;

Executive Mayor (EM)..... 12 Municipal Manager (MM)

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- 11.3 A performance bonus of 5% to 14% of the inclusive annual remuneration package may be paid to the **Employee** in recognition of outstanding performance to be constituted based on the following scheme:

Performance Rating
130%-149%

150% and above

Performance Bonus Calculation:

Awarded a performance bonus ranging from 5% to 9%, and

Awarded a performance bonus ranging from 10% to 14%

- 11.4 In the event of the **Employee's** Employment Contract terminating for any reason contemplated in Regulation 17 of the Regulations, during the validity period of this Agreement, the **Employee's** performance will be evaluated for the portion during which he was employed and for which he will be entitled (subject to clause 11.5) to a pro-rata performance bonus based on his evaluated performance for the period of actual service; and
- 11.5 The **Employee** will forfeit his/her performance bonus should the **Employee's** Employment Contract be terminated for misconduct relating to their employment at Govan Mbeki Municipality.
- 11.6 The **Employer** will submit the results of the annual assessment and the scoring report of the **Employee**, to the full Council for purposes of recommending the bonus allocation.
- 11.7 The approved bonus, if any, will be paid to the **Employee** in accordance with Regulation 8 of the Regulations.

12. MANAGEMENT OF EVALUATION OUTCOMES

- 12.1 Where the **Employer** is, at any time during the **Employee's** employment, not satisfied with the manager's performance with respect to any matter dealt with in this Agreement, the **Employer** will give notice the **Employee** to attend a meeting;
- 12.2 The **Employee** will have the opportunity at the meeting to satisfy the **Employer** of the measures being taken to ensure that his performance becomes satisfactory and any programme, including any dates, for implementing these measures;
- 12.3 Where there is a dispute or difference as to the performance of the **Employee** under this Agreement, the parties will confer with a view to resolving the dispute or difference; and

Executive Mayor (EM)

13 Municipal Manager (MM)

12.4 In the case of unacceptable performance, the **Employer** shall –

12.4.1 Provide systematic remedial or developmental support to assist the **Employee** to improve his or her performance; and

12.4.2 After appropriate performance counselling and having provided the necessary guidance and/or support as well as reasonable time for improvement in performance, the **Employer** may consider steps to terminate the contract of employment of the **Employee** on grounds of unfitness or incapacity to carry out his or her duties.

13. DISPUTE RESOLUTION

13.1 In the event that the **Employee** is dissatisfied with any decision or action of the Council in terms of this Agreement, or where a dispute or difference arises as to the extent to which the **Employee** has achieved the performance objectives and targets established in terms of this Agreement, the **Employee** may within 3 working days meet with the **Employer** with a view to resolving the issue. The **Employer** will record the outcome of the meeting in writing;

13.2 If the parties could not resolve the issues within 10 working days, an independent arbiter, acceptable to both parties, should be appointed to resolve the matter within thirty days; and

13.3 In the event that the mediation process contemplated above fails, the relevant clause of the Contract of Employment shall apply.

14. GENERAL

14.1 The contents of this agreement and the outcome of any review conducted in terms of **Annexure A** may be made available to the public by the **Employer**; and

14.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Employee** in terms of his/her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

14.3 The performance assessment results of the **Employee**, the Municipal Manager must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within 14 days after the conclusion of the assessment.

Executive Mayor (EM)

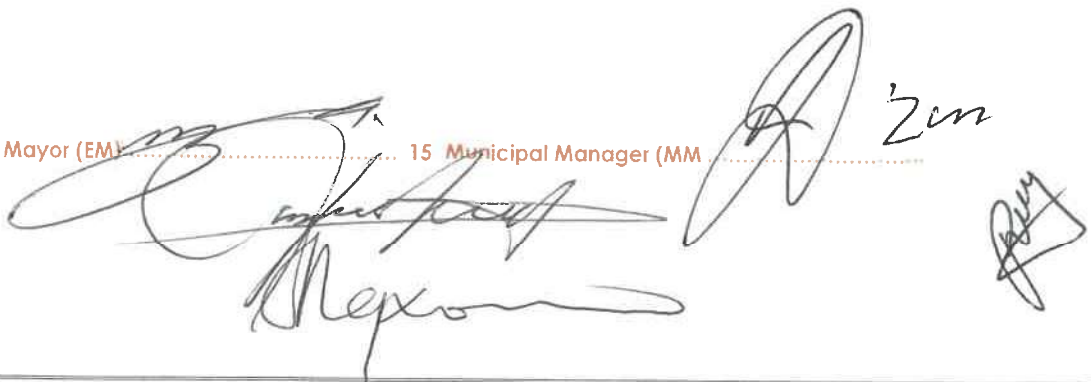
14 Municipal Manager (MM)

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15. DECLARATION CLAUSE ON DISCLOSURE OF FINANCIAL INTERESTS

- 15.1 The disclosure of financial interest as prescribed and in line with Regulation 18 of the Municipal Staff Regulations (Staffing Regulations 805 of 2021) and Section 6(1)(e) of the Municipal Systems Act (Act 32 of 2000), **(Annexure D)** sets out what is required from the **Employee** in completing and to declare any financial interests that may create a conflict of interest in the performance of their municipal duties.
- 15.2 The employee commits to disclosing any direct or indirect financial interests that could reasonably conflict with the performance of their duties. This includes, but is not limited to, ownership of shares, directorships, partnerships, property ownership, or financial interests in entities contracting with the municipality.
- 15.3 Failure to comply, including providing false or incomplete information, may result in disciplinary action, up to and including termination of the performance agreement and/or employment, subject to applicable labour laws and municipal regulations.
- 15.4 The employee shall adhere to the highest standards of ethics and integrity, as outlined in the Code of Conduct for Municipal Staff Members and other relevant legislation.
- 15.5 This clause underpins the employee's commitment to transparency, accountability, and good governance within the municipality.

Executive Mayor (EM) 15 Municipal Manager (MM)



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Thus, done and signed at Secunda on this 31 day of July 2026

AS WITNESSES:

1. 

2. 


EMPLOYEE:
MUNICIPAL MANAGER

Thus, done and signed at Secunda on this 31 day of July 2026

AS WITNESSES:

1. _____

2. _____

EMPLOYER:
EXECUTIVE MAYOR

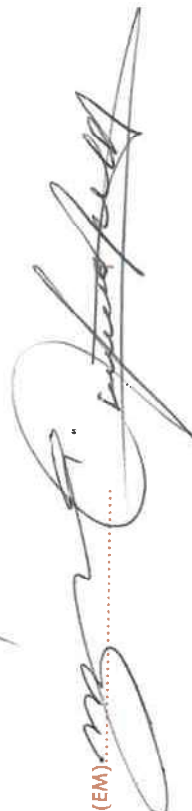
Executive Mayor (EM)  16 Municipal Manager (MM) 

Performance Plan
FY 2026-2027

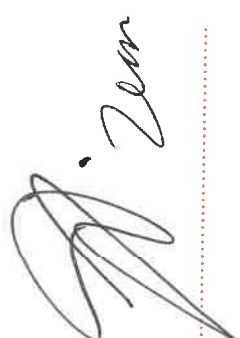
MUNICIPAL MANAGER (MM)
MR. ELLIOT NDABIKHONA MASEKO



Executive Mayor (EM).....



Municipal Manager (MM).....



Performance Agreement: Annexure A FY2026-2027

The Performance Plan sets out for: **Municipal Manager (MM)**

- Key Performance Areas that the employee should focus on, performance objectives, key performance indicators and targets that must be met within a specific timeframe;
- Competencies required as stipulated in the Local Government: Regulations on appointment and conditions of employment of senior

The employee's assessment will be based on his/her performance in terms of the outputs/outcomes (performance indicators) identified as per the performance plan which are linked to the Municipal KPA's and National KPA's, which constitute 80% of the overall assessment result as per the weightings agreed to between the employer and employee.

KPA's covering the main areas of work will account for 80% and Competencies will account for 20% of the final assessment.

Municipal Key Performance Areas (KPA's)	Weighting	Competency Framework	Weighting
KPA 1: Financial Sustainability	30%	Strategic Direction and Leadership	10%
KPA 2: Sustainable Physical Infrastructure and Improve Customer Care Services	30%	People Management	8%
KPA 3: Economic Growth and Development	10%	Programme and Project Management	8%
KPA 4: Institutional Transformation	10%	Financial Management	10%
KPA 5: Spatial Integration and Safe Protected Environment	10%	Change Leadership	10%
KPA 6: Governance and Stakeholder Participation	10%	Governance Leadership	10%
		Moral Competence	5%
		Planning and organising	8%
		Analysis and Innovation	8%
		Knowledge and Information Management	9%
		Communication	6%
		Results and Quality Focus	8%
		Total	100%

Executive Mayor (EM)

Municipal Manager (MM)

Performance Agreement: Annexure A FY2026-2027

The assessment of the performance of the Employee will be based on the following rating scale for KPA's:

RATING SCALE ON CRITERIA OF PERFORMANCE:			EXPLANATION
RATING	COLOUR CODE	CATEGORY	
1	1 UNACCEPTABLE PERFORMANCE	KPI'S NOT MET/ UNACCEPTABLE PERFORMANCE	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the Performance Agreement and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.
2	2 PERFORMANCE NOT FULLY EFFECTIVE	KPI'S ALMOST MET / NOT FULLY EFFECTIVE	Performance is below the standards expected for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the performance criteria and indicators as specified in the Performance Agreement and Performance Plan.
3	3 PERFORMANCE FULLY EFFECTIVE	KPI'S MET / FULLY EFFECTIVE	Performance fully meets the standard expected in all areas of the job. The appraisal indicates that the employee has fully achieved effective results against all significant performance criteria and indicators as specified in the Performance Agreement and performance plan.
4	4 PERFORMANCE SIGNIFICANTLY ABOVE EXPECTATIONS	KPI'S WELL MET / PERFORMANCE SIGNIFICANTLY ABOVE EXPECTATIONS	Performance is significantly higher than the standard expected in the job. The appraisal/assessment indicates that the employee has achieved above fully effective results against more than half of the performance criteria and indicators as specified in the Performance Agreement and performance plan and fully achieved all others throughout the performance cycle.
5	5 OUTSTANDING PERFORMANCE	KPI'S EXTREMELY WELL MET / OUTSTANDING PERFORMANCE	Performance far exceeds the standard expected of the employee at this level. The appraisal/assessment indicates that the employee has achieved above fully effective results against all of the performance criteria and indicators as specified in the PA and performance plan and maintained this in all areas of responsibility throughout the performance cycle.

Executive Mayor (EM)

[Signature]

Municipal Manager (MM)

[Signature] P. Z. ...

Performance Agreement: Annexure A FY2026-2027

The table below illustrates the alignment between the National Key Performance Areas and the municipal Strategic (IDP) Objectives and Pre Determine Objectives:

NATIONAL AND MUNICIPAL STRATEGIC LINKAGE				
National KPA	Municipal Key Performance Area	GMM Strategic objectives(SO)	IDP linkage	IDP Strategy number
Municipal Financial Viability and Management	KPA 1: Financial Sustainability	To ensure financial sustainability.	Fin.Sustain.	FINS8.1
Basic Service Delivery	KPA 2: Sustainable Physical Infrastructure and Improve Customer Care Services	To ensure appropriately serviced, well maintained physical infrastructure and the efficient use of energy.	Physic.Infra.&Energy.Effic.	PI&EE2.1
		To provide sustainable and affordable services and effective customer care.	Serv.&Custom.Care.	S&CCC3.1
	KPA 5: Spatial Integration and Safe Protected Environment	To ensure safety within the community as well as a healthy and protected environment	Safety&Env.	S&ENV5.1
		To facilitate social and community development.	Social.&Comm.Devel.	S&DEV6.1
Local Economic Development	KPA 3: Economic Growth and Development	To facilitate economic growth and development.	Econ.Grow.&Devel.	E&DEV4.1
Municipal Transformation and Organisational Development	KPA 4: Institutional Transformation	To ensure institutional transformation.	Inst.Transform.	INST7.1
Good Governance and Public Participation	KPA 6: Governance and Stakeholder Participation	To ensure good governance and the participation of stakeholders.	Govern. & Stake.Part.	GOV&SP1.1

Executive Mayor (EM)

Municipal Manager (MM)

Performance Agreement: Annexure A FY2026-2027

KEY PERFORMANCE INDICATORS

The Key Performance Indicators for **Municipal Manager (MM)** are aligned to the National Key Performance Areas as well as the Six (6) Municipal Key Performance Areas which covering the main areas of work as account for **80%**.

**** Note: The detail KPIs and Targets per KPA are captured in the Approved High-level Scorecard and Departmental SDBIP for each Department in terms of financial year 2026-2027**

MUNICIPAL KEY PERFORMANCE AREA	MUNICIPAL KEY FOCUS AREA	PERFORMANCE TARGET	PERFORMANCE INDICATOR	WEIGHT %
KPA 1: FINANCIAL SUSTAINABILITY	➤ KFA 1: Revenue	As per approved Departmental SDBIP FY 2026/2027	As per approved Departmental SDBIP FY 2026/2027	30%
	➤ KFA 2: Expenditure			
	➤ KFA 3: Asset management			
	➤ KFA 4: Funding			
	➤ KFA 5: Supply chain management			
	➤ KFA 6: Cash management			
	➤ KFA 7: Finance policies			
KPA 2: SUSTAINABLE PHYSICAL INFRASTRUCTURE AND IMPROVE CUSTOMER CARE SERVICES	➤ KFA 1: Energy	As per approved Departmental SDBIP FY 2026/2027	As per approved Departmental SDBIP FY 2026/2027	30%
	➤ KFA 2: Roads and storm water infrastructure			
	➤ KFA 3: Water and sanitation infrastructure			
	➤ KFA 4: Waste infrastructure			
	➤ KFA 5: City entrances			
	➤ KFA 6: Government institutions			
	➤ KFAs 1, 2 and 3: Water and sanitation; Electricity; Waste			
	➤ KFA 4: Customer relations			
	➤ KFA 5: Public transport			
	➤ KFA 6: Branding			
	➤ KFA 1: Demand classification			
KPA 3: ECONOMIC GROWTH AND DEVELOPMENT	➤ KFA 2: Growth performance and diversification	As per approved Departmental SDBIP FY 2026/2027	As per approved Departmental SDBIP FY 2026/2027	10%
	➤ KFA 3: Job creation and wages			
	➤ KFA 4: Investment promotion			
	➤ KFA 5: Productivity and innovation			
	➤ KFA 6: Poverty and socio-economic status			
	➤ KFA 7: Education and skills development			
	➤ KFA 8: Trade and industry			
	➤ KFA 9: Stability and sustainability			
	➤ KFA 10: Urban renewal			
	➤ KFA 11: Rural Development			

Executive Mayor (EM).....

Signature

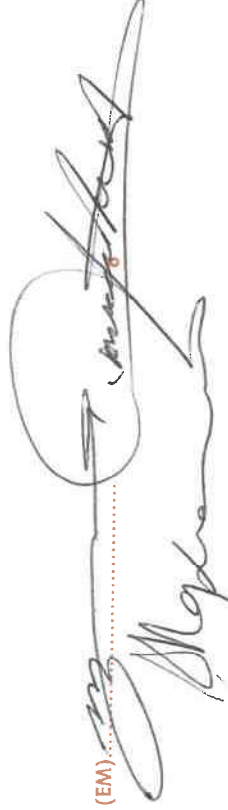
Municipal Manager (MM).....

Signature

Performance Agreement: Annexure A FY2026-2027

MUNICIPAL KEY PERFORMANCE AREA	MUNICIPAL KEY FOCUS AREA	PERFORMANCE TARGET	PERFORMANCE INDICATOR	WEIGHT %
KPA 4: INSTITUTIONAL TRANSFORMATION	➤ KFA 1: Organisational structure	As per approved Departmental SDBIP FY 2026/2027	As per approved Departmental SDBIP FY 2026/2027	10%
	➤ KFA 2: Human capital			
	➤ KFA3: Programme and Project Management			
	➤ KFA 4: Performance management			
	➤ KFA 5: Technology			
KPA 5: SAFETY AND ENVIRONMENT	➤ KFA 1: Crime, safety and security	As per approved Departmental SDBIP FY 2026/2027	As per approved Departmental SDBIP FY 2026/2027	10%
	➤ KFA 2: Environmental management framework			
	➤ KFA 3: Disaster management			
	➤ KFA 4: Emergency services			
	➤ KFA 5: Traffic services			
	➤ KFA 1: Sustainable human settlements			
	➤ KFA 2: Sports and recreation			
	➤ KFA 3: Arts and culture			
	➤ KFA 4: Libraries and community halls			
	➤ KFA 1: Governance structures			
KPA 6: GOVERNANCE AND STAKEHOLDER PARTICIPATION	➤ KFA 2: Stakeholder participation	As per approved Departmental SDBIP FY 2026/2027	As per approved Departmental SDBIP FY 2026/2027	10%
	➤ KFA 3: Audit Findings			
	➤ KFA 4: Policies and by-laws			
	➤ KFA 5: Monitoring and evaluation			
	➤ KFA 6: Communications (Internal and External)			
TOTAL				100%

Executive Mayor (EM).....



Municipal Manager (MM).....





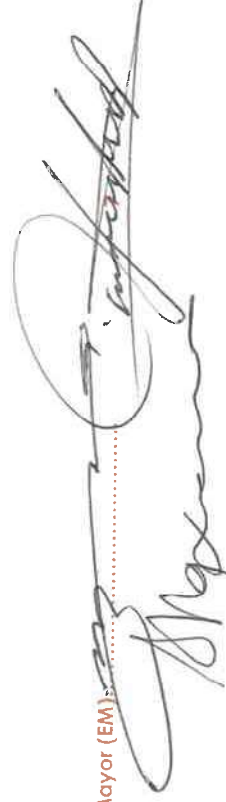
Performance Agreement: Annexure A FY2026-2027

CORE MANAGERIAL COMPETENCY FRAMEWORK

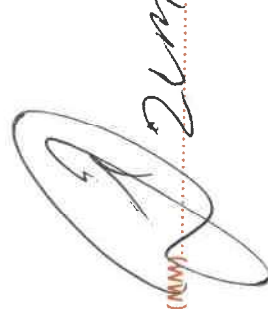
The performance of Section 57 Managers should be assessed in terms of Competency Framework as required by the Regulations on Appointment and Conditions of Employment of Senior Managers. The competencies contained in the framework are critical in assessing the level of senior manager's performance. The assessment of these competencies will account for **twenty percent (20%)** of the total employee assessment score. **Annexure B** describes the Competencies in terms of the Regulations on Appointed and Conditions of Employment of Senior Managers (17 January 2014)

Competency Framework		DEFINITION	Weighting
Leading Competencies	Strategic Direction and Leadership	Provide and direct a vision for the institution, and inspire and deploy others to deliver on strategic institutional mandate.	10%
	People Management	Effectively manage inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives.	8%
	Programme and Project Management	Able to understand program and project management methodology, plan,	8%
	Financial Management	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner	10%
	Change Leadership	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community	10%
	Governance Leadership	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships	10%

Executive Mayor (EM):



Municipal Manager (MM):




Performance Agreement: Annexure A FY2026-2027

Competency Framework		DEFINITION	Weighting
Core Competencies	Moral Competence	Able to identify moral, triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence	5%
	Planning and Organising	Able to plan prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk	8%
	Analysis and Innovation	Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives	8%
	Knowledge and Information Management	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	9%
	Communication	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome	6%
	Results and Quality Focus	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives	8%
TOTAL			100%

Thus, done and signed at Secunda on this 31 day of July 2026


EXECUTIVE MAYOR (EM)


Executive Mayor (EM)


MUNICIPAL MANAGER (MM)


Municipal Manager (MM)

GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICI PAL STRAT	MUNICIPAL DELIVERY					FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS									
			KEY PERFORMANCE INDICATORS (KPIs)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Annual Budget	Type of Activity	Perce (%)	Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027		
KPA 1 : FINANCIAL SUSTAINABILITY																	
HL1	FINANCIAL SERVICES	Fin.Sustain. FINS8.1	Percentage (%) of Debtors Payment Rate by 30 June 2027	Percentage of debtors payment rate over 12 months rolling period calculated per quarter	Quarterly Report (Financial Ratios)	72% Debtors payment rate as at 31 March 2026	All	Operational Budget	Outcome	70% Debtors Payment Rate per quarter by 30 June 2027	70%Debtors payment rate	70%Debtors payment rate	70%Debtors payment rate	70%Debtors payment rate			
HL2	FINANCIAL SERVICES	Fin.Sustain. FINS8.1	Percentage (%) of Debt book Reduction by 30 June 2027	Debt book reduction (Opening balance of the debt by 30 June 2027	Monthly and Quarterly Report Revenue enhancement plan	12.1% of Debt book increase in the debtor book as at 31 March 2026	All	Operational Budget	Activity	5% of Debt book Reduction by 30 June 2027	1% of Debt book Reduction (Cumulative)	2% of Debt book Reduction (Cumulative)	3% of Debt book Reduction (Cumulative)	5% of Debt book Reduction (Cumulative)			
HL3	FINANCIAL SERVICES	Fin.Sustain. FINS8.1	Percentage (%) of Outstanding Service Debtors by 30 June 2027	Financial viability measured In terms of the outstanding service debtors by 30 June 2027 ((Total outstanding service debtors/ revenue received for services)X100) Norm = 20%	Quarterly Report (Financial Ratios)	22% Of Operating Service Debtors to Revenue coverage ratio calculated as at 31 March 2026	All	Operational Budget	Outcome	30% of Outstanding Service Debtors by 30 June 2027	30% of Outstanding Service Debtors	30% of Outstanding Service Debtors	30% of Outstanding Service Debtors	30% of Outstanding Service Debtors			
HL4	FINANCIAL SERVICES	Fin.Sustain. FINS8.1	Percentage (%) of Debt Coverage Calculated as per the ratio determined by 30 June 2027	Financial viability measured In terms of the Municipality's ability to meet its service debt obligations by 30 June 2027 ((Total operating revenue- operating grants received)/debt service payments due within the year)) (i.e. Interest + redemption Norm = 45	Quarterly Report (Financial Ratios)	0% Debt coverage calculated as per the ratio determined as at 31 March 2026	All	Operational Budget	Outcome	0.01% of Debt Coverage Calculated as per the ratio determined by 30 June 2027	0.01% of Debt Coverage Calculated as per the ratio determined	0.01% of Debt Coverage Calculated as per the ratio determined	0.01% of Debt Coverage Calculated as per the ratio determined	0.01% of Debt Coverage Calculated as per the ratio determined			

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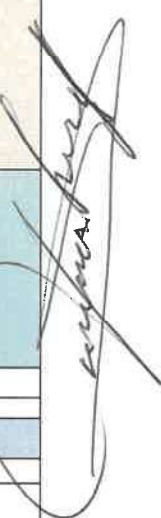
GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRAT	MUNICIPAL DELIVERY					Targets FY 2026/2027	FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS									
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards		Annual Budget	Type of	Perf (%)							
HL5	FINANCIAL SERVICES	Fin.Sustain.	FIN58.1	Number of Months Calculated per the Cost Coverage Ratio as it takes to Cover Fixed Operating Expenditure with Available Cash at 30 June 2027	Financial viability measured in terms of available cash to cover fixed operating expenditure. Cost Coverage Ratio Calculated for the financial year as per the ratio determined: ((Cash and Cash Equivalents - Unspent Conditional Grants – Overdraft) ÷ Short Term Investment) / Monthly Fixed Operational Expenditure excl (Depreciation, Amortization & Provision for Bad Debts, Impairment and Loss on Disposal of Assets by 30 June 2027	Quarterly Report (Financial Ratios)	0.19:1 Months Cost Coverage ratio calculated as at 30 June 2025 (Q 3 - Cash available can only cover 28% of the monthly fixed cost)	All	Operational Budget	Outcome	1:2 Months Calculated per the Cost Coverage Ratio as it takes to Cover Fixed Operating Expenditure with Available Cash at 30 June 2027	1:2 Months Calculated per the Cost Coverage Ratio as it takes to Cover Fixed Operating Expenditure with Available Cash	1:2 Months Calculated per the Cost Coverage Ratio as it takes to Cover Fixed Operating Expenditure with Available Cash	1:2 Months Calculated per the Cost Coverage Ratio as it takes to Cover Fixed Operating Expenditure with Available Cash	Quarter 1 01 July 2026 - 30 September 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027	1:2 Months Calculated per the Cost Coverage Ratio as it takes to Cover Fixed Operating Expenditure with Available Cash
HL6	FINANCIAL SERVICES	Fin.Sustain.	FIN58.1	Percentage (%) of the Municipal Capital Budget spent on Capital Projects by 30 June 2027	CAPEX: The percentage of the municipal capital budget actually spent on capital projects by 30 June 2027 [(Amount actually spent on capital projects/ Amount budgeted for capital projects)x100]	Financial calculations report from financial system on the total YTD amount of actual Capital expenditure of Capital projects in terms of the Municipality's Own Capital Budget	78% of the capital budget is spent (cumulative) by end of March 2026	All	164753865.3	Output	100% of the Municipal Capital Budget spent on Capital Projects by 30 June 2027	25% of the Municipal Capital Budget spent on Capital Projects (cumulative)	50% of the Municipal Capital Budget spent on Capital Projects (cumulative)	75% of the Municipal Capital Budget spent on Capital Projects (cumulative)	100% of the Municipal Capital Budget spent on Capital Projects (cumulative)			
HL7	CIVIL ENGINEERING	Fin.Sustain.	FIN58.1	Percentage (%) of MIG Funds Spending by 30 June 2027	CAPEX: The percentage of a municipality's capital budget spent on capital projects in terms of MIG Funds	Financial calculations report from financial system on the total YTD amount of actual Capital expenditure of Listed MIG projects identified in terms of MIG funds	76% MIG spending (cumulative) by end of March 2026b	All	59364304	Output	100% of MIG Funds Spending by 30 June 2027	25% of MIG Funds Spending (cumulative)	50% of MIG Funds Spending (cumulative)	75% of MIG Funds Spending (cumulative)	100% of MIG Funds Spending (cumulative)			





GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRAT	MUNICIPAL DELIVERY						FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS						
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ (Status to date 31 March 2026)	Wards	Annual Budget	Type of Outcome	Perc (%)	Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	Quarter 2 01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027
HL8	ELECTRICAL AND MECHANICAL ENGINEERING	Fin.Sustain.	Percentage (%) of INEP Funds Spending by 30 June 2027	CAPEX: (INEP). The Percentage of INEP Spending as determined by the ((Actual expenditure divided by the total approved budget) x 100)	Financial calculations report from financial system on the total YTD amount of actual Capital expenditure of Listed INEP projects identified in terms of INEP funds	86% of INEP spending (cumulative) by end of March 2026	All	31085217	Outcome	%	100% of INEP Funds Spending by 30 June 2027	25 % of INEP Funds Spending (cumulative)	50% of INEP Funds Spending (cumulative)	75 % of INEP Funds Spending (cumulative)	100 % of INEP Funds Spending (cumulative)
HL9	FINANCIAL SERVICES	Fin.Sustain.	Percentage (%) of FY 2026/2027 FMG Grant Allocation Spent by 30 June 2027	FMG Grant Allocation spending for financial year 2026/2027 by 30 June 2027 , ((actual expenditure/total grant allocation received)	Financial calculations report from financial system on the total YTD amount of actual FMG grant allocation spend for the identified project/s	100% of FMG Grant Allocation Spent by 30 June 2025	All	1304347.83	Outcome	%	100% of FY 2026/2027 FMG Grant Allocation Spent by 30 June 2027	5% of FY 2026/2027 FMG Grant Allocation Spent (cumulative)	15% of FY 2026/2027 FMG Grant Allocation Spent (cumulative)	50% of FY 2026/2027 FMG Grant Allocation Spent (cumulative)	100% of FY 2026/2027 FMG Grant Allocation Spent (cumulative)
HL10	FINANCIAL SERVICES	Fin.Sustain.	Percentage (%) of Operational Budget on Repairs and Maintenance spent by 30 June 2027	Provision for repairs and maintenance	Proof spending on maintenance / reports/ Invoices/ Financial Reporting	28% of repairs and maintenance is spent to date	All	187729304	Outcome	%	100% of Operational Budget on Repairs and Maintenance spent by 30 June 2027	25% of Operational Budget on Repairs and Maintenance spent (cumulative)	50% of Operational Budget on Repairs and Maintenance spent (cumulative)	75% of Operational Budget on Repairs and Maintenance spent (cumulative)	100% of Operational Budget on Repairs and Maintenance spent (cumulative)
HL11	FINANCIAL SERVICES	Fin.Sustain.	Adjustment Budget for FY 2026/2027 Submitted to Council for Approval by 28 February 2027	Submit the Adjustments Budget to Council for consideration by 28 February 2027	Adjustment Budget / Council Resolution	1X Adjustments budget submitted to Council	All	Operational Budget	Output	#	1 X Adjustments Budget for FY 2026/2027 submitted to Council for consideration by 28 February 2027	n/a	n/a	1 X Adjustments Budget for FY 2026/2027 submitted to Council for consideration	N/A
HL12	FINANCIAL SERVICES	Fin.Sustain.	Approval of the Main MTREF Budget (FY2027/2028) by Council by 31 May 2027	Submit the Main MTREF Budget as compiled to council for approval by the legislative deadline	Council resolution/ 1 X Approved draft Budget and 1x Approved budget per annum	1X Approved Draft & Main MTREF Budget	All	Operational Budget	Output	#	1 X Approval of the Main MTREF Budget (FY2027/2028), by Council by 31 May 2027	n/a	n/a	1X Draft MTREF Budget for (FY2027/2028 submitted Council for consideration by 31 May 2027	1X Approval of the Main MTREF Budget (FY2027/2028) by Council by 31 May 2027

GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRATEGY	MUNICIPAL DELIVERY					FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS						
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Type of	Perc (%)	Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027
HL13	FINANCIAL SERVICES	Fin.Sustain.	Percentage (%) of Assets Verifications conducted and verified by 30 June 2027	Quarterly Verifications for Assets Conducted	Asset Verification report	100% of Assets Verifications conducted and verified	All	Operational Budget	%	100%) of Assets Verifications conducted and verified by 30 June 2027	25% of Assets Verifications conducted and verified	25% of Assets Verifications conducted and verified	25% of Assets Verifications conducted and verified	25% of Assets Verifications conducted and verified
HL14	FINANCIAL SERVICES	Fin.Sustain.	Number of Annual Procurement Plans approved by Council by 30 June 2027	Signed Annual procurement plan as approved by Council	Approved Annual procurement	1X Annual procurement plan approved	All	Operational Budget	#	1X of Annual Procurement Plan approved by Council by 30 June 2027	n/a	n/a	n/a	1X Of Annual Procurement Plan approved by Council
HL15	FINANCIAL SERVICES	Fin.Sustain.	Percentage (%) Reduction of Irregular Expenditure) by 30 June 2027	Reduction of Irregular Expenditure (UIFW)	Reports on the Unauthorised, Irregular,Fruitless and Wasteful Expenditure(UIFW)/ Council Resolution	Closing Balance as at 30 June 2025 per the AFS were : R 134 702 811	All	Operational Budget	%	30% Reduction of Irregular Expenditure by 30 June 2027	5% Reduction of Irregular Expenditure(	10% Reduction of Irregular Expenditure	5% Reduction of Irregular Expenditure(	10% Reduction of Irregular Expenditure
HL16	FINANCIAL SERVICES	Fin.Sustain.	Percentage (%) Reduction of Fruitless and Wasteful Expenditure by 30 June 2027	Reduction of Fruitless and Wasteful Expenditure (UIFW)	Reports on the Unauthorised, Irregular,Fruitless and Wasteful Expenditure(UIFW)/ Council Resolution	Closing Balance as at 30 June 2025 per the AFS were : R 250 199 884	All	Operational Budget	%	10% Reduction of Fruitless and Wasteful Expenditure by 30 June 2027	2% Reduction of Fruitless and Wasteful Expenditure	3% Reduction of Fruitless and Wasteful Expenditure	2% Reduction of Fruitless and Wasteful Expenditure	3% Reduction of Fruitless and Wasteful Expenditure
HL17	OFFICE OF THE MM	Fin.Sustain.	Percentage (%) Reduction of Unauthorised Expenditure by 30 June 2027	Reduction of Unauthorised, Expenditure	Reports on the Unauthorised, Irregular,Fruitless and Wasteful Expenditure(UIFW)/ Council Resolution	Closing Balance as at 30 June 2025 per the AFS were : R888 880 321	All	Operational Budget	%	100 % Reduction of Unauthorised Expenditure by 30 June 2027	50% Reduction of Unauthorised Expenditure	0% Reduction of Unauthorised Expenditure	50% Reduction of Unauthorised Expenditure	0% Reduction of Unauthorised Expenditure
TOTAL KPA 1 : FINANCIAL SUSTAINABILITY										R444,237,038.13				
KPA 2: SUSTAINABLE PHYSICAL INFRASTRUCTURE AND IMPROVE CUSTOMER CARE SERVICES														

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GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICI PAL STRAT	MUNICIPAL DELIVERY							FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS					
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ / Status to date 31 March 2026	Wards	Annual Budget	Type of	Perc (%)	Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027
HL18	PLANNING AND ECONOMIC DEVELOPMENT	Physic,Infra.&Energy, Effic.	Percentage of Township Proclamations finalised by 30 June 2027	Finalisation Township Proclamations	Proclamation notices new		All	1350000	Activity	%	100% of Township Proclamations finalised by 30 June 2027	n/a	n/a	n/a	100% of Township Proclamations finalised
HL19	PLANNING AND ECONOMIC DEVELOPMENT	Physic,Infra.&Energy, Effic.	Percentage (%) of Complete (Compliant) Land Development Applications (LDA), (but exclude Township applications, applications with objections and applications that are not complete or rejected/Aborted), Evaluated and Finalised within 90 working days by 30 June 2027	Evaluate/Asses Land Development Applications (LDA) in terms of SPLUMA as and when submitted by Land owner/Agent or Consultant.	Land Development Application Register, (BizAgg reports/Electronic System) Report generated in excel format (Referred to as the Land Development application register).	54% of Complete (Compliant) Land Development Applications (LDA) Evaluated and Finalised 90 working days as at 30 June 2025	All	Operational Budget	Activity	%	60% of Complete (Compliant) Land Development Applications (LDA), (but exclude Township applications, applications with objections and applications that are not complete or rejected/Aborted), Evaluated and Finalised within 90 working days by 30 June 2027	60% of Complete (Compliant) Land Development Applications (LDA) Evaluated and Finalised 90 working days	60% of Complete (Compliant) Land Development Applications (LDA) Evaluated and Finalised 90 working days	60% of Complete (Compliant) Land Development Applications (LDA) Evaluated and Finalised 90 working days	60% of Complete (Compliant) Land Development Applications (LDA) Evaluated and Finalised 90 working days
HL20	PLANNING AND ECONOMIC DEVELOPMENT	Physic,Infra.&Energy, Effic.	Percentage (%) of Compliant Building plans with an area less than 500m2 approved within 30 days by 30 June 2027	Finalisation of Building Plan in line with the approved service standards. As Follows: Building plan application where the area of a building is less than 500m2, the application should be approved within 30 days.	Building Plan Application Register, (BizAgg reports/Electronic System) Report generated in excel format (Referred to as the BPA application register).	84% of Completed (Compliant) Building Plans Applications Evaluated and Finalised within 90 days as at 30 June 2025	All	Operational Budget	Activity	%	80% of Compliant Building plans with an area less than 500m2 approved within 30 days by 30 June 2027	80% of Compliant Building plans with an area less than 500m2 approved within 30 days	80% of Compliant Building plans with an area less than 500m2 approved within 30 days	80% of Compliant Building plans with an area less than 500m2 approved within 30 days	80% of Compliant Building plans with an area less than 500m2 approved within 30 days

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GOVAN MBEDI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRATEGY	MUNICIPAL DELIVERY							Targets FY 2026/2027	FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS							
			KEY PERFORMANCE INDICATORS (KPIs)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Annual Budget	Type of Activity		Perc (%)							
HL21	PLANNING AND ECONOMIC DEVELOPMENT	Physical, Infra & Energy, Effic.	Percentage (%) Compliant Building plans with an area 500m2 or larger to be approved within 60 days by 30 June 2027	Finalisation of Building Plan in line with the approved service standards. As Follows: Building plan application where the area of a building is 500m2 or larger, the application should be approved within 60 days of receipt of the application.	Building Plan Application Register, (BizAgg reports/Electronic System) Report generated in excel format (Referred to as the BPA application register).	84% of Completed (Compliant) Building Plans Applications Evaluated and Finalised within 90 days as at 30 June 2025	All	Operational Budget	Activity	%	80% of Compliant Building plans with an area 500m2 or larger to be approved within 60 days by 30 June 2027	80% of Compliant Building plans with an area 500m2 or larger to be approved within 60 days	80% of Compliant Building plans with an area 500m2 or larger to be approved within 60 days	80% of Compliant Building plans with an area 500m2 or larger to be approved within 60 days	Quarter 1 01 July 2026 - 30 September 2026	Quarter 2 01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027
HL22	CIVIL ENGINEERING	Physical, Infra & Energy, Effic.	Number of Water Meters Replaced by 30 June 2027	Improved water meter functionality and service reliability/ Maintenance of water meters	Monthly Reports/Meter replacement list	4529 Water Meters replaced recorded as at 31 March 2026	All	9000000	Output	#	3000 x Water Meters Replaced by 30 June 2027	750X Water Meters Replaced	750X Water Meters Replaced	750X Water Meters Replaced	750X Water Meters Replaced	750X Water Meters Replaced	750X Water Meters Replaced	750X Water Meters Replaced
HL23	CIVIL ENGINEERING	Physical, Infra & Energy, Effic.	Percentage % Meters Installed as per Applications Processed by 30 June 2027	Improved water meter functionality and service reliability/ Maintenance of water meters	Monthly Reports/ Meter installation list	new	All		Output	%	100% of Meters Installed as per Applications Processed by 30 June 2027	100% of Meters Installed as per Applications Processed	100% of Meters Installed as per Applications Processed	100% of Meters Installed as per Applications Processed	100% of Meters Installed as per Applications Processed	100% of Meters Installed as per Applications Processed	100% of Meters Installed as per Applications Processed	100% of Meters Installed as per Applications Processed
HL24	CIVIL ENGINEERING	Physical, Infra & Energy, Effic.	Percentage % Reduction of Water losses as per previous year end actual water losses recorded by 30 June 2027	Monitoring and Implementing measures to reduce Water losses based on financial figures as per previous losses recorded (from 46 % recorded previous year actual losses to 38%)	Invoices from Rand Water and Financial year Water Balance Report	6% x Reduction in Water losses as per previous year end actual water losses recorded as at 31 March 2026	All	Operational Budget	Outcome	%	8% x Reduction of Water losses as per previous year end actual water losses recorded by 30 June 2027	2% x Reduction of Water losses per quarter as per the actual waterlosses recorded	2% x Reduction of Water losses per quarter as per the actual waterlosses recorded	2% x Reduction of Water losses per quarter as per the actual waterlosses recorded	2% x Reduction of Water losses per quarter as per the actual waterlosses recorded	2% x Reduction of Water losses per quarter as per the actual waterlosses recorded	2% x Reduction of Water losses per quarter as per the actual waterlosses recorded	2% x Reduction of Water losses per quarter as per the actual waterlosses recorded
HL25	CIVIL ENGINEERING	Physical, Infra & Energy, Effic.	Percentage % Water Compliance with SANS 241 Measured quarterly by 30 June 2027	Quality of potable water comply with SANS 241 (Blue Drop Status)	Report form IRIS system by DWS	97.45 Water Compliance with SANS 241 as at 31 March 2026	All		Outcome	%	95 % Water Compliance with SANS 241 measured quarterly by 30 June 2027	95 % Water Compliance with SANS 241 measured quarterly	95 % Water Compliance with SANS 241 measured quarterly	95 % Water Compliance with SANS 241 measured quarterly	95 % Water Compliance with SANS 241 measured quarterly	95 % Water Compliance with SANS 241 measured quarterly	95 % Water Compliance with SANS 241 measured quarterly	95 % Water Compliance with SANS 241 measured quarterly

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GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICI PAL STRAT	MUNICIPAL DELIVERY					FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS							
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Annual Budget	Type of	Perc (%)	Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027
HL26	CIVIL ENGINEERING	IP&EE2.1 V. Effic.	Publication of water quality and final effluent compliance results by 31 December 2026	Publications placed on local newspaper and website: (Greendrop)	Social media/ Municipal Websites	1 X Publication of water quality and final effluent compliance results	All	3500000	Output	#	1X Publication of water quality and final effluent compliance results by 31 December 2026	n/a	1X Publication of water quality and final effluent compliance results	n/a	n/a
HL27	CIVIL ENGINEERING	IP&EE2.1 Physic.Intra.&Energy. Effic.	Percentage % compliance to Quality of effluent water (green) measured quarterly by 30 June 2027	Quality of effluent comply 75% with general limit in terms of the Water Act (Act 36 of 1998) as per average of all treatment works (testing)	Report form IRIS system by DWS	63.33% Compliance to Quality of effluent water measured 1 as at 31 March 2026	All		Outcome	%	75% compliance to Quality of effluent water measured quarterly by 30 June 2027	75 % compliance to Quality of effluent water measured quarterly	75 % compliance to Quality of effluent water measured quarterly	75 % compliance to Quality of effluent water measured quarterly	75 % compliance to Quality of effluent water measured quarterly
HL28	CIVIL ENGINEERING	IP&EE2.1 Physic.Intra.&Energy. Effic.	Square metres (m2) of tarred roads repaired and maintained by 30 June 2027	Tarred roads repaired and maintained	Quarterly Reports are the means of verification for this target as it is reported quarterly. (Monthly reports/ weekly reports/ job cards/ maintenance schedules or plans are the other POEs that feeds information into the quarterly report)	15643,15 m2 of tarred road and paving block roads maintained as at 30 June 2025	All	1447152	Outcome	Square metres (m2)	8000m2of tarred roads repaired and maintained by 30 June 2027	2000m2 of tarred roads repaired and maintained	2000m2 of tarred roads repaired and maintained	2000m2 of tarred roads repaired and maintained	2000m2 of tarred roads repaired and maintained

GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRAT	MUNICIPAL DELIVERY					FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS			
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Annual Budget	Type of	Perf (%)	Targets FY 2026/2027
HL29	CIVIL ENGINEERING	PI&EE2.1	Kilometres (KMs) of Gravel Roads maintained 30 June 2027	Gravel Road maintenance	Quarterly Reports are the means of verification for this target as it is reported quarterly. (Monthly reports/ weekly reports/ job cards/ / maintenance schedules or plans are the other POEs that feeds information into the quarterly report)	178.27 Kilometres(Kms) of Gravel Roads maintained as at 30 June 2025	All	4970922	Outcome	Kilometres (KMs)	100 Kilometres (KMs) of Gravel Roads maintained 30 June 2027
											Quarter 1 01 July 2026 - 30 September 2026
											Quarter 2 01 October 2026 - 31 December 2026
											Quarter 3 01 January 2027 - 31 March 2027
											Quarter 4 01 April 2027 - 30 June 2027
HL30	ELECTRICAL AND MECHANICAL ENGINEERING	PI&EE2.1	Number of Smart Meters Installed by 30 June 2027	Electrical Smart Meter Installations/ Rollout smart meter	Installation reports	6400 X Smart Meters installed as at 31 March 2026	All	25106919	Output	#	6000 X Smart Meters Installed by 30 June 2027
											1500 X Smart Meters Installed
											1500 X Smart Meters Installed
											1500 X Smart Meters Installed
HL31	ELECTRICAL AND MECHANICAL ENGINEERING	PI&EE2.1	Percentage (%) reduction of Energy losses as per previous year end actual energy losses recorded by 30 June 2027	Monitoring and Implementing measures to reduce Energy Losses based on financial figures as per previous losses recorded	Invoices from Eskom and Financial year Energy Balance Report	- 9.63 x Reduction of Energy losses as per previous year end actual energy losses recorded as at 31 March 2026	All		Outcome	%	8% X Reduction of Energy losses as per previous year end actual energy losses recorded by 30 June 2027
											2% X Reduction of Energy losses as per previous year end actual energy losses recorded
											2% X Reduction of Energy losses as per previous year end actual energy losses recorded
											2% X Reduction of Energy losses as per previous year end actual energy losses recorded

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GOVAN MBEDI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRAT	MUNICIPAL DELIVERY					FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS			
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Annual Budget	Type of	Perc (%)	Targets FY 2026/2027
HL32	FINANCIAL SERVICES	Physical, Infra & Energy, Effic.	Percentage (%) of Indigent Households with Qualified Applications Processed and Categorised as Qualifying Indigent Households Supplied with Free Basic Services by 30 June 2027	Supply free basic services to indigent households, categorised for all qualifying indigent households in accordance to the financial billing system and indigent Register per Qualified Applications Processed, supplied with free basic water	Indigent Register/ Billing system report	100% of Indigent Households with Qualified Applications Processed and Categorised as Qualifying Indigent households provided / supply with free basic services	All	160609319	Outcome	%	100% of Indigent Households with Qualified Applications Processed and Categorised as Qualifying Indigent Households Supplied with Free Basic Services by 30 June 2027
HL33	COMMUNITY SERVICES	Physical, Infra & Energy, Effic.	Number of Households with access to basic level of Solid Waste Removal by 30 June 2027 of the financial year	Definition of a household = Residential, Business Properties, Churches, Schools, Farms, State Properties and any other property within the parameters of the municipality that requires the services relating to solid waste as categorised in the billing system. "Access to basic level of basic solid waste removal "is billed account in accordance to the financial system	Billing Report from the financial system/ Quarterly Collection Schedule or Report from Community Services.	70793 households with access to basic level of solid waste removal as at 31 March 2026 acklog as per Source: Stats SA – Census 2022 =12.5%	All	Operational Budget	Outcome	#	70 800 X Households with access to basic level of Solid Waste Removal 70 800 X Households with access to basic level of Solid Waste Removal 70 800 X Households with access to basic level of Solid Waste Removal

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GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A: PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICI PAL STRAT	MUNICIPAL DELIVERY					FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS						
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Annual Budget	Type of Output	Perc (%)	Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027
HL34	ELECTRICAL AND MECHANICAL ENGINEERING	Physic,Infra.&Energy, Effic.	PI&EE2.1	Number of Households with access to basic level of Electricity by 30 June 2027 of the financial year	Definition of a household = Residential, Business Properties, Churches, Schools, Farms, State Properties and any other property within the parameters of the municipality that requires services to the basic level of access relating to electricity, as categorised in the billing system. "Access to basic Level of electricity "is billed account in accordance to the financial system	Billing Report from the financial system/ Prepaid Meter Listing Report.	115 564 X Households with access to basic Electricity as at 31 March 2026 (Backlog as per Source: Stats SA – Census 2022 = Households without electricity, 7.2%	All	Operational Budget	#	116700 X Households with access to basic level of Electricity by 30 June 2027 of the financial year	116700 X Households with access to basic level of Electricity	116700 X Households with access to basic level of Electricity	116700 X Households with access to basic level of Electricity
HL35	CIVIL ENGINEERING	Physic,Infra.&Energy, Effic.	PI&EE2.1	Number of Households with access to basic level of Water by 30 June 2027 of the financial year	Definition of a household = Residential, Business Properties, Churches, Schools, Farms, State Properties and any other property within the parameters of the municipality that requires the services relating to access to basic level of water as categorised in the billing system. "Access to basic Level of water "is billed account in accordance to the financial system	Billing Report from the financial system/ Quarterly Water installation report from Civil Services	66 763x Households with access to basic level of water as at 31 March 2026 (Backlog as per Source: Stats SA – Census 2022 = Households without piped water = 1%	All	Operational Budget	#	69000 X Households with access to basic level of Water by 30 June 2027 of the financial year	69000 X Households with access to basic level of Water	69000 X Households with access to basic level of Water	69000 X Households with access to basic level of Water

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GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRAT	MUNICIPAL DELIVERY				Targets FY 2026/2027	FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS			
			Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards		Quarter 1 01 July 2026 - 30 September 2026	Quarter 2 01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027
			KEY PERFORMANCE INDICATORS (KPI's)								
HL43	OFFICE OF THE MUNICIPAL MANAGER/ CORPORATE SERVICES	Inst.Transform.	Reviewed Organisational Structure submitted to Council for approval by 31 May 2027	Approved Organogram/ Council Resolution	1 x Reviewed Organisational Structure	All	1 X Reviewed Organisational Structure submitted to Council for approval by 31 May 2027	n/a	n/a	n/a	1 X Reviewed Organisational Structure submitted to Council for approval
HL44	CORPORATE SERVICES	INST.1	Submission of Workplace Skills Plan to LGSETA by 30 April 2027	WSP Acknowledgement Report	1 x Workplace Skills Plan submitted to the LG SETA	All	1 x Workplace Skills Plan submitted to LGSETA by 30 April 2027	n/a	n/a	n/a	1 x Workplace Skills Plan submitted to LGSETA
HL45	CORPORATE SERVICES	INST.1	Percentage (%) of the allocated budget spent on the implementation of the Workplace Skills Plan by 30 June 2027	Financial and Training reports	Spending: GMM 1% Training Budget - 31.33% Spending: LG SETA Budget - 91.84% Combined spending: 61.86% the quarter ending 31 March 2026	All	100% of the allocated budget spent on the implementation of the Workplace Skills Plan by 30 June 2027	25% of the allocated budget spent on the implementation of the Workplace Skill	50% of the allocated budget spent on the implementation of the Workplace Skill	75% of the allocated budget spent on the implementation of the Workplace Skill	100% of the allocated budget spent on the implementation of the Workplace Skill
HL46	CORPORATE SERVICES	Inst.Transform.	Percentage (%) of Employee Verifications conducted and verified through capturing all employees on the biometrics system by 30 June 2027	Verification report as per biometric system	new	All	100% of Employee Verifications conducted and verified through capturing all employees on the biometrics system by 30 June 2027	n/a	n/a	n/a	100% of Employee Verifications conducted and verified through capturing all employees on the biometrics system

GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICI PAL STRAT	MUNICIPAL DELIVERY					FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS							
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ / Status to date 31 March 2026	Wards	Annual Budget	Type of Output	Perc (%)	Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027	
HL47	CORPORATE SERVICES	Inst.Transform.	Percentage of Cases finalised as per the Disciplinary Register by 30 June 2027	Finalising of cases as per the Disciplinary Register	Disciplinary Register	Target exceeded Total cases per the register = 26 of which 20 is finalised to date. () Cumulative) (76%) for the quarter ending 31 March 2026	All	Operational Budget	Output	%	100 % of Cases finalised as per the Disciplinary Register by 30 June 2027	25% of Cases finalised (Cumulative)	50% of Cases finalised (Cumulative)	75% of Cases finalised(Cumulative)	100% of Cases finalised (Cumulative)
HL48	OFFICE OF THE MUNICIPAL MANAGER/ CORPORATE SERVICES	Inst.Transform.	Number of Local Labour Forum meetings held by 30 June 2027	Compilation of Agendas and facilitation of the Local Labour Forum	Agenda and Minutes of LLF meetings	13 x Agendas Issued for Local Labour Forum meetings	All	Operational Budget	Outcome	#	10 x Local Labour Forum meetings held by 30 June 2027	3x Local Labour Forum meetings held	2x Local Labour Forum meetings held	3x Local Labour Forum meetings held	2x Local Labour Forum meetings held
TOTAL KPA 4: INSTITUTIONAL TRANSFORMATION											R3,600,781.00				
KPA 5: SPATIAL INTEGRATION AND SAFE PROTECTED ENVIRONMENT															
HL49	COMMUNITY SERVICES	Safety&Env.	Review the Disaster Management Plan and submit to Council for approval by 31 March 2027	Disaster Management Plan reviewed	Reviewed Disaster Management Plan and Council resolution	1x Reviewed Disaster Management Plan submitted to Council for approval	All	Operational Budget	Output	#	1x Reviewed Disaster Management Plan submitted to Council for approval by 31 March 2027	n/a	n/a	1x Reviewed Disaster Management Plan submitted to Council for approval	n/a
HL50	COMMUNITY SERVICES	Safety&Env.	Percentage (%) of Fire fighting response attended to in compliance to Service Standards response time quarterly by 30 June 2027	Attend to Fire fighting response in compliance to Service Standards response time	Quarterly report on response to fire fighting response	83% of firefighting response attended to in compliance to Service Standards response time quarterly	All	Operational Budget	Outcome	%	85% of Fire Fighting response attended to in compliance to Service Standards response time quarterly by 30 June 2027	85% of Fire Fighting response attended to in compliance to Service Standards response time	85% of Fire Fighting response attended to in compliance to Service Standards response time	85% of Fire Fighting response attended to in compliance to Service Standards response time	85% of Fire Fighting response attended to in compliance to Service Standards response time

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GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRATEGY	MUNICIPAL DELIVERY					Targets FY 2026/2027	FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS					
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ / Status to date 31 March 2026	Wards		Annual Budget	Type of Outcome	Perc (%)	Quarter 1 01 July 2026 - 30 September 2026	01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027
HL51	PLANNING AND ECONOMIC DEVELOPMENT	IDP linkage	Number of Supplementary Valuation Rolls completed by 30 April 2027	Annually Supplementary Valuation Roll completely finalised, including objections and/or appeals	1X Annually Supplementary Valuation Roll	1 X Annual Supplementary Valuation Roll submitted by the Municipal Valuer	All	Operational Budget	#	1XAnnually Supplementary Valuation Roll by 30 April 2027	n/a	n/a	n/a	1X Supplementary Valuation Roll Completed
HL52	PLANNING AND ECONOMIC DEVELOPMENT	Physic. Infra. & Energy, Effic.	Reviewed Housing Sector Plan submitted to Council for approval by 31 March 2027	Reviewed Housing Plan submitted to Council for approval	Approved Housing Sector Plan / Council Resolution	1 x Housing Sector Plan	All	Operational Budget	#	1 X Reviewed Housing Sector Plan submitted to Council for approval by 31 March 2027	n/a	n/a	1X Reviewed Housing Sector Plan submitted to Council for approval	n/a
HL53	PLANNING AND ECONOMIC DEVELOPMENT	Physic. Infra. & Energy, Effic.	Number of Quarterly reporting on Consumer Education awareness conducted by 30 June 2027	Conducting of Housing Consumer Education Awareness	Copies of the type of Consumer awareness conducted / Register on signed engagement	4x Quarterly reporting on the Consumer Education awareness conducted	All	Operational Budget	#	4x Quarterly reporting on the Consumer Education awareness conducted by 30 June 2027	1x Quarterly report on Consumer Education awareness conducted	1x Quarterly report on Consumer Education awareness conducted	1x Quarterly report on Consumer Education awareness conducted	1x Quarterly report on Consumer Education awareness conducted
TOTAL KPA 5: SPATIAL INTEGRATION AND SAFE PROTECTED ENVIRONMENT									R0.00					
KPA 6: GOVERNANCE AND STAKEHOLDER PARTICIPATION														
HL54	OFFICE OF THE MUNICIPAL MANAGER	GOV&SP1.1	Percentage (%) of Council Resolutions Implemented by 30 June 2027	Implementation of Council resolutions by Departments	Council resolution register and supporting documents	91,48% of Council resolutions were implemented as	All	Operational Budget	%	100% of Council Resolutions Implemented by 30 June 2027	100% of Council Resolutions Implemented	100% of Council Resolutions Implemented	100% of Council Resolutions Implemented	100% of Council Resolutions Implemented
HL55	OFFICE OF THE MUNICIPAL MANAGER	GOV&SP1.1	Percentage (%) Execution of the Internal Audit Plan by 30 June 2027	Execution of Audits as per the Audit plan	Internal Audit Plan/Quarterly Internal Audit Report	95% Implementation of the Audit Plan .	Output	Operational Budget	%	100 % Execution of the Internal Audit Plan by 30 June 2027	100 % Execution of the Internal Audit Plan	100 % Execution of the Internal Audit Plan	100 % Execution of the Internal Audit Plan	100 % Execution of the Internal Audit Plan

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FINANCIAL YEAR 2026-2027

MUNICIPAL MANAGER : MR. EN MASEKO

based Audit oved by Audit by 30 June	n/a	n/a	n/a	1 X Risk-based Audit plans approved by Audit Committee
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GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS																
NO	DEPARTMENT	MUNICIPAL STRAT	MUNICIPAL DELIVERY							Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027			
			IDP linkage	IDP Strategy number	KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025 / Status to date 31 March 2026	Wards					Annual Budget	Type of	Perc (%)
HL65	OFFICE OF THE MUNICIPAL MANAGER	GOVERN. & Stake Part.	GOV&SP1.1		Number of Signed Performance Agreements by the MM and Section 56 managers concluded for financial year 2026/2027 in terms of Section 57 of the Local Government: Municipal Systems Act, No. 32 of 2000 . by 31 July 2026	Facilitate and ensure timeous development and signing of Performance agreement within the legislative deadline . This indicator monitors compliance with the MSA regulations in terms of the employment of municipal managers and section 56 managers.	Signed performance Agreements for S56/S57 Managers	7x Signed Performance Agreements with Managers were concluded	All	Operational Budget	Output	#	7 X Signed Performance Agreements by the MM and Section 56 managers concluded for financial year 2026/2027 in terms of Section 57 of the Local Government: Municipal Systems Act, No. 32 of 2000 . by 31 July 2026	n/a	n/a	n/a
HL66	OFFICE OF THE MUNICIPAL MANAGER	GOVERN. & Stake Part.	GOV&SP1.1		Number of Formal Performance Evaluations Conducted for the Municipal Manager and Managers directly accountable to the Municipal Manager in line with the Signed Performance Agreements by 30 June 2027	Performance evaluations concluded for the financial year in terms of signed agreements of the Municipal Manager and Managers directly accountable to the Municipal Manager	Evaluation sheets Completed and Attendance Register	2x Formal performance evaluation s conducted of the Municipal Manager and Managers directly accountable to the Municipal Manager	All	Operational Budget	Output	#	2 X Formal Performance Evaluations Conducted for the Municipal Manager and Managers directly accountable to the Municipal Manager in line with the Signed Performance Agreements by 30 June 2027	n/a	1 X Formal Performance Evaluations Conducted for the Municipal Manager and Managers directly accountable to the Municipal Manager	n/a
HL67	OFFICE OF THE MUNICIPAL MANAGER	GOVERN. & Stake Part.	GOV&SP1.1		Number of Quarterly GBVF Awareness and Programmes conducted by 30 June 2027	Quarterly GBVF Awareness and Programmes conducted in a Quarter for designated vulnerable groups in terms of social welfare & poverty alleviation, youth development, Disability and Gender, HIV/ AIDS, the Elderly and Culture	Project/Program Reports & Photographic evidence	4 X Quarterly GBVF Awareness and Program conducted	All	Operational Budget	Output	#	4 X Quarterly GBVF Awareness and Programmes conducted by 30 June 2027	1X Quarterly GBVF Awareness and Program conducted	1X Quarterly GBVF Awareness and Program conducted	1X Quarterly GBVF Awareness and Program conducted
HL68	FINANCIAL SERVICES	GOVERN. & Stake Part.	GOV&SP1.1		Annual review of the Indigent Register and submission to Council for approval by 31 May 2027	Annual Review of the Indigent Register	Reviewed Indigent Register and Council resolution	1 X Indigent register reviewed and updated	All	Operational Budget	Activity	#	1 X Annual review of the Indigent Register and submission to Council for approval by 31 May 2027	n/a	n/a	1 X Annual review of the Indigent Register and submission to Council for approval

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GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO		DEPARTMENT	MUNICIPAL PAL STRAT		MUNICIPAL DELIVERY						FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS					
			IDP linkage number	KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Annual Budget	Type of	Perc (%)	Targets FY 2026/2027	Quarter 1 01 July 2026 - 30 September 2026	01 October 2026 - 31 December 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027
HL69		OFFICE OF THE MUNICIPAL MANAGER	GOV&SP1.1	Submit the Annual Financial statements (AFS) FY 2025/2026 to the Office of the Auditor-General annually by 31 August 2026	Submit the Annual Financial statements (AFS) to the Office of the Auditor-General annually by 31 August	Acknowledgement Letter by AG on submission of the Financial statement (AFS)	1 X AFS were submitted to AG	All	Operational Budget	Output	#	1 X Annual Financial statements (AFS), FY 2025/2026 submitted to the office of the Auditor General by 31 August 2026	n/a	n/a	n/a	n/a
HL70		FINANCIAL SERVICES	GOV&SP1.1	Unqualified Audit Opinion obtained on the AFS for FY 2025/2026 by 30 November 2026	Improve or maintain current audit opinion / Reduce the matters of emphasis/ Measures the municipality's ability to strengthen financial management, compliance, and governance to sustain or improve the audit outcome	Auditor General Report	1X Un-Qualified Audit Opinion obtained	All	Operational Budget	Outcome	#	1 X Unqualified Audit Opinion obtained on the AFS for FY 2025/2026 by 30 November 2026	n/a	1 X Unqualified Audit Opinion obtained on the AFS for FY 2025/2026	n/a	n/a
HL71		OFFICE OF THE MUNICIPAL MANAGER	GOV&SP1.1	Annual Performance Report in terms of Section 46 of the Municipal Systems Act submitted to the Auditor General by 31 August 2026	Compile and Submit Annual Performance Report to the Auditor General by 31 August annually	Acknowledgement Letter by AG on submission of the Annual Performance Report (MSA Sec 46) report	1 X Annual Performance Report, in terms of Section 46 of the Municipal Systems Act, was submitted to the Auditor General	All	Operational Budget	Output	#	1 X Annual Performance Report in terms of Section 46 of the Municipal Systems Act submitted to the Auditor General by 31 August 2026	n/a	1X Annual Performance Report in terms of Section 46 of the Municipal Systems Act submitted to the Auditor General	n/a	n/a
HL72		OFFICE OF THE MUNICIPAL MANAGER	GOV&SP1.1	Audited FY 2025/2026 Annual Report (Section 121 MFMA) submitted to Council by 31 January 2027	Audited Annual Report (Section 121 of MFMA) submitted annually to Council by January	Audited Annual Report (Section 121 of MFMA) / Council resolution	1X Audited Annual Report (Section 121 MFMA) submitted to Council	All	Operational Budget	Output	#	1X Audited FY 2025/2026 Annual Report (Section 121 MFMA) submitted to Council by 31 January 2027	n/a	1X Audited FY 2025/2026 Annual Report (Section 121 MFMA) submitted to Council	n/a	n/a

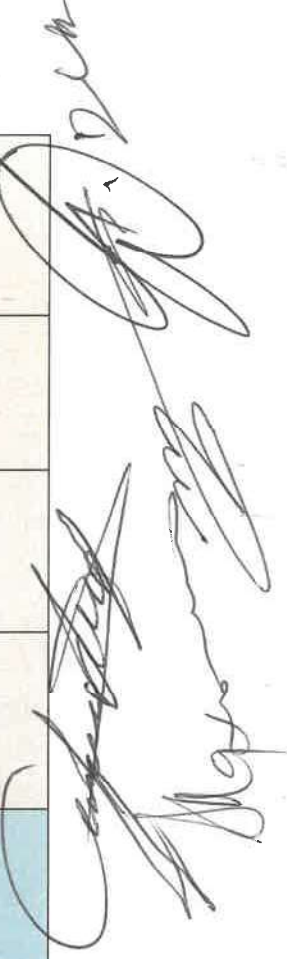
GOVAN MBEKI MUNICIPALITY

FINANCIAL YEAR 2026-2027

ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027

MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICIPAL STRAT	MUNICIPAL DELIVERY					FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS			
			KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025 / Status to date 31 March 2026	Wards	Annual Budget	Type of Output	Perc (%)	Targets FY 2026/2027
HL73	CORPORATE SERVICES	GOV&SP1.1	Adoption of the Oversight Report by Council by 31 March 2027	Facilitate the adoption of the Annual Oversight Report by Council by March (Section 129 of MFMA)	Council Resolution / Oversight report	1x Oversight report adopted by council at 31 March 2025	All	Operational Budget	Output	#	1 X Adoption of the Oversight Report by Council
HL74	CORPORATE SERVICES	GOV&SP1.1	Number of Ordinary Council Meetings Agendas facilitated per annum by 30 June 2027	Facilitate the number of ordinary council agenda in line with council work programme per annum	Agenda, Attendance Register and Minutes of each council meetings held	10 X Ordinary Council Meetings Agendas facilitated	All	Operational Budget	Outcome	#	10 X Ordinary Council Meetings Agendas facilitated per annum by 30 June 2027
HL75	CORPORATE SERVICES	GOV&SP1.1	Number of Mayoral Committee Meetings Agendas facilitated per annum by 30 June 2027	Facilitate the number of ordinary Mayoral Committee agenda in line with council work programme per annum. The indicator measures the frequency of meetings of the Mayoral committee structures	Agenda, Attendance Register and Minutes of committee meeting held	9 X Mayoral Committee Meetings Agendas facilitated	All	Operational Budget	Outcome	#	10 X Mayoral Committee Meetings Agendas facilitated per annum by 30 June 2027
HL76	CORPORATE SERVICES	GOV&SP1.1	Number of MPAC Meetings Agendas facilitated per annum by 30 June 2027	Facilitate the number of ordinary MPAC agenda in line with council work programme to ensure oversight and accountability per annum. The indicator monitors the frequency of meetings of MPAC committees to ensure oversight and accountability.	Agenda, Attendance Register and Minutes of committee meeting held	5 X MPAC Meetings Agendas facilitated	All	Operational Budget	Outcome	#	4 X MPAC Meetings Agendas facilitated per annum by 30 June 2027
											Quarter 1 01 July 2026 - 30 September 2026
											Quarter 2 01 October 2026 - 31 December 2026
											Quarter 3 01 January 2027 - 31 March 2027
											Quarter 4 01 April 2027 - 30 June 2027

GOVAN MBEKI MUNICIPALITY
FINANCIAL YEAR 2026-2027
ANNEXURE A : PERIOD : 01 JULY 2026 - 01 JUNE 2027
MUNICIPAL MANAGER : MR. EN MASEKO

NO	DEPARTMENT	MUNICI PAL STRAT		MUNICIPAL DELIVERY					Targets FY 2026/2027	FINANCIAL YEAR 2026-2027 QUARTERLY TARGETS							
		I DP linkage number	KEY PERFORMANCE INDICATORS (KPI's)	Activity (ies), Programme(s), Capital Projects	Evidence (POE)	Baseline as at 30 June 2025/ Status to date 31 March 2026	Wards	Annual Budget		Type of Outcome	Perc (%)						
HL77	OFFICE OF THE MUNICIPAL MANAGER	GOV&SP1.1 Govern. & Stake Part.	Number of Quarterly Progress Reports submitted on the Implementation of the Recommendation Tracking Register to COGHSTA within one month after the end of each quarter by 30 June 2027	Monitor, track, and report on the implementation of the recommendations issued by the Department of Co-operative Governance, Human Settlements and Traditional Affairs (COGHSTA), as per Circular No. 58 of 2025, using the Recommendation Tracking Register and supporting Proofs of Evidence (POEs).	Completed Recommendation Tracking Register and progress reporting to the Department (COGHSTA)	new	All	Operational Budget	Outcome #	4X Quarterly Progress Reports submitted on the Implementation of the Recommendation Tracking Register to COGHSTA within one month after the end of each quarter by 30 June 2027	1X Quarterly Progress Report submitted on the Implementation of the Recommendation Tracking Register to COGHSTA within one month after the end of each quarter	1X Quarterly Progress Report submitted on the Implementation of the Recommendation Tracking Register to COGHSTA within one month after the end of each quarter	1X Quarterly Progress Report submitted on the Implementation of the Recommendation Tracking Register to COGHSTA within one month after the end of each quarter	Quarter 1 01 July 2026 - 30 September 2026	Quarter 3 01 January 2027 - 31 March 2027	Quarter 4 01 April 2027 - 30 June 2027	
HL78	OFFICE OF THE MUNICIPAL MANAGER	GOV&SP1.1 Govern. & Stake Part.	Number of formal (minutes) meetings to which all senior managers were invited and held per annum by 30 June 2027	This is a count of the number of formal (minutes) meetings to which all senior managers were invited. A senior manager is a municipal manager or acting municipal manager and includes managers directly accountable appointed in terms of section 56 of the Municipal Systems Act.	Agenda, Attendance Register and Minutes of meeting held	new	All	Operational Budget	Outcome #	24 X Formal (minutes) meetings to which all senior managers were invited and held per annum by 30 June 2027	6X Formal (minutes) meeting to which all senior managers were invited and held	6 X Formal (minutes) meeting to which all senior managers were invited and held	6X Formal (minutes) meeting to which all senior managers were invited and held	6 X Formal (minutes) meeting to which all senior managers were invited and held			

TOTAL KPA 6: GOVERNANCE AND STAKEHOLDER PARTICIPATION

R500,000.00

31/07/2026

Date

[Signature]

Mr. EN Maseko
Municipal Manager
Govan Mbeki Municipality

31/07/2026

Date

[Signature]

NG Zuma
Executive Mayor
Govan Mbeki Municipality

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

1. Leading Competencies Cluster			
COMPETENCY NAME:		Strategic Direction and Leadership	
COMPETENCY DEFINITION		Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate	
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Understand institutional and departmental strategic objectives, but lacks the ability to inspire others to achieve set mandate • Describe how specific tasks link to institutional strategies but has limited influence in directing strategy • Has a basic understanding of institutional performance management, but lacks the ability to integrate systems into a collective whole • Demonstrate a basic understanding of key decision- makers	• Give direction to a team in realising the institution's strategic mandate and set objectives • Has a positive impact and influence on the morale, engagement and participation of team members • Develop actions plans to execute and guide strategy implementation • Assist in defining performance measures to monitor the progress and effectiveness of the institution • Displays an awareness of institutional structures and political factors • Effectively communicate barriers to execution to relevant parties • Provide guidance to all stakeholders in the achievement of the strategic mandate • Understand the aim and objectives of the institution and relate it to own work	• Evaluate all activities to determine value and alignment to strategic intent • Display in-depth knowledge and understanding of strategic planning • Align strategy and goals across all functional areas • Actively define performance measures to monitor the progress and effectiveness of the institution • Consistently challenge strategic plans to ensure relevance • Understand institutional structures and political factors, and the consequences of actions • Empower others to follow strategic direction and deal with complex situations • Guide the institution through complex and ambiguous concern • Use understanding of power relationships and dynamic tensions among key players to frame communications and develop strategies, positions and alliances	• Structure and position the institution to local government priorities • Actively use in-depth knowledge and understanding to develop and implement a comprehensive institutional framework • Hold self- accountable for strategy execution and results • Provide impact and influence through building and maintaining strategic relationships • Create an environment that facilitates loyalty and innovation Display a superior level of self- discipline and integrity in actions • Integrate various systems into a collective whole to optimise institutional performance management • Uses understanding of competing interests to manoeuvre successfully to a win/win outcome

Executive Mayor (EM).....

Municipal Manager (MM).....

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

1. Leading Competencies Cluster			
COMPETENCY NAME	People Management		
COMPETENCY DEFINITION	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Participate in team goal-setting and problem solving • Interact and collaborate with people of diverse backgrounds • Aware of guidelines for employee development, but requires support in implementing development initiatives	• Seek opportunities to increase team contribution and responsibility • Respect and support the diverse nature of others and be aware of the benefits of a diverse approach • Effectively delegate tasks and empower others to increase contribution and execute functions optimally • Apply relevant employee legislation fairly and consistently • Facilitate team goal-setting and problem-solving • Effectively identify capacity requirements to fulfil the strategic mandate	• Identify ineffective team and work processes and recommend remedial interventions • Recognise and reward effective and desired behaviour • Provide mentoring and guidance to others in order to increase personal effectiveness • Identify development and learning needs within the team • Build a work environment conducive to sharing, innovation, ethical behaviour and professionalism • Inspire a culture of performance excellence by giving positive and constructive feedback to the team • Achieve agreement or consensus in adversarial environments • Lead and unite diverse teams across divisions to achieve institutional objectives	• Develop and incorporate best practice people management processes, approaches and tools across the institution • Foster a culture of discipline, responsibility and accountability • Understand the impact of diversity in performance and actively incorporate a diversity strategy in the institution • Develop comprehensive integrated strategies and approaches to human capital development and management • Actively identify trends and predict capacity requirements to facilitate unified transition and performance management

Executive Mayor (EM)

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Municipal Manager (MM)

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

1. Leading Competencies Cluster			
COMPETENCY NAME	Program and Project Management		
COMPETENCY DEFINITION	Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Initiate projects after approval from higher authorities • Understand procedures of program and project management methodology, implications and stakeholder involvement • Understand the rational of projects in relation to the institution's strategic objectives • Document and communicate factors and risk associated with own work • Use results and approaches of successful project implementation as guide	• Establish broad stakeholder involvement and communicate the project status and key milestones • Define the roles and responsibilities of the project team and create clarity around expectations • Find a balance between project deadline and the quality of deliverables • Identify appropriate project resources to facilitate the effective completion of the deliverables • Comply with statutory requirements and apply policies in a consistent manner • Monitor progress and use of resources and make needed adjustments to timelines, steps, and resource allocation	• Manage multiple programs and balance priorities and conflicts according to institutional goals • Apply effective risk management strategies through impact assessment and resource requirements • Modify project scope and budget when required without compromising the quality and objectives of the project • Involve top-level authorities and relevant stakeholders in seeking project buy-in • Identify and apply contemporary project management methodology • Influence and motivate project team to deliver exceptional results • Monitor policy implementation and apply procedures to manage risks	• Understand and conceptualise the long-term implications of desired project outcomes • Direct a comprehensive strategic macro and micro analysis and scope projects accordingly to realise institutional objectives • Consider and initiate projects that focus on achievement of the long-term objectives • Influence people in positions of authority to implement outcomes of projects • Lead and direct translation of policy into workable actions plans • Ensures that programs are monitored to track progress and optimal resource utilisation, and that adjustments are made as needed

Executive Mayor (EM)

Municipal Manager (MM)

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

1. Leading Competencies Cluster			
COMPETENCY NAME	Financial Management		
COMPETENCY DEFINITION	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Understand basic financial concepts and methods as they relate to institutional processes and activities • Display awareness into the various sources of financial data, reporting mechanisms, financial governance, processes and systems • Understand the importance of financial accountability • Understand the importance of asset control	• Exhibit knowledge of general financial concepts, planning, budgeting, and forecasting and how they interrelate • Assess, identify and manage financial risks • Assume a cost- saving approach to financial management • Prepare financial reports based on specified formats • Consider and understand the financial implications of decisions and suggestions • Ensure that delegation and instructions as required by National Treasury guidelines are reviewed and updated • Identify and implement proper monitoring and evaluation practices to ensure appropriate spending against budget	• Take active ownership of planning, budgeting, and forecast processes and provides credible answers to queries within own responsibility • Prepare budgets that are aligned to the strategic objectives of the institution • Address complex budgeting and financial management concerns • Put systems and processes in place to enhance the quality and integrity of financial management practices • Advise on policies and procedures regarding asset control • Promote National Treasury's regulatory framework for Financial Management	• Develop planning tools to assist in evaluating and monitoring future expenditure trends • Set budget frameworks for the institution • Set strategic direction for the institution on expenditure and other financial processes • Build and nurture partnerships to improve financial management and achieve financial savings • Actively identify and implement new methods to improve asset control • Display professionalism in dealing with financial data and processes

Executive Mayor (EM)

Municipal Manager (MM)

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

1. Leading Competencies Cluster			
COMPETENCY NAME	Change Leadership		
COMPETENCY DEFINITION	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Display an awareness of change interventions, and the benefits of transformation initiatives • Able to identify basic needs for change • Identify gaps between the current and desired state • Identify potential risk and challenges to transformation, including resistance to change factors • Participate in change programs and piloting change interventions • Understand the impact of change interventions on the institution within the broader scope of Local government	• Perform an analysis of the change impact on the social, political and economic environment • Maintain calm and focus during change • Able to assist team members during change and keep them focused on the deliverables • Volunteer to lead change efforts outside of own work team • Able to gain buy-in and approval for change from relevant stakeholders • Identify change readiness levels and assist in resolving resistance to change factors • Design change interventions that are aligned with the institution's strategic objectives and goals	• Actively monitor change impact and results and convey progress to relevant stakeholders • Secure buy-in and sponsorship for change initiatives • Continuously evaluate change strategy and design and introduce new approaches to enhance the institution's effectiveness • Build and nurture relationships with various stakeholders to establish strategic alliance in facilitating change • Take the lead in impactful change programs • Benchmark change interventions against best change practices • Understand the impact and psychology of change, and put remedial interventions in place to facilitate effective transformation • Take calculated risk and seek new ideas from best practice scenarios, and identify the potential for implementation	• Sponsor change agents and create a network of change leaders who support the interventions • Actively adapt current structures and processes to incorporate the change interventions • Mentor and guide team members on the effects of change, resistance factors and how to integrate change • Motivate and inspire others around change initiatives

Executive Mayor (EM)

5

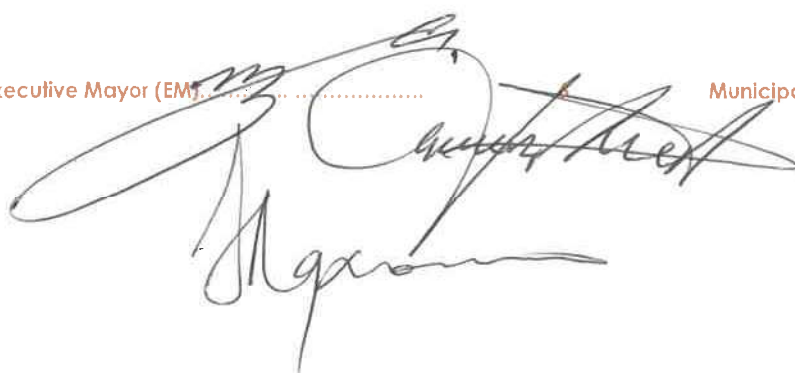
Municipal Manager (MM)

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

1. Leading Competencies Cluster			
COMPETENCY NAME	Governance Leadership		
COMPETENCY DEFINITION	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Display a basic awareness of risk, compliance and governance factors but require guidance and development in implementing such requirements • Understand the structure of cooperative government but requires guidance on fostering workable relationships between stakeholders • Provide input into policy formulation	• Display a thorough understanding of governance and risk and compliance factors and implement plans to address these • Demonstrate understanding of the techniques and processes for optimising risk taking decisions within the institution • Actively drive policy formulation within the institution to ensure the achievement of objectives	• Able to link risk initiatives into key institutional objectives and drivers • Identify, analyse and measure risk, create valid risk forecasts, and map risk profiles • Apply risk control methodology and approaches to prevent and reduce risk that impede on the achievement of institutional objectives • Demonstrate a thorough understanding of risk retention plans • Identify and implement comprehensive risk management systems and processes • Implement and monitor the formulation of policies, identify and analyse constraints and challenges with implementation and provide recommendations for improvement	• Demonstrate a high level of commitment in complying with governance requirements • Implement governance and compliance strategy to ensure achievement of institutional objectives within the legislative framework • Able to advise Local Government on risk management strategies, best practice interventions and compliance management • Able to forge positive relationships on cooperative governance level to enhance the effectiveness of local government • Able to shape, direct and drive the formulation of policies on a macro level

Executive Mayor (EM).....

Municipal Manager (MM).....




Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

2. Core Competencies Cluster			
COMPETENCY NAME	Moral Competence		
COMPETENCY DEFINITION	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Realise the impact of acting with integrity, but requires guidance and development in implementing principles • Follow the basic rules and regulations of the institution • Able to identify basic moral situations, but requires guidance and development in understanding and reasoning with moral intent	• Conduct self in alignment with the values of Local Government and the institution • Able to openly admit own mistakes and weaknesses and seek assistance from others when unable to deliver • Actively report fraudulent activity and corruption within local government • Understand and honour the confidential nature of matters without seeking personal gain • Able to deal with situations of conflict of interest promptly and in the best interest of local government	• Identify, develop, and apply measures of self-correction • Able to gain trust and respect through aligning actions with commitments • Make proposals and recommendations that are transparent and gain the approval of relevant stakeholders • Present values, beliefs and ideas that are congruent with the institution's rules and regulations • Takes an active stance against corruption and dishonesty when noted • Actively promote the value of the institution to internal and external stakeholders • Able to work in unity with a team and not seek personal gain • Apply universal moral principles consistently to achieve moral decisions	• Create an environment conducive of moral practices • Actively develop and implement measures to combat fraud and corruption • Set integrity standards and shared accountability measures across the institution to support the objectives of local government • Take responsibility for own actions and decisions, even if the consequences are unfavorable

Executive Mayor (EM).....



Municipal Manager (MM).....



Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

2. Core Competencies Cluster			
COMPETENCY NAME	Planning and Organising		
COMPETENCY DEFINITION	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Able to follow basic plans and organise tasks around set objectives • Understand the process of planning and organising but requires guidance and development in providing detailed and comprehensive plans • Able to follow existing plans and ensure that objectives are met • Focus on short- term objectives in developing plans and actions • Arrange information and resources required for a task, but require further structure and organisation	• Actively and appropriately organise information and resources required for a task • Recognise the urgency and importance of tasks • Balance short and long-term plans and goals and incorporate into the team's performance objectives • Schedule tasks to ensure they are performed within budget and with efficient use of time and resources • Measures progress and monitor performance results	• Able to define institutional objectives, develop comprehensive plans, integrate and coordinate activities, and assign appropriate resources for successful implementation • Identify in advance required stages and actions to complete tasks and projects • Schedule realistic timelines, objectives and milestones for tasks and projects • Produce clear, detailed and comprehensive plans to achieve institutional objectives • Identify possible risk factors and design and implement appropriate contingency plans • Adapt plans in light of changing circumstances • Prioritise tasks and projects according to their relevant urgency and importance	• Focus on broad strategies and initiatives when developing plans and actions • Able to project and forecast short, medium and long term requirements of the institution and local government • Translate policy into relevant projects to facilitate the achievement of institutional objectives

Executive Mayor (EM).....

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Municipal Manager (MM).....

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

2. Core Competencies Cluster			
COMPETENCY NAME	Analysis and Innovation		
COMPETENCY DEFINITION	Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Understand the basic operation problem solving of analysis, but lack detail and thoroughness • Able to balance independent analysis with requesting assistance from others • Recommend new ways to perform tasks within own function • Propose simple remedial interventions that marginally challenges the status quo • Listen to the ideas and perspectives of others and explore opportunities to enhance such innovative thinking	• Demonstrate Logical techniques and approaches and provide rationale for recommendations • Demonstrate objectivity, insight, and thoroughness when analysing problems • Able to break down complex problems into manageable parts and identify solutions • Consult internal and external stakeholders on opportunities to improve processes and service delivery • Clearly communicate the benefits of new opportunities and innovative solutions to stakeholders • Continuously identify opportunities to enhance internal processes • Identify and analyse opportunities conducive to innovative approaches and propose remedial intervention	• Coaches team members on analytical and innovative approaches and techniques • Engage with appropriate individuals in analysing and resolving complex problems • Identify solutions on various areas in the institution • Formulate and implement new ideas throughout the institution • Able to gain approval and buy- in for proposed interventions from relevant stakeholders • Identify trends and best practices in process and service delivery and propose institutional application • Continuously engage in research to identify client needs	• Demonstrate complex analytical and problem solving approaches and techniques • Create an environment conducive to analytical and fact-based problem-solving • Analyse, recommend solutions and monitor trends in key challenges to prevent and manage occurrence • Create an environment that fosters innovative thinking and follows a learning organisation approach • Be a thought leader on innovative customer service delivery, and process optimisation • Play an active role in sharing best practice solutions and engage in national and international local government seminars and conferences

Executive Mayor (EM).....

9

Municipal Manager (MM).....

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

2. Core Competencies Cluster			
COMPETENCY NAME	Knowledge and Information Management		
COMPETENCY DEFINITION	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Collect, categorise and track relevant information required for specific tasks and projects • Analyse and interpret information to draw conclusions • Seek new sources of information to increase the knowledge base • Regularly share information and knowledge with internal stakeholders and team members	• Use appropriate information systems and technology to manage institutional knowledge and information sharing • Evaluate data from various sources and use information effectively to influence decisions and provide solutions • Actively create mechanisms and structures for sharing of information • Use external and internal resources to research and provide relevant and cutting-edge knowledge to enhance institutional effectiveness and efficiency	• Effectively predict future information and knowledge management requirements and systems • Develop standards and processes to meet future knowledge management needs • Share and promote best- practice knowledge management across various institutions • Establish accurate measures and monitoring systems for knowledge and information management • Create a culture conducive of learning and knowledge sharing • Hold regular knowledge and information sharing sessions to elicit new ideas and share best practice approaches	• Create and support a vision and culture where team members are empowered to seek, gain and share knowledge and information • Establish partnerships across local government to facilitate knowledge management • Demonstrate a mature approach to knowledge and information sharing with an abundance and assistance approach • Recognise and exploit knowledge points in interactions with internal and external stakeholders

Executive Mayor (EM)

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Municipal Manager (MM)




Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

2. Core Competencies Cluster			
COMPETENCY NAME	Communication		
COMPETENCY DEFINITION	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Demonstrate an understanding for communication levers and tools appropriate for the audience, but requires guidance in utilising such tools • Express ideas in a clear and focused manner, but does not always take the needs of the audience into consideration • Disseminate and convey information and knowledge adequately	• Express ideas to individuals and groups in formal and informal settings in a manner that is interesting and motivating • Able to understand, tolerate and appreciate diverse perspectives, attitudes and beliefs • Adapt communication content and style to suit the audience and facilitate optimal information transfer • Deliver content in a manner that gains support, commitment and agreement from relevant stakeholders • Compile clear, focused, concise and well-structured written documents	• Effectively communicate high-risk and sensitive matters to relevant stakeholders • Develop a well-defined communication strategy • Balance political perspectives with institutional needs when communicating viewpoints on complex issues • Able to effectively direct negotiations around complex matters and arrive at a win-win situation that promotes Batho Pele principles • Market and promote the institution to external stakeholders and seek to enhance a positive image of the institution • Able to communicate with the media with high levels of moral competence and discipline	• Regarded as a specialist in negotiations and representing the institution • Able to inspire and motivate others through positive communication that is impactful and relevant • Creates an environment conducive to transparent and productive communication and critical and appreciative conversations • Able to coordinate negotiations at different levels within local government and externally

Executive Mayor (EM).....

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Municipal Manager (MM).....

Performance Agreement FY 2026-2027: Annexure B Competency Descriptions
Competencies in terms of the Regulations on Appointed and Conditions of
Employment of Senior Managers (17 January 2014)
Municipal Manager: MR. ELLIOT NDABIKHONA MASEKO

2. Core Competencies Cluster			
COMPETENCY NAME	Results and Quality Focus		
COMPETENCY DEFINITION	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
• Understand quality of work but requires guidance in attending to important matters • Show a basic commitment to achieving the correct results • Produce the minimum level of results required in the role • Produce outcomes that is of a good standard • Focus on the quantity of output but requires development in incorporating the quality of work • Produce quality work in general circumstances, but fails to meet expectation when under pressure	• Focus on high- priority actions and does not become distracted by lower-priority activities • Display firm commitment and pride in achieving the correct results • Set quality standards and design processes and tasks around achieving set standards • Produce output of high quality • Able to balance the quantity and quality of results in order to achieve objectives • Monitors progress, quality of work, and use of resources; provide status updates, and make adjustments as needed	• Consistently verify own standards and outcomes to ensure quality output • Focus on the end result and avoids being distracted • Demonstrate a determined and committed approach to achieving results and quality standards • Follow task and projects through to completion • Set challenging goals and objectives to self and team and display commitment to achieving expectations • Maintain a focus on quality outputs when placed under pressure • Establishing institutional systems for managing and assigning work, defining responsibilities, tracking, monitoring and measuring success, evaluating and valuing the work of the institution	• Coach and guide others to exceed quality standards and results • Develop challenging, client-focused goals and sets high standards for personal performance • Commit to exceed the results and quality standards, monitor own performance and implement remedial interventions when required • Work with team to set ambitious and challenging team goals, communicating long-and short-term expectations • Take appropriate risks to accomplish goals • Overcome setbacks and adjust action plans to realise goals • Focus people on critical activities that yield a high impact

Thus, done and signed at Secunda on this 31 day of July 2026

Executive Mayor (EM):

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Municipal Manager (MM):

Performance Development
Plan
(PDP)
FY 2026-2027

MUNICIPAL MANAGER (MM)
MR. ELLIOT NDABIKHONA MASEKO

Executive Mayor (EM)

Municipal Manager (MM)

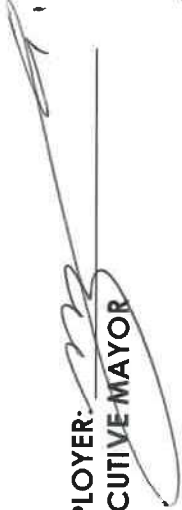
Performance Agreement: Annexure C FY 2026-2027

This Personal Development Plan (PDP) is drafted in terms of Section 8 of the Performance Agreement entered into between the Parties.

Skills Performance GAP (In order of priority)	Outcomes Expected (Measurable indicators: quantity, quality and time frames)	Suggested training and/or development activity	Suggested mode of delivery	Suggested Time Frames	Work opportunity created to practice skill/ development area	Support Person

Thus, done and signed at Secunda on this 31 day of July 2026

EMPLOYER:
EXECUTIVE MAYOR



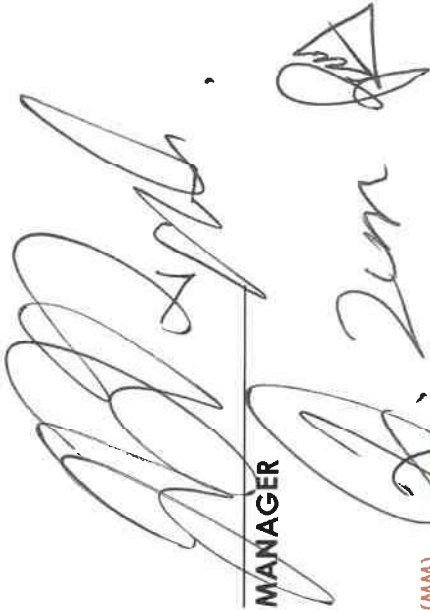
Executive Mayor (EM).....

EMPLOYEE:
MUNICIPAL MANAGER



Municipal Manager (MM).....

EMPLOYEE:
MUNICIPAL MANAGER



Municipal Manager (MM).....