



BERGRIVIER MUNICIPALITY

PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE BERGRIVIER MUNICIPALITY

HEREIN REPRESENTED BY THE MUNICIPAL MANAGER

ADV HANLIE LINDE

(ID 700411 0082 083)

(Herein and after referred to as Employer)

AND

AUGUST CHRISTOFFEL KOCH

(ID 620710 5128 081)

DIRECTOR TECHNICAL SERVICES

(Herein and after referred to as Employee)

FOR THE FINANCIAL YEAR

Period 1 July 2021 – 30 June 2022

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THE PARTIES HEREBY AGREE AS FOLLOWS:

1. INTRODUCTION

1.1 The Employer has entered into a contract of employment with the Employee 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 to 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.

2. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to:

2.1 Comply with the provisions of Section 57(1)(b), (4B) and (5) of the Systems Act, and the Municipal Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Managers (2006) as amended by the Regulations on Appointment and Conditions of Employment of Senior Managers (2014), 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 Employer;

2.3 Specify accountabilities as set out in the Performance Plan which is appended to this agreement as **ANNEXURE A**;

2.4 Monitor and measure performance against set targeted outputs;

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- 2.5 Use the Performance Agreement and Performance Plan as the basis to assess whether the Employee has met the performance expectations applicable to his job; and
- 2.6 Give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on 1 July 2021 and will remain in force until 30 June 2022 where after a new Performance Agreement shall be concluded between the parties for the next financial year.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement that replaces this Agreement by not later than the 31st July of each successive financial year or any portion thereof.
- 3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any legal reason.
- 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.

4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan is attached as **ANNEXURE A**, and sets out:
 - 4.1.1 The performance objectives and targets that must be met by the Employee; and
 - 4.1.2 The time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives 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 key performance indicators, units of measure,

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details of evidence that must be provided to show that the indicator has been achieved, target dates and weightings which show the relative importance of key performance indicators to one another.

- 4.3 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.

5. PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer.
- 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 Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.
- 5.4 The Employee undertakes to actively focus on the promotion and implementation of the 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, both of which are contained in this Performance Agreement.
- 5.5.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and Competencies respectively
- 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.

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

5.6 The Employee's assessment will be based on his performance in terms of the outputs/outcomes (performance indicators) identified as per attached Performance Plan (**ANNEXURE A**), 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. The competencies will make up the other 20% of the Employee's assessment score.

Key Performance Area	No	%
As per the National Key Performance Areas:		
Municipal Transformation and Organisational Development	19 KPI's x 4,21 %	80%
Local Economic Development		
Municipal Financial Viability and Management		
Good Governance, Public Participation		
Core competencies	12	20%
Total		100%

5.7 The competency framework as set out in the Regulations on Appointment and Conditions of Employment of Senior Managers (17 January 2014) consists of six leading competencies which comprise twenty driving competencies that communicate what is expected for effective performance in local government, and six core competencies that act as drivers to ensure that the leading competencies are executed at an optimal level.

LEADING COMPETENCIES	DRIVING COMPETENCIES
1. Strategic Direction and Leadership	<ul style="list-style-type: none"> • Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness
2. People Management	<ul style="list-style-type: none"> • Human Capital Planning and Development • Diversity Management • Employee Relations Management • Negotiation and Dispute Management
3. Program and Project Management	<ul style="list-style-type: none"> • Program and Project Planning and Implementation • Service Delivery Management • Program and Project Monitoring and Evaluation

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4.	Financial Management	<ul style="list-style-type: none"> • Budget Planning and Execution • Financial Strategy and Delivery • Financial Reporting and Monitoring
5.	Change Leadership	<ul style="list-style-type: none"> • Change Vision and Strategy • Process Design and Improvement • Change Impact Monitoring and Evaluation
6.	Governance Leadership	<ul style="list-style-type: none"> • Policy Formulation • Risk and Compliance Management • Cooperative Governance
CORE COMPETENCIES		
7.	Moral Competence	
8.	Planning and Organising	
9.	Analysis and Innovation	
10.	Knowledge and Information Management	
11.	Communication	
12.	Results and Quality Focus	

5.8 There is no hierarchical connotation to the competencies and all are essential to the role of a senior manager to influence high performance. All competencies will therefore be considered as measurable and critical in assessing the level of the Employees performance.

6. PERFORMANCE ASSESSMENT

6.1 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);

6.2 The Employee will submit his self-assessment to the Employer prior to the formal assessment;

6.3 . Performance assessments will entail:

6.3.1 Assessment of the achievement of results as outlined in the performance plan (**ANNEXURE A**):

6.3.1.1 Each KPI shall be assessed according to the extent to which the specified standards or performance targets have been met and

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with due regard to ad-hoc tasks that had to be performed under the KPI.

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

Rating	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 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 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 appraisal indicates that the Employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the Performance Plan.
1	Unacceptable performance	Performance does not meet the standard expected for the job. The appraisal indicates that the Employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the 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.

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6.3.1.3 The rating will then be multiplied by the weighting to calculate the final score;

6.3.1.4 An overall rating will be calculated based on the total of the individual ratings calculated above.

6.3.1.5 In the instance where the employee could not perform due to reasons outside the control of the employer and employee, the KPI will not be considered during the evaluation. The employee should provide sufficient evidence in such instances; and

6.3.2 Assessment of competencies

6.3.2.1 Each competency shall be assessed according to the extent to which the specified standards for the required proficiency level have been met;

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

Rating	Achievement level	Description
2	Basic	Applies basic concepts, methods, and understanding of local government operations, but requires supervision and development intervention
3	Competent	Develops and applies more progressive concepts, methods and understanding. 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 and change, develops and applies comprehensive concepts and methods

6.3.2.3 The rating will then be multiplied by the weighting to calculate the final score. Each competency shall carry an equal weighting;



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6.3.2.4 A full description of achievement levels per competency is attached as **ANNEXURE B**.

6.3.3 Overall rating

An overall rating is calculated by combining the rating from 6.3.1 and 6.3.2 above. Such overall rating represents the outcome of the performance appraisal.

6.4 For purposes of appraising the performance of the Employee, an evaluation panel constituted of the following persons will be established, as mutually agreed upon:

6.4.1 Municipal Manager;

6.4.2 Chairperson of the Performance Audit Committee or the Audit Committee in the absence of an Performance Audit Committee;

6.4.3 Municipal Manager from another municipality; and

6.4.4 Member of the Mayoral Committee (Portfolio Chairperson).

7 SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of each Employee in relation to his performance agreement shall be reviewed on the following dates:

Quarter	Review Period	Review to be completed by
1	July 2021 – September 2021	December 2021 (informal)
2	October 2021 – December 2021 as part of 6 months evaluation for 1 July 2021 – 31 December 2021	March 2022 (Half-year Panel Assessment)
3	January 2022 – June 2022	June 2022 (informal)
4	April 2022 – June 2022 as part of 12 months evaluation for 1 July 2021 – 30 June 2022	September 2022 (Year-end Panel Assessment)

7.2 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;



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- 7.3 Performance reviews in the first and third quarter may be verbal if performance is deemed to be satisfactory by the Municipal Manager. In the event of unsatisfactory performance a panel evaluation shall be convened;
- 7.4 The Employer shall keep a record of the mid-year, year-end and any other assessment meetings where a panel evaluation is convened;
- 7.5 Performance feedback shall be based on the Employer's assessment of the Employee's performance;
- 7.6 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
- 7.7 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

- 8.1 Personal growth and development needs identified during any performance appraisal 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;
- 8.2 The Personal Development Plan (PDP) for addressing developmental gaps must be developed, if deemed necessary in individual cases in consultation with the employee, the Portfolio Councillor and the Municipal Manager.

9 OBLIGATIONS OF THE EMPLOYER

The Employer shall-

- 9.1 Create an enabling environment to facilitate effective performance by the employee;
- 9.2 Provide access to skills development and capacity building opportunities;
- 9.3 Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- 9.4 On the request of the Employee delegate such powers reasonably required by the

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Employee to enable him to meet the performance objectives and targets established in terms of this Agreement; and

9.5 Make available to the Employee such resources as the Employee may reasonable require from time to time assisting him to meet the performance objectives and targets established in terms of this Agreement.

10 CONSULTATION

10.1 The Employer agrees to consult the Employee timeously where the exercising of 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 10.1 as soon as is practical to enable the Employee to take any necessary action.

11 REWARD

11.1 The employer and employee agree that a performance bonus ranging from 5% - 11% of the all-inclusive remuneration package will be paid to the employee for recognition of outstanding performance in terms of section 32 of the Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Managers, 2006 as amended.

11.2 The payment of the performance bonus is determined by the performance score obtained during the full financial year evaluation done during September-month following the end of the relevant financial year.

11.3 The performance bonus will be awarded pro-rata according to the period of this agreement based on the following:

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Performance Rating		Bonus Calculation
0% - 50%	Poor Performance	0% of all-inclusive package
50.1% - 60%	Average Performance	5% of all-inclusive package
60.1% - 70%	Fair Performance	7% of all-inclusive package
70.1% - 75%	Satisfactory Performance	9% of all-inclusive package
75.1% - 80%	Good Performance	10% of all-inclusive package
80.1% - 100%	Excellent Performance	11% of all-inclusive package

11.4 The employer's performance management is done on the IGNITE system where the calculations specified in section 32 of the Municipal Performance Regulations have been converted to the Performance Ratings specified in 11.3 above. This has been tested by IGNITE with the Auditor General.

11.5 In the event of the Employee terminating his services during the validity of this Performance Agreement, the Employee's performance will be evaluated during the normal full financial year evaluation in September for the period during which he was employed. The employee will be entitled to a pro-rata performance bonus based on his evaluated performance rating for the period of actual service but subject to the following suspensive conditions:

11.5.1 That the period of actual service is at least three (3) months of the financial year; and

11.5.2 That he attends the performance evaluation in person.

11.6 The Employer will submit the total scores of the annual assessment and of the Employee to the Executive Mayoral Committee for purposes of recommending the performance bonus allocation.

12 MANAGEMENT OF ASSESSMENT OUTCOMES

12.1 Where the employer is, at any time during the employee's employment, not satisfied with the manager's performance in respect of any matter dealt with in this Agreement, the employer will give notice to the employee to attend a meeting.

12.2 The employee will have the opportunity at the meeting to satisfy the employer in respect of the measures being taken to ensure that his performance becomes



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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 resolve the dispute or difference.

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 performance; and

12.4.2 After appropriate performance counseling 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 duties.

13 DISPUTE RESOLUTION

13.1 Any disputes about the nature of the employees performance agreement, whether it relates to key responsibilities, priorities, methods of assessment must be mediated by the Executive Mayor within 30 days of receipt of a formal dispute from the employee. The Executive Mayor's decision shall be final and binding on both parties.

13.2 Any disputes about the outcomes of the employee's performance evaluation must be mediated by a member of the Municipal Council provided that such member was not part of the evaluation panel within 30 days of receipt of a formal dispute from the employee. The Member's decision shall be final and binding on both parties.

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.

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

14.3 Both parties acknowledge the SALGA opinion as presented at the Western Cape Municipal Manager's Forum on 21 June 2019 in Saldanha and the effect that the decision of the Constitutional Court dated 20 March 2019 have on the validity of the Municipal Systems Amendment Act, 2011 (Act 7 of 2011) and any regulations made in terms thereof. The parties acknowledge further that there are currently legal uncertainties created by circulars from COGTA and Provincial Government and agree in good faith that for purposes of this agreement any invalidities and/or uncertainties will not have a negative effect on the employee.

Thus done and signed at Piketberg on this the 30 day of JUNE 2021.

AS WITNESSES:

1. W. J. J. J.

[Signature]
DIRECTOR

2. _____

Thus done and signed at Piketberg on this the 29th day of June 2021.

AS WITNESSES:

1. [Signature]

[Signature]
MUNICIPAL MANAGER

2. _____

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ANNEXURE A: PERFORMANCE PLAN

- i. The Performance Plan sets out the performance objectives and targets which are based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Employer, and includes key performance indicators, units of measure, details of evidence that must be provided to show that the indicator has been achieved, target dates and weightings which show the relative importance of key performance indicators to one another.
- ii. 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 National KPA's, which constitute 80% of the overall assessment result as per the weightings agreed to between the employer and employee.
- iii. The performance management system automatically rates performance in terms of the key performance indicators as follows which correlates with the rating referred to in 6.3.1.

Category	Colour	Explanation
KPI's Not Met/ Unacceptable performance	1	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 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.
KPI's Almost Met / Not fully effective	2	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.
KPI's Met / Fully effective	3	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.
KPI's Well Met / Performance significantly above expectations	4	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.
KPI's Extremely Well Met / Outstanding Performance	5	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.



PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22
KEY PERFORMANCE INDICATORS AND TARGETS FOR 2021/2022

See attached the Final Approved TLSDBIP as approved by the Executive Mayor during June 2021.

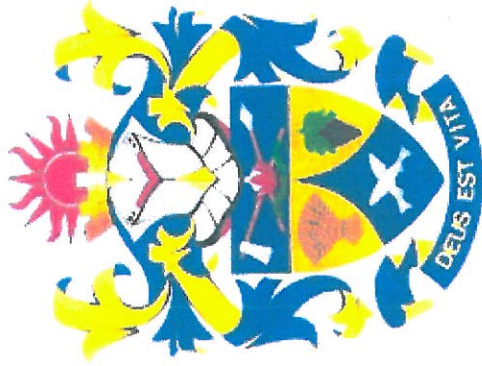
The Director also reports on the KPI's for Council applicable to his functions.

Additional focus areas identified by the Portfolio Chairperson:

A water conservation and demand management plan for Piketberg and Velddrif before 30 June 2022.



**2021 – 2022
TOP LEVEL SERVICE DELIVERY AND
BUDGET IMPLEMENTATION PLAN**



JUNE 2021

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SUBMISSION OF THE DRAFT TOP LAYER SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN (TL-SDBIP) FOR THE 2021/22 FINANCIAL YEAR BY THE EXECUTIVE MAYOR



The Municipal Finance Management Act, 2003, (Act 56 of 2003), requires that municipalities must draft, adopt and submit to the Mayor the Top Layer Service Delivery and Budget Implementation Plan (SDBIP) following the approval of the draft Integrated Development Plan and Budget as a strategic financial management tool to ensure that budgetary decisions that are adopted by Council are aligned with the Integrated Development Plan (IDP).

I herewith approve the draft Top Level Service Delivery and Budget Implementation Plan for 2021/22.


.....

NAME
ALDERMAN RAY VAN ROOY
EXECUTIVE MAYOR OF BERGRIVIER MUNICIPALITY

14/06/2021

DATE



23	Corporate Services	Finance and Administration (Non-core function) - Human Resources	A responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and Good Governance	Municipal Transformation and Institutional Development	Evaluate the performance of all staff with performance contracts (T 12 - T 18) on an annual basis according to the agreed upon performance contracts before 30 June 2022	Innovation and culture	1	1	Director Corporate Services	100%	100%	0	0	0	0	0	0	0	0	0	100	Minutes of evaluation session of each staff member with a performance contract (T12 - T18)	
24	Corporate Services	Finance and Administration (Core function) - Finance	A responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development	To provide a transparent, ethical and corruption free municipality	Developing a capable and State	Strengthen Financial Sustainability and Good Governance	Municipal Transformation and Institutional Development	Number of performance evaluations of all staff with performance contracts (T 12 - T 18) according to the agreed upon performance contracts before 30 June 2022	Innovation and culture	1	1	Manager Administrative Services	2	2	0	1	0	1	0	1	0	1	0	1	0	Signed reports submitted to the Municipal Manager
25	Corporate Services	Finance and Administration (Core function) - Finance and Administration (Core function) - Administrative and Corporate Support	A responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development	To communicate effectively with the public	Developing a capable and State	Strengthen Financial Sustainability and Good Governance	Good Governance and Public Participation	Number of reports submitted to Director's meetings and Standing Committees on statistics regarding Customer Care	Innovation and culture	1	1	Manager Administrative Services	New KPI	New KPI	9	2	2	2	3	2	2	2	2	2	3	Minutes of Director's meetings and Standing Committees meetings
26	Corporate Services	Finance and Administration (Core function) - Finance and Administration (Core function) - Administrative and Corporate Support	A responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and Good Governance	Good Governance and Public Participation	Percentage of Revised Covid-19 cases submitted to the Municipal Manager for approval	Innovation and culture	1	1	Human Resources Manager	New KPI	New KPI	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	Approved Covid-19 cases submitted to the Municipal Manager
27	Corporate Services	Finance and Administration (Core function) - Administrative and Corporate Support	A responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and Good Governance	Municipal Transformation and Institutional Development	Number of Workshops Skills Plan to LSEFTA annually by 30 April 2022	Innovation and culture	1	1	Human Resources Manager	New KPI	New KPI	1	0	0	1	0	1	0	0	0	1	1	Letter of Compliance from LSEFTA
28	Corporate Services	Finance and Administration (Core function) - Administrative and Corporate Support	A responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development	To conserve and manage the natural environment and mitigate the impact of climate change	Developing a capable and State	Sustainable and Inclusive Living environment	Good Governance and Public Participation	Number of reports submitted to the Portfolio Committee regarding environmental legislation conducted with the public	Empowering people	1	1	Manager Planning and Development	New KPI	New KPI	2	0	1	0	1	0	1	0	1	0	1	Minutes of Corporate Services Portfolio Committee
29	Corporate Services	Finance and Administration (Core function) - Risk Management	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and Good Governance	Municipal Transformation and Institutional Development	100% of all complaints registered on 1015 are being attended to within the Directorate and completed before the end of the month following the date on which the complaint was lodged	Innovation and culture	1	1	Director Corporate Services	100	100	100	100	100	100	100	100	100	100	100	100	Minutes of Corporate Services Portfolio Committee meetings	
30	Corporate Services	Finance and Administration (Core function) - Corporate Support	A responsive and accountable, effective and efficient local government system	Municipal Financial Viability and Management	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and Good Governance	Municipal Transformation and Institutional Development	Ensure the implementation of additional focus areas per the performance contract and report to Performance Evaluation Panel bi-annually	Innovation and culture	1	1	Director Corporate Services	New KPI	New KPI	1	0	1	0	1	0	1	0	1	0	1	Minutes of Performance Evaluation on Committee
31	Technical Services	Water Management (Core function) - Water Distribution	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To develop and provide community infrastructure in support of the spatial development framework	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	Limit water losses to 12% by 30 June 2022 due to losses incurred by theft, illegal connections, or leakage as a result of deteriorating water infrastructure by 30 June 2022	Innovation and culture	1	1	Director Technical Services	10	10	12	0	0	0	12	0	0	0	12	0	12	Relevant note in Annual Financial Statements for the year ended 30 June 2022
32	Technical Services	Electricity (Core function) - Electricity	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To develop and provide sustainable bulk and infrastructure in support of the spatial development framework	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	Limit unaccounted for electricity to 10% by 30 June 2022 (Number of Electricity Units Purchased and/or Generated - Number of Electricity Units Sold (incl Free basic electricity) / Number of Electricity Units Purchased and/or Generated) x 100	Innovation and culture	1	1	Director Technical Services	10	10	10	0	0	0	10	0	0	0	10	0	10	Relevant note in Annual Financial Statements for the year ended 30 June 2022
33	Technical Services	Planning and Management Unit	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To develop and provide community infrastructure in support of the spatial development framework	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	95% of MIG conditional grant spent by 30 June 2022 to upgrade infrastructure (Total amount spent/ Total amount allocated) x 100	Innovation and culture	1	1	Director Technical Services	95	95	95	10	40	60	95	10	40	60	95	95	MIG report as signed by CFO and MM and sent off to Provincial MIG office and COGTA	
34	Technical Services	Road Transport (Non-core function) - Roads	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To improve transport systems and enhance mobility of poor isolated communities in partnership with sector departments	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	85% of conditional road operational grant spent by 30 June 2022 (Total amount spent/ Total allocation received) x 100 as budgeted in the Budgetary Municipality Operational Budget	Identity and Branding	1	1	Director Technical Services	95	95	95	0	0	60	95	0	0	60	95	95	Annual submissions of claims to Department of Public Works before 30 June - 2022	



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35	Technical Services	Planning and Development (Core Function) - Project Management Unit	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To develop and provide sustainable bulk and community infrastructure in support of the spatial development framework	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	50% of the capital budget of Director: Technical Services spent for 30 June 2022 (Total amount spent/Total allocation received)(x100)	% of capital budget of Director: Technical Services spent by 30 June 2022	Innovation and culture	1	1	Director: Technical Services	95%	Monthly Budget Statements (Table C7) submitted to the Mayor, Council Members & Quarterly Budget Statement	Last Value	Percentage	0	20	40	95
36	Technical Services	Waste Management (Core Function) - Solid Recycling	A responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	To conserve and manage the natural environment and mitigate the impacts of climate change	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	Raise public awareness on recycling to reduce household waste with awareness initiatives	Number of awareness initiatives	Empowering people	1	1	Director: Technical Services	2	Photographs & notices distributed	Accumulative	Number	0	1	0	1
37	Technical Services	Waste Management (Core Function) - Solid Waste Disposal (Landfill Sites)	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To conserve and manage the natural environment and mitigate the impacts of climate change	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	50% spend of transferred funds for implementation of the approved business plan on the waste transfer station (Total amount spent/Total approved budget)(x100) (subject to international funding)	% of funds transferred spend by 30 June 2022	Innovation and culture	1	1	Director: Technical Services	5%	Reports submitted to the Mayor, Council Members & Quarterly Budget Statement	Last Value	Percentage	0	30	40	95
38	Technical Services	Water Management (Core Function) - Water Treatment	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To develop and provide sustainable bulk and community infrastructure in support of the spatial development framework	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	50% water quality level obtained as per SANS 241 Physical & micro parameters as at 31 December 2021 and 30 June 2022	% water quality level as at 31 December 2021 and 30 June 2022, culture	Innovation and culture	1	1	Director: Technical Services	95%	Monthly Supply System Monitoring Water Quality Report, Water Report & Excel Summary of Drinking Water Quality	Last Value	Percentage	0	95	0	95
39	Technical Services	Planning and Development (Core Function) - Facilitation	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To create innovative partnerships with sector departments for effective education outcomes and opportunities for youth development	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	Sign SIA's for each development to facilitate an environment conducive to infrastructure development in partnership with the developer (subject to required developments where SIA's are required)	% of developments with signed SIA's with developers and/or investors	Mobility and spatial transformation	1	1	Director: Technical Services	100%	Signed SIA's	Stand-Alone	Percentage	100	100	100	
40	Technical Services	Planning and Development (Core Function) - Facilitation	Sustainable human settlements and improved quality of household life	Basic Service Delivery	To develop, manage and regulate the built environment	Developing a capable and State	Sustainable Service Delivery	Basic Service Delivery	Do quarterly inspections per major town for building transgressions and submit reports to Portfolio Committee with findings and law enforcement actions initiated	Number of reports submitted to the Portfolio Committee	Innovation and culture	1	1	Director: Technical Services	4	Minutes of Technical Portfolio Committee	Accumulative	Number	0	1	1	
41	Technical Services	Planning and Development (Core Function) - Economic Development/Planning	Decent employment through inclusive economic growth	Basic Service Delivery	To alleviate poverty	Economy and Development	Sustainable Service Delivery	Local Economic Development	Create full time equivalents (FTE's) in terms of the EPWP programme by 30 June 2022	Number of FTE's created by 30 June 2022	Growth and jobs	1	1	Director: Technical Services	65	EPWP Performance Report	Accumulative	Number	0	0	0	65
42	Technical Services	Finance and Administration (Core Function) - Risk Management	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Municipal Transformation and Institutional Development	Municipal Transformation and Institutional Development	100% of all complaints registered on IMIS are being attended to within the Director and completed before the end of the month following the date on which the complaint was lodged	% of complaints registered on IMIS being attended to within the Director and completed before the end of the month following the date on which the complaint was lodged	Innovation and culture	1	1	Director: Technical Services	100	Minutes of Technical Portfolio Committee	Stand-Alone	Percentage	100	100	100	
43	Technical Services	Finance and Administration (Core Function) - Risk Management	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Municipal Transformation and Institutional Development	Municipal Transformation and Institutional Development	Conduct continuous upgrading of the electronic contract register on IMIS and submit reports bi-annually to the Municipal Manager after Director verified the report and signed it off	Number of reports of contract register on IMIS submitted to Municipal Manager by 30 June 2022 after director verified report and signed it off	Innovation and culture	1	1	Director: Technical Services	2	Signed reports submitted to the Municipal Manager	Accumulative	Number	0	1	0	1
44	Technical Services	Electricity (Core Function) - Electricity	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To communicate effectively with the public	Developing a capable and State	Municipal Transformation and Institutional Development	Municipal Transformation and Institutional Development	Revision of the technical functions in the Portfolio Committee by 30 June 2022	Number of revisions of the technical functions in the Portfolio Committee by 30 June 2022	Innovation and culture	1	1	Director: Technical Services	1	Minutes of Technical Portfolio Committee	Carry Over	Number	0	0	0	1
45	Technical Services	Finance and Administration (Non-core function) - Asset Management	A responsive and accountable, effective and efficient local government system	Basic Service Delivery	To develop and provide sustainable bulk and community infrastructure in support of the spatial development framework	Economy and Development	Sustainable Service Delivery	Basic Service Delivery	Revision of the maintenance plan in respect of all current infrastructure in the Portfolio Committee by 30 June 2022	Number of maintenance plans revised in respect of all current infrastructure and submitted to Technical Services Portfolio Committee by 30 June 2022	Innovation and culture	1	1	Director: Technical Services	1	Minutes of Technical Portfolio Committee	Carry Over	Number	0	0	0	1
46	Technical Services	Finance and Administration (Core Function) - Human Resources	A responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development	To create an efficient, effective, economic and accountable administration	Economy and Development	Sustainable Service Delivery	Basic Service Delivery	Collate the performance of all staff with performance contracts (122-T 13) in an annual basis according to the agreed upon performance contracts before 30 June 2022	% of performance evaluations of a staff with performance contracts (T 12 - T 13) according to the agreed upon performance contracts before 30 June 2022	Empowering people	1	1	Director: Technical Services	100%	Minutes of evaluation session of each staff member with a performance contract (T12 - T13P)	Last Value	Percentage	0	0	0	100

47	Technical Services	Finance and Administration (Core Function) - Corporate Wide Strategic Planning (DPA, LED)	A responsive and accountable, efficient and effective local government system	Municipal Transformation and Institutional Development	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Effectively manage and ensure compliance on a quarterly basis of all TSDBP KPIs in respect of accountable levels of performance management policy	Innovation and culture	1	1	Director/ Technical Services	95	In-year performance reports generated from the system	Stand-Alone	Percentage	70	70	70	95	70	95
48	Technical Services	Finance and Administration (Non-Core Function) - Risk Management	A responsive and accountable, efficient and effective local government system	Good Governance and Public Participation	To provide a transparent, ethical and corruption free municipality	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Develop a culture of zero tolerance to corruption and discipline by the terms of the Anti-Fraud and Corruption Policy	Innovation and culture	1	1	Director/ Technical Services	100	Quarterly reports to Portfolio Committee or BMC when applicable	Stand-Alone	Percentage	100	100	100	100	100	100
49	Technical Services	Finance and Administration (Core Function) - Corporate Support	A responsive and accountable, efficient and effective local government system	Municipal Financial Viability and Management	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Ensure the implementation of the additional focus areas as per the Performance Evaluation Final Report annually	Innovation and culture	1	1	Director/ Technical Services	New KPI	Minimum of Performance Evaluations on Committee	Stand-Alone	Number	0	1	0	1	0	1
50	Financial Services	Finance and Administration (Core Function) - Finance	A responsive and accountable, efficient and effective local government system	Municipal Financial Viability and Management	To budget strategically	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Improve the net debt collection profile by 30 June 2022	Innovation and culture	1	1	Accountant/ Credit Control	120	Annual Financial Statements, supported by figures as per the VETA financial system	Last Value	Number	110	0	0	0	110	0
51	Financial Services	Finance and Administration (Core Function) - Finance	A responsive and accountable, efficient and effective local government system	Municipal Financial Viability and Management	To grow and diversify our revenue and ensure value for money-services	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Monitor verbiage in the operational budget in accordance with the MFMA to monitor verbiage in the operational budget in accordance with the MFMA to enable the Finance Portfolio Committee on a quarterly basis	Innovation and culture	1	1	Head Assets & Supply Chain Management	4	Minimum of the following Finance Portfolio Committee	Accumulative	Number	4	1	1	1	1	
52	Financial Services	Finance and Administration (Core Function) - Supply Chain Management	A development-oriented public service and inclusive citizenship	Municipal Financial Viability and Management	To grow and diversify our revenue and ensure value for money-services	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Conduct 1 series of workshops in the major towns to business on the update requirements in the Municipal Area through the municipal budget by 31 December 2022	Innovation and culture	1	1	Head Assets & Supply Chain Management	1	Attendance register of workshops conducted	Carry Over	Number	1	0	1	0	1	
53	Financial Services	Finance and Administration (Core Function) - Risk Management	A development-oriented public service and inclusive citizenship	Municipal Transformation and Institutional Development	To provide a transparent, ethical and corruption free municipality	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Financial Viability and Management	Update the Economic system on a quarterly basis to ensure that there is adherence to the regulatory and statutory requirements of all relevant financial legislation and regulations	Innovation and culture	1	1	Director/ Finance	12	Quarterly reports generated by the Internal Auditor on updates	Stand-Alone	Percentage	100	100	100	100	100	
54	Financial Services	Finance and Administration (Core Function) - Finance	A development-oriented public service and inclusive citizenship	Municipal Financial Viability and Management	To grow and diversify our revenue and ensure value for money-services	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Financial Viability and Management	Submit a bi-annual report for the writing off of uncollectible debt to the Financial Portfolio Committee by December 2021 and June 2022	Innovation and culture	1	1	Manager/ Income	2	Minutes of Financial Portfolio Committee Meeting	Accumulative	Number	2	0	1	0	1	
55	Financial Services	Finance and Administration (Core Function) - Finance	A development-oriented public service and inclusive citizenship	Municipal Financial Viability and Management	To grow and diversify our revenue and ensure value for money-services	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Financial Viability and Management	Achieve a payment percentage of 70% in the 2022/23 financial year. Billable Revenue - Gross Debtors Opening Balance + Bad Debts Written Off/ (Billed Revenue) x 100	Innovation and culture	1	1	Accountant/ Credit Control	96	Minimum of the following Finance Portfolio Committee	Last Value	Percentage	94.5	60	90	92	94.5	
56	Financial Services	Finance and Administration (Core Function) - Risk Management	A responsive and accountable, efficient and effective local government system	Good Governance and Public Participation	To provide a transparent, ethical and corruption free municipality	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Develop a culture of zero tolerance to corruption and discipline by the terms of the Anti-Fraud and Corruption Policy	Innovation and culture	1	1	Director/ Finance	300	Quarterly reports to Portfolio Committee or BMC when applicable	Stand-Alone	Percentage	100	100	100	100	100	
57	Financial Services	Finance and Administration (Core Function) - Human Resources	A responsive and accountable, efficient and effective local government system	Municipal Transformation and Institutional Development	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Effectively manage and ensure compliance on a quarterly basis of all TSDBP KPIs in respect of accountable levels of performance management policy	Innovation and culture	1	1	Director/ Finance	95	In-year performance reports and/or SDBP report generated from the system	Stand-Alone	Percentage	95	95	95	95	95	
58	Financial Services	Finance and Administration (Core Function) - Human Resources	A responsive and accountable, efficient and effective local government system	Municipal Transformation and Institutional Development	To create an efficient, effective, economic and accountable administration	Developing a capable and State	Strengthen Financial Sustainability and further enhance Good Governance	Municipal Transformation and Institutional Development	Evaluate the performance of all staff on annual performance contracts (T 12 - T 18) on a quarterly basis according to the agreed upon performance contracts before 30 June 2022	Innovation and culture	1	1	Director/ Finance	100K	Minimum of evaluation session of each staff member with a performance contract (T12 - T18)	Last Value	Percentage	100	0	0	0	100	

ANNEXURE B: COMPETENCY DESCRIPTIONS
COMPETENCY DESCRIPTIONS (ANNEXURE B)

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
<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • Initiate projects after approval from higher authorities • Understand procedures of program and project management methodology, implications and stakeholder involvement • Understand the rationale 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

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PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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


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PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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



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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
<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 unfavourable

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

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PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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 	<ul style="list-style-type: none"> • 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

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2021/22

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
<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> 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

ANNEXURE C: PERSONAL DEVELOPMENT PLAN: MR AC KOCH

Background

This Personal Development Plan (PDP) is drafted in terms of Section 8 of the Performance Agreement entered into annually between the Municipal Manager of Bergrivier Municipality (Employer) and the Director Technical Services (Employee).

Application

This is the PDP for the financial year from 1 July 2021 to 30 June 2022.

Agreement

The Employer acknowledges and agrees that the Employee is fully experienced and skilled to perform the current requirements of employment. But in the spirit of continued learning and building experiences the Employer will support the Employee in the following endeavors during this period:

1. The Employee will further his understanding of and experience in Local Government by participating regularly in SALGA workshops and other educational opportunities provided by National -, Provincial- and Local Government as well as other institutions. The Employer did approve a budget for this purpose and will allow the Employee to partake within the limits of the approved budget.
2. The Employer acknowledges that the Employee is a member of the ECSA (Engineering Council of SA) as Pr Techni Eng 200530037 and a member of IMESA and that the Employee will need time off to attend one annual conference for each of these Institutions. Participation will be subject to the approved budget.

