

REVISED PERFORMANCE AGREEMENT

IN TERMS OF THE:

**LOCAL GOVERNMENT: MUNICIPAL SYSTEMS ACT,
2000 (32 OF 2000), AS AMENDED**

AND

**LOCAL GOVERNMENT: MUNICIPAL PERFORMANCE REGULATION FOR
MUNICIPAL MANAGERS AND MANAGERS DIRECTLY ACCOUNTABLE TO
MUNICIPAL MANAGERS, 2006**

AND

**LOCAL GOVERNMENT: REGULATIONS ON APPOINTMENT AND CONDITIONS
OF EMPLOYMENT OF SENIOR MANAGERS, 2014**

Entered into by and between

The **CITY OF MATLOSANA** herein represented by

THEETSI SOLOMON ROGER NKHUMISE

in his capacity as

Municipal Manager

(hereinafter referred to as the **Employer**)

And

LESEGO SEAMETSO

As the

Director: Corporate Support

(hereinafter referred to as the **Employee**)

For the Period

1 February 2018 to 30 June 2018

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L.S.

PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The **CITY OF MATLOSANA** herein represented by **THEETSI SOLOMON ROGER NKHUMISE (ID NR. 7212265390082)** in his capacity as the **MUNICIPAL MANAGER** (hereinafter referred to as the **Employer**) and **LESEGO SEAMETSO (ID NR. 8703010275080)** in his capacity as the **DIRECTOR: CORPORATE SUPPORT** of the Municipality (hereinafter referred to as the **Employee**).

WHEREBY IT IS AGREED 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, as amended ("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, as amended 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(4a), 57(4b) and 57(5) of the Systems Act and Section 57(4c) of the Systems Amendment Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b), (4a), (4b) and (5) of the Systems Act, Section 57(4c) of the Systems Amendment Act, as well as the employment contract 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 (IDP), Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 specify accountabilities as set out in a performance plan, which forms an Annexure to the Performance Agreement;
- 2.4 monitor and measure performance against set targeted outputs and outcomes;
- 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; with Section 11 of this agreement and
- 2.7 give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

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3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **1 FEBRUARY 2018** and will remain in force until **30 June 2018** thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will include a new performance agreement that replaces this agreement at least once a year 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.
- 3.4 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

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**; and
 - 4.1.2 The time frames within which those performance objectives and targets must be met.
 - 4.1.3 The Competencies (Annexure B) – definitions in terms of regulation 21 of 17 January 2014 are required, to operate effectively as senior manager in the Local Government environment.
- 4.2 The performance objectives and targets reflected in the Performance Plan (Annexure A) are set by the **Employer** in consultation with the **Employee** and based on the Integrated Development Plan (IDP), 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 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.
 - 4.2.4 Weightings that show the relative importance of the key objectives to each other.
- 4.3 The Personnel Development Plan (Annexure C) sets out the employee's personnel development requirements in line with the objectives and targets of the employer.
- 4.4 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**.

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- 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 and targets that will be included in the performance management system as applicable to the **Employee**.
- 5.4 The **Employee** undertakes to actively focus towards the promotion and implementation of the KPAs (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 shall be contained in the 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 the Competencies respectively.
- 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 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 / her 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**:

| Key Performance Areas (KPA's) | Weighting |
|--|-------------|
| Service Delivery & Infrastructure Development | 0% |
| Municipal Institutional Development and Transformation | 34% |
| Local Economic Development (LED) | 5% |
| Municipal Financial Viability and Management | 12% |
| Good Governance and Public Participation | 49% |
| Total | 100% |

- 5.7 In the case of Senior Managers directly accountable to the Municipal Manager, key performance areas related to the functional area of the relevant manager must be subject to negotiation between the municipal manager and the relevant manager.
- 5.8 The competencies will make up the other 20% of the **Employee's** assessment score. The competencies are split into two groups, Leading competencies that drive strategic intent and direction and Core competencies which drive the execution of the leading competencies.

| LEADING COMPETENCIES | | WEIGHTING |
|------------------------------------|---|-----------|
| Strategic Direction and Leadership | <ul style="list-style-type: none"> • Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness | 8.33% |
| People Management | <ul style="list-style-type: none"> • Human Capital Planning and Development • Diversity Management • Employee Relations Management • Negotiation and Dispute Management | 8.33% |

| | | |
|--------------------------------------|---|------------------|
| 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 | 8.33% |
| Financial Management | <ul style="list-style-type: none"> • Budget Planning and Execution • Financial Strategy and Delivery • Financial Reporting and Monitoring | 8.33% |
| Change Leadership | <ul style="list-style-type: none"> • Change Vision and Strategy • Process Design and Improvement • Change Impact Monitoring and Evaluation | 8.33% |
| Governance Leadership | <ul style="list-style-type: none"> • Policy Formulation • Risk and Compliance Management • Cooperative Governance | 8.33% |
| CORE COMPETENCIES | | WEIGHTING |
| Moral Competence | | 8.33% |
| Planning and Organising | | 8.33% |
| Analysis and Innovation | | 8.33% |
| Knowledge and Information Management | | 8.33% |
| Communication | | 8.33% |
| Results and Quality Focus | | 8.33% |
| TOTAL PERCENTAGE | | 100% |

6. EVALUATING PERFORMANCE

- 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 (Annexure C) as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** SDBIP as described in 6.6 below.
- 6.5 The **Employee** will submit quarterly performance reports (SDBIP) and a comprehensive annual performance report prior to the performance assessment meetings to the evaluation panel chairperson for distribution to the panel members for preparation purposes.
- 6.6 The annual performance appraisal will involve:
- 6.6.1 **Assessment of the achievement of results as outlined in the Performance Plan:**
- (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- (b) A rating on the five-point scale described in 6.7 below shall be provided for each KPI or group of KPI's which will then be multiplied by the weighting to calculate the score.

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- (c) The **Employee** will submit his/her self – evaluation to the **Employer** prior to the final assessment.
- (d) 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.
- (e) An overall score will be calculated based on the total of the individual scores calculated above.
- (f) The applicable assessment rating calculator must be used to add the scores and calculate a final KPA score.

6.6.2 Assessment of the Competencies

- (a) Each competency will be assessed in terms of the description provided in (Annexure B).
- (b) An indicative rating on the five-point scale should be provided for each competency.
- (c) This rating should be multiplied by the weighting given to each competency during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator must be used to add the scores and calculate a final competency score.

6.6.3 Overall rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

- 6.7 The assessment of the performance of the **Employee** will be based on the following rating scale for KPA's and Competencies:

Rating scale for KPA's

| 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. |

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| Level | Terminology | Description |
|-------|--------------------------|---|
| 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 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. |

Rating scale for Competencies

| Level | Terminology | Description |
|-------|-------------|--|
| 1 | Basic | Applies basic concepts, methods, and understanding of local government operations, but requires supervision and development intervention. |
| 2 | Competent | Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and executes progressive analysis. |
| 3 | Advanced | Develops and applies complex concepts, methods and understanding. Effectively directs and leads a group and executes in-depth analysis. |
| 4 | Superior | Has a comprehensive understanding of local government operations, critical in strategic shaping direction and change, develops and applies comprehensive concepts and methods. |

6.8 For purposes of evaluating the annual performance of the Municipal Manager, an evaluation panel constituted of the following persons must be established:

- 6.8.1 Executive Mayor;
- 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.8.3 Member of the Mayoral Committee;
- 6.8.4 Mayor and/or Municipal Manager from another municipality; and
- 6.8.5 Member of a ward committee as nominated by the Executive Mayor.

6.9 For purposes of evaluating the annual Performance of Senior Managers directly accountable to the Municipal Manager, an evaluation panel constituted of the following persons must be established:

- 6.9.1 Municipal Manager;
- 6.9.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.9.3 Municipal Manager from another municipality.

6.10 The Performance Management Unit of the municipality must provide secretariat services to the evaluation panels referred to in paragraphs 6.8 and 6.9.

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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 that reviews in the first and third quarter may be verbal if performance is satisfactory:

| | | |
|-----------------------|---|-------------------------|
| First quarter | : | July – September 2017 |
| Second quarter | : | October – December 2017 |
| Third quarter | : | January – March 2018 |
| Fourth quarter | : | April – June 2018 |

7.2 The **Employer** shall keep a record of the mid-year review and annual 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.

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 plan may be implemented and/or amended as the case may be after each assessment.

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 to assist him / her 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 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 10.1 as soon as is practicable to enable the **Employee** to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

11.1 The evaluation of the **Employee's** performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

11.2 A performance bonus of between 5% to 14% of the all-inclusive annual remuneration package may be paid to the **Employee** in recognition of outstanding performance to be constituted as follows:

| Performance Score | | Performance Bonus Percentage |
|-------------------|------|------------------------------|
| From | To | |
| 130% | 133% | 5% |
| 134% | 137% | 6% |
| 138% | 141% | 7% |
| 142% | 145% | 8% |
| 146% | 149% | 9% |
| 150% | 153% | 10% |
| 154% | 157% | 11% |
| 158% | 161% | 12% |
| 162% | 165% | 13% |
| 166% | 169% | 14% |

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

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

11.3.2 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.

12. DISPUTE RESOLUTION

12.1 Any disputes about the nature of the **Employee's** performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –

12.1.1 The MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the **Employee**; or

12.1.2 Any other person appointed by the MEC.

12.1.3 In the case of Senior Managers directly accountable to the Municipal Manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee;

whose decision shall be final and binding on both parties.

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

13. GENERAL

13.1 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**.

13.2 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.

13.3 The performance assessment results of the **Employee** must be submitted to the municipal council by the **Employer** within fourteen (14) days after the conclusion of the assessment for information purposes.

14. PERFORMANCE APPRAISALS

14.1 The **Employee** will be responsible for developing annual performance work plans and conducting performance appraisals with all staff in the Directorate as stipulated in Section 27 of the 2015 Performance Management System Framework document.

Thus **done** and **signed** at KLERKSDORP on this the 15 day of MAY 2018.

AS WITNESSES:

1. [Handwritten Signature]

[Handwritten Signature]
EMPLOYEE

2. [Handwritten Signature]

Thus **done** and **signed** at KLERKSDORP on this the 15 day of MAY 2018.

AS WITNESSES:

1. [Handwritten Signature]

[Handwritten Signature]
EMPLOYER

2. [Handwritten Signature]

DIRECTORATE CORPORATE SUPPORT
MS L SEAMETSO

TOTAL WEIGHTING PER KEY PERFORMANCE AREA (KPA) = 100%









- Service Delivery & Infrastructure Development (0)
 - Municipal Institutional Development and Transformation (14)
 - Local Economic Development (2)
 - Municipal Financial Viability & Management (5)
 - Good Governance and Public Participation (20)
- 0%
34%
5%
12%
49%
100%

| DP/Operational | DP Linkage / Project ID | Budget | Revised Target / Adjustment Budget | Base line | Quarter | Quarterly Projected Target | Rating Key | Quarterly Actual Achievement | Actual Expenditure | Reason for Deviation | Planned Remedial Action | Comments | Portfolio of Evidence | | | |
|----------------|-------------------------|--------|------------------------------------|---|---------|---|------------|--|--------------------|---|---|----------|--|--|--|--|
| Operational | DCS1 | R0 | | New Indicator | 1 | Nr. received / Nr. answered 100% | | 1 Received / 1 Answered 100% | | | | | Tracking document, Execution letters / notes | | | |
| | | | | | 2 | Nr. received / Nr. answered 100% | | 3 Received / 3 Answered 100% | | | | | | | | |
| | | | | | 3 | | | | | | | | | | | |
| | | | | | 4 | | | | | | | | | | | |
| Operational | DCS2 | R0 | | 39 Received / 36 Implemented 92% | 1 | Nr. received / Nr. implemented 85% | | 30 Mayo Resolutions / 5 Council Resolutions 15% implemented | | Other for cognizance, others referred back for resubmission and also referred back for inspection in loco | Ensuring that Council take resolutions without referring matters back (MM memo) | | Resolution register, Copy of resolutions, Execution letters / notes (supporting documents) | | | |
| | | | | | 2 | Nr. received / Nr. implemented 85% | | 7 Received / 3 Implemented 43% | | | | | | | | |
| | | | | | 3 | Nr. received / Nr. implemented 85% | | 21 Received 2 Implemented 11 Not executed 7 Cognizance 1 Withdrawn | | As attached | | | | | | |
| | | | | | 4 | Nr. received / Nr. implemented 85% | | | | | | | | | | |
| Operational | DCS3 | R0 | | 2 Received / 0 Mitigated 0% (Status quo - 2 high risks) | 1 | Nr. received / Nr. mitigated 80% | | 3 received / 0 mitigated 0% | | Matter will be finalized by 31 Dec 2017 in terms of date of performance | Matter will be finalized by 31 Dec 2017 in terms of date of performance | | Director's risk register, Execution letters / notes | | | |
| | | | | | 2 | Nr. received / Nr. mitigated 80% | | 3 Received / 0 Mitigated 0% | | | | | | | | |
| | | | | | 3 | Nr. received / Nr. mitigated 80% | | 2 Received / 0 mitigated 0% | | | | | | | | |
| | | | | | 4 | Nr. received / Nr. mitigated 80% | | | | | | | | | | |
| Operational | DCS4 | R0 | | Credible 2015/16 Annual Report input provided | 1 | Submitting information for Annual Performance Report | | Annual Performance information submitted | | | | | Signed-off AR template and narrative | | | |
| | | | | | 2 | Credible 2016/17 Annual Report input provided | | Credible 2016/17 Annual Report inputs | | | | | | | | |
| | | | | | 3 | | | | | | | | | | | |
| | | | | | 4 | | | | | | | | | | | |
| Operational | DCS5 | R0 | | Credible 2017/18 IDP inputs provided | 1 | Providing the directorate's IDP inputs before the draft 2018/19 IDP is tabled by 30 May 2018 | | | | | | | Signed-off IDP needs and priority list | | | |
| | | | | | 2 | | | | | | | | | | | |
| | | | | | 3 | | | | | | | | | | | |
| | | | | | 4 | | | | | | | | | | | |
| Operational | DCS6 | R0 | | Credible 2017/18 SDBIP inputs provided | 1 | Providing the directorate's SDBIP inputs before the draft 2018/19 SDBIP is submitted by 25 May 2018 | | | | | | | Signed-off SDBIP planning template, Attendance Register | | | |
| | | | | | 2 | | | | | | | | | | | |
| | | | | | 3 | | | | | | | | | | | |
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|-------------|-----|-------|-----------------|--|------------------------|-------|---|---|---|-------|---------------|---------------------------------------|--|--|---|---|--|
| Operational | N/A | DCS7 | L Seametsso | Good Governance and Public Participation | Good Governance | 2.44% | To comply with legal requirements (sec 116 of MFMA) | Percentage of SLA / lease agreements which are commented on in terms of all allocated contracts, as received from legal section | Ensuring 100% of SLA / lease agreements are commented on within 7 working days of receipt in terms of all allocated contracts as received from the legal section by June 2018 | R 0 | New Indicator | 1 Nr received / Nr comments 100% | 1 received / 1 comments 100% | User department did not submit written comments | Ensure that the user department submit comments in writing on time | SLA received and comments register. SLA with comments | |
| Operational | N/A | DCS8 | L Seametsso | Municipal Institutional Development and Transformation | Institutional Capacity | 2.44% | To attend to all LLF meetings to ensure industrial harmony | Number of LLF meetings attended | Attending 44 LLF meetings by June 2018 | R 0 | New Indicator | 2 Nr received / Nr comments 100% | 7 Received / 0 Commented 0% | | | MM and Director Corporate Support to intervene | Notices, Agenda, Attendance register, Minutes |
| Compliance | N/A | DCS9 | L Seametsso | Good Governance and Public Participation | Good Governance | 2.44% | To ensure that the mandate of Audit Committee is executed | Percentage of Resolutions of the Audit Committee implementation within required timeframe | Implementing 90% of all Directorate Audit Committee resolutions by June 2018 | R 0 | New Indicator | 3 Nr received / Nr implemented 90% | 6 Received / 4 implemented 67% | Organogram still to be implemented by 30/6/18 | | | Resolution register, Copy of resolutions, Execution letters / notes (supporting documents) |
| Compliance | N/A | DCS10 | L Seametsso | Good Governance and Public Participation | Good Governance | 2.44% | To improve the audit outcome from the AG | Number of Audit Steering Committee meetings conducted | Attending 6 Audit Steering Committee meetings (directors) to improve the audit outcome by June 2018 | R 0 | New Indicator | 4 Nr received / Nr implemented 90% | | | | | Resolution register, Copy of resolutions, Execution letters / notes (supporting documents) |
| Compliance | N/A | DCS11 | L Seametsso | Good Governance and Public Participation | Good Governance | 2.44% | To improve service delivery and the audit outcome from the AG | Number of SDBIP meetings with senior personnel in own directorate conducted | Conducting 3 SDBIP meetings with senior personnel in own directorate by June 2018 | R 0 | New Indicator | 1 Nr received / Nr implemented 90% | | | | | Notices, Agenda, Attendance Register, Minutes |
| Compliance | N/A | ADM1 | JE van Rensburg | Good Governance and Public Participation | Good Governance | 2.44% | To hold section 50 committees meetings to ensure compliance with legislation to take informed decisions | Number of sec.50 committees meetings (portfolio meetings) conducted | Conducting 50 (sec.80)-committees meetings (portfolio-meetings) by June 2018 Conducting 60 (sec.80) committee meetings (Portfolio Meetings) by June 2018 | R 0 x | New Indicator | 2 Nr received / Nr comments 100% | 20 + 1 Sp FDN, 1 Sp Intra and 1 Sp HL&RD | Portfolio Meetings postponed during August 2017 by the Speaker | Ensure that meetings in future should not be postponed by the Speaker | Attendance register, notices, agendas, Council resolution | |
| Compliance | N/A | ADM2 | JE van Rensburg | Good Governance and Public Participation | Good Governance | 2.44% | To conduct Mayoral Committee meetings to comply with legislation to align with political mandate | Number of Mayoral Committee meetings conducted | Conducting 14 Mayoral Committee meetings by June 2018 - Conducting 18 Mayoral Committee meetings (special meetings included) by June 2018 | R 0 | New Indicator | 3 Nr received / Nr comments 100% | 10 + 1 Sp FDN, 1 Sp Cors, 1 Sp EG&M and 1 Sp HL&RD | Request for amendment postponed during October 2017 by the Speaker | Request for amendment during mid-year assessment. | Notices & Attendance Register, Council resolution CC 170/2014 | |

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| ADMS | N/A | Compliance | 2.44% | To ensure effective Council administration and compliance with legislation in order to convey feedback after considering political and community mandate | Number of ordinary council meetings conducted | Conducting 14 Council meetings by June 2018. Conducting 18 Council meetings (special meetings included) by June | R0 | MM06/2018 dated 22/01/2018 - Mid-Year Assessment. CC26/2018 dated 27/03/2018 | 7 Council meetings and 17 Special Council meetings conducted | 1 2 3 4 | 3 Council meetings 2 Council meetings 3 Council meetings 3-4 Council meetings |    | <p>2 Ordinary Council Meetings, 4 Special Council Meetings</p> <p>1 Ordinary Council Meeting, 4 Special Council Meetings</p> <p>2 Ordinary Council Meetings, 1 Special Council Meeting</p> | <p>R 95 526</p> <p>R 161 161</p> <p>R 238 616</p> | <p>Many bookings made free of charge in terms of Council's policy.</p> <p>Review tariffs during 2018/19 budget process.</p> <p>Many bookings made free of charge in terms of Council's policy.</p> <p>Review tariffs during 2018/19 budget process.</p> | <p>Request for amendment during mid-year assessment.</p> <p>PMS - mSCOA not compliant yet</p> | <p>Notices & Attendance Register</p> <p>Quarterly reports, GO4Q.</p> |
| ADMA | 20650527000 | Compliance | 2.44% | To collect revenue to ensure sound financial matters | R value income collected from rental of council halls | Collecting income on the rental of council halls by June 2018 | R 357 983 | | R 446 539 | 1 2 3 4 | R89 466 25% R178 952 50% R268 488 75% R357 983 100% |  | <p>9 notices issued and the register was updated.</p> <p>16 Notices were issued and the contract Register was duly updated</p> <p>3 Notices were issued marked annexure 'A' and the contract.</p> | <p>Contract Register</p> <p>Notice letters</p> <p>Follow-up letter</p> <p>Updated Register</p> | | | |
| LEGI | N/A | Operational | 2.44% | To manage the Council's Contract Register to ensure proper control and keeping of record of contracts | Contract management system managed and relevant departments informed within 3 months of expiry of contracts | Managing the Contract Register of Council and informing relevant departments of expiry dates of contracts within 3 months of expiry of the contract by June 2018 | R0 | | 4 Notices issued. Updated Register. Progress report to Council. | 1 2 3 4 | <p>Notices issued. Updated Register. Progress report to Council</p> <p>Notices issued. Updated Register. Progress report to Council</p> <p>Notices issued. Updated Register. Progress report to Council</p> <p>Notices issued. Updated Register. Progress report to Council</p> |  | <p>19 documents were received, 19 SLAs were drafted, 15 signed but not signed 0%</p> <p>74% 51 documents were received, 47 SLAs were drafted and 38 were signed marked annexure 'C'. 9 documents SLAs are pending for drafting of SLAs.</p> | <p>Contract Register</p> <p>Notice letters</p> <p>Follow-up letter</p> <p>Updated Register</p> | | | |
| LEGI | N/A | Operational | 2.44% | To comply with legal requirements (sec 116 of MFMA) | Percentage of SLA are signed to all allocated tenders, as received from SCM | Ensuring 100% SLA are signed to all allocated tenders / projects as received from SCM by June 2018 | R0 | | 94% 16 Documents received / 15 SLAs signed | 1 2 3 4 | <p>Nr received / Nr signed 100%</p> <p>Nr received / Nr signed 100%</p> <p>Nr received / Nr signed 100%</p> <p>Nr received / Nr signed 100%</p> |  | <p>Awaiting signatures and submit comments the Document</p> <p>Follow up will be done with the office of the IMI. the process of drafting SLAs is on going.</p> | <p>Contract Register</p> <p>Notice letters</p> <p>Follow-up letter</p> <p>Updated Register</p> | | | |
| OHS1 | N/A | Compliance | 2.44% | To conduct OHS inspections to ensure legal compliance and a safe working environment | Number of OHS inspections in Council departments conducted | Conducting 120 OHS inspections in Council departments by June 2018 | R0 | | 120 OHS inspections conducted | 1 2 3 4 | <p>30</p> <p>30</p> <p>30</p> <p>30</p> |  | <p>Inspection reports</p> | | | | |
| OHS2 | N/A | Compliance | 2.44% | To conduct OHS audits to ensure that all deviations be corrected according to the Act | Number OHS audits conducted | Conducting 2 OHS Audits by June 2018 | R0 | | 2 OHS Audits conducted | 1 2 3 4 | <p>0</p> <p>1</p> <p>0</p> <p>1</p> |  | <p>Audit report</p> | | | | |

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| SKILL | N Lesage | Municipal Financial Viability & Management | Institutional Capacity | 2.44% | To spend a percentage of municipality's budget on implementing its workplace skill plan (National Indicator) | Rand value of Skills Development (Training) expenditure for 2016/17 | Rand value spent on Skills Development (Training) expenditure for 2016/17 by June 2018 | R 4 545 815 | | R 1 016 953 | 1 | R6 000 5% | R24 000 20% | R60 000 50% | R120 000 100% | R 1 155 287 | R 2 248 625 | R 3 472 635 | R 4 454 815 100% | R 200 000 5% | R 800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 1 148 000 | R 247 805 | R 535 562.18 | R 4 000 000 100% | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | | |
|--------|----------|--|------------------------|-------|---|---|---|-------------|--|--|---|-----------------|-----------------|------------------|----------------|---------------|-----------------|------------------|------------------|---------------|-----------------|------------------|------------------|-------------|--------------|------------------|------------------|---|---|---|---|---|---|---|---|--|--|--|
| SKILL1 | N Lesage | Municipal Financial Viability & Management | Institutional Capacity | 2.44% | To spend a percentage of municipality's budget on implementing its workplace skill plan (National Indicator) | Rand value of Skills Development (Training) expenditure for 2016/17 | Rand value spent on Skills Development (Training) expenditure for 2016/17 by June 2018 | R 4 545 815 | | R 1 016 953 | 1 | R6 000 5% | R24 000 20% | R60 000 50% | R120 000 100% | R 1 155 287 | R 2 248 625 | R 3 472 635 | R 4 454 815 100% | R 200 000 5% | R 800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 1 148 000 | R 247 805 | R 535 562.18 | R 4 000 000 100% | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | | |
| SKILL2 | N Lesage | Municipal Financial Viability & Management | Institutional Capacity | 2.44% | To pay over a percentage of municipality's budget on implementing its workplace skill plan (National Indicator) | Rand value of Levy Skills Development for 2016/17 paid to SARS | Rand value paid to SARS on Levy Skills Development for 2016/17 by June 2018 | R 4 545 815 | | R 4 349 515 | 2 | R227 290 5% | R609 163 20% | R2 272 907 50% | R 120 000 100% | R 1 155 287 | R 2 248 625 | R 3 472 635 | R 4 454 815 100% | R 200 000 5% | R 800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 1 148 000 | R 247 805 | R 535 562.18 | R 4 000 000 100% | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | | |
| SKILL3 | N Lesage | Municipal Financial Viability & Management | Institutional Capacity | 2.44% | To spend a percentage of municipality's budget on implementing its workplace skill plan (National Indicator) | Rand value of SETA Training expenditure for 2017/18 spent | Rand value spent on SETA Training expenditure for 2017/18 by June 2018 | R 4 000 000 | | R 1 799 123 | 2 | R800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 200 000 5% | R 800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 200 000 5% | R 800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 1 148 000 | R 247 805 | R 535 562.18 | R 4 000 000 100% | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | | | |
| SKILL4 | N Lesage | Municipal Financial Viability & Management | Institutional Capacity | 2.44% | To spend a percentage of municipality's budget on implementing its workplace skill plan (National Indicator) | Rand value of SETA Training income/Rec for 2017/18 collected | Income collected for SETA Training income/Rec for 2017/18 by June 2018 | R 4 000 000 | | R 0 | 3 | R800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 200 000 5% | R 800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 200 000 5% | R 800 000 20% | R 2 000 000 50% | R 4 000 000 100% | R 1 148 000 | R 247 805 | R 535 562.18 | R 4 000 000 100% | 1 | 2 | 3 | 4 | 1 | 2 | 3 | 4 | | | | |
| SKILL5 | N Lesage | Municipal Institutional Development and Transformation | Institutional Capacity | 2.44% | To comply with WSP legislation | Annual WSP / ATR submitted to LGSETA | Submitting 2018/19 WSP / ATR to LGSETA by April 2018 | R 0 | | R 0 | 4 | R4 000 000 100% | | | | | | | | | | | | | | | | | | | | | | | | | | |
| SKILL6 | N Lesage | Municipal Institutional Development and Transformation | Institutional Capacity | 2.44% | To comply with EE legislation | Employment Equity Report submitted to the Department of Labour | Electronically submitting the 2018/19 Employment Equity Report to Department of Labour by 15 January 2018 | R 0 | | 2018/2017 EE report was submitted electronically to the Department of Labour | 1 | | | | | | | | | | | | | | | | | | | | | | | | | | | |

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| Compliance | Operational | SKIL7 | N/A | N LeShage | Municipal Institutional Development and Transformation | Institutional Capacity | 2.44% | To conduct Employment Equity Consultative Forum meetings to comply with legislation and implementation of EE plan | Number of EECF meetings conducted | Conducting 4 EECF consultative meetings by June 2018 | R 0 | 1 | 1 | 1 | 1 | 1 | R 283 920 | No EECF Meetings were arranged for the previous quarter due to unavailability of the appointed Employment Equity Manager. | Waiting for the finalization of appointment of Directors in order to advise MM to appoint one of them as EE Manager. | Attendance register. Minutes |
| Compliance | Operational | SKIL8 | N/A | N LeShage | Municipal Institutional Development and Transformation | Institutional Capacity | 2.44% | To ensure effective human resource management | Number of skills gaps of all level 1 - 6 personnel identified and employees capacitated | Identifying the skills gaps of all level 1 - 6 employees in the Corporate and Municipal & Environmental Services directorates and capacitating 100% of by June 2018 | R 0 | 1 | 1 | 1 | 1 | 1 | R 0 | Tool provided by DPLG for capturing Skills Audit Questionnaires faulty. Mmabatho for finalization and capturing. Awaiting the results. | Agreed with DPLG office to sent the Skills Audit Questionnaires to Mmabatho for finalization and capturing. Awaiting the results. | Attendance register. Minutes |
| Operational | Operational | AP1 | N/A | L Mofhisi | Municipal Institutional Development and Transformation | Institutional Capacity | 2.44% | To conduct training to create life skills awareness amongst employees | Number of training sessions conducted | Conducting 4 life skills training session for council employees by June 2018 | R 0 | 1 | 1 | 1 | 1 | 1 | R 0 | Whilst still waiting for the DPLG&HS Skills Audit tool. Skills Audit for Finance Directorate was conducted instead of Electrical & Mechanical Engineering, in order to comply with Provincial Treasury's request. NBI Provincial treasury uses a different tool from the DPLG&HS | As soon as the Skills Audit tool for DPI G&HS becomes functional, all Directorates will be audited using the same tool. | Attendance register. Workshop material. GO40 |
| Operational | Operational | AP2 | 205451051226 | L Mofhisi | Municipal Institutional Development and Transformation | Institutional Capacity | 2.44% | To conduct wellness events to create awareness amongst employees | Number of wellness events conducted | Conducting 2 wellness events for council employees by June 2018 | R 150 000 | 1 | 1 | 1 | 1 | 1 | R 150 000 | 1 Training Conducted - What's my Story 1 Training Conducted - Absenteeism and Substance Abuse 1 Training Conducted - Substance Abuse | 1 Training event 1 Wellness event | Attendance register. Workshop material. GO41 |

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| Operational | N/A | LRI | A Sebetle | Municipal Institutional Development and Transformation | Insttutional Capacity | 2.44% | To hold LLF meetings to ensure industrial harmony | Number of LLF meetings conducted | Convening 11 LLF meetings by June 2018 | R 0 | 8 LLF meetings conducted | 3 | | | Meeting could not be convened for June 2017 to date due to leadership squabbles within SAMWU | Provincial & National leadership of SAMWU were informed of the problem and had intervened. There has been election of shopstewards in different directorates what is left is nomination of Local Office Bearers who would prepare a list of shopstewards who will represent the trade union in the LLF. Siting of the LLF will start as soon as this is done. | PMS - This is the same excuse from April / May 2017. MM to intervene | Noices: Attendance register. Minutes |
| Operational | N/A | LR2 | A Sebetle | Municipal Institutional Development and Transformation | Insttutional Capacity | 2.44% | To conduct training sessions on institution of disciplinary action to ensure effective conclusion of disciplinary matters | Training sessions for post level 1 - 5 employees on institution of disciplinary action conducted | Conducting 2 training sessions for post level 1 - 5 employees on Schedule 8 of the Labour Relations Act on disciplinary procedures by June 2018 | R 0 | 2 Training in Disciplinary hearing and procedure were conducted | 1 | | None | Due to non-availability of Senior Officials who were committed to Audit Process during this period, training could not take place. | To ensure that training on Labour Relation Act takes place during the next quarter since Audit processes is over. | Noices: Attendance register. Course material | |
| Operational | N/A | ICT1 | H Carlsen | Good Governance and Public Participation | Good Governance | 2.44% | To ensure effective IT systems for municipal processes | % of queries responded to within 10 working days | Resolving 85% of all IT queries received within 10 working days by June 2018 | R 0 | 97% (1 719 received / 1 665 resolved) | 1 | | 538 queries received / 527 queries resolved. 98 % 424 queries received / 418 queries resolved. 99 % 488 received / 490 received .98% | The KPI was reached. | Various Registers | | |
| Compliance | 2030351052410 | EM1 | SM Manno | Good Governance and Public Participation | Public Participation | 2.44% | To enhance public participation as per legislation to identify community needs and concerns and to inform the community of programmes of Council | Number of Imbizos conducted | Conducting 20 Imbizos in the KOSH area by June 2018 | R 130 000 | 4 Imbizos conducted R275 693 | 1 | | 0 No imbizos held No imbizos held | We could not procure services to conduct Financial constraints 1 Imbizo arranged for 25 March 2018 and flyers distributed accordingly but the Imbizo was telephonically postponed by Ward Councilor due to unforeseen circumstances | Due to Time and Financial Constraints the Ward will be included in the next Financial Year Planning. The Number of Imbizos needs to be reduced to 6 due to wrongful inclusion of the Budget, IDP and MPAC consultation. Item will be written to Council to rectify the SDBIP. | Noices & Attendance Register Reports of Imbizos | |

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| EM2 | 2030351053638 | SM Marumo | Local Economic Development | Public Participation | 2.44% | To award matric excellency awards to students in KOSH area to assist with education | Number of matric excellency awarded to students in KOSH area to assist with education | Awarding 22 matric excellency awards to students in KOSH area to further their studies by March 2017 | R 640 000 | 27 Awards awarded R485 000 | 1 - 22 Awards awarded R640 000 3 - | ✓ | Paperwork is submitted to Expenditure for issuing of cheques | R 365 000 | 1 learner did not register with any institution of higher learning | The learner was given until end of June to submit proof of registration | Information has been captured on the system awaiting printing of cheques | Advertisement, Policy, Agreements, Report to Council, Vote number, GO40 |
| EM3 | 2030351053638 | SM Marumo | Local Economic Development | Public Participation | 2.44% | To award and monitor bursaries and awards to students in KOSH area to assist with education | Number of financially needed students in the KOSH area awarded and monitored | Awarding and monitoring 62 financially needy students in the KOSH area to further their studies by June 2018 | R 1 350 000 | 77 students were awarded R942 142 Monitoring was done telephonically | 1 - Monitoring / Progress reports 2 - Advertisements 3 - Awards awarded 4 - Monitoring / Progress reports | ✗ | 55 Paid for Universities and universities of Technology 22 tuition fee paid for college an TVET college with a total amount of R990 000 as per resolution. The advertisement was placed on Klerksdorp Records and the closing date is on 14 January 2017. No awards awarded. | R 990 000 | Allocated cheques were collected by the beneficiaries. Bursaries paid were monitored as per attached POE. | Advertisement, Policy, Agreements, Report to Council, Vote number, GO40 | | |
| EM4 | 2030351053629 | SM Marumo | Good Governance and Public Participation | Public Participation | 2.44% | To host a Mandela Day event to do goodwill to each other | Mandela Day event hosted | Hosting 1 Mandela Day event by July 2017 | R 40 000 | Mandela Day event hosted on July 2016 R 22 500 | 1 - Mandela Day event hosted R40 000 2 - 3 - 4 - Youth Day event hosted R95 000 | ✗ | Councillors were requested to submit two Blankets not handed over to elderly people yet. Still not done | Blankets to be distributed in next quarter Blankets to be distributed in quarter 4 | Advertisement, Attendance Register, Report to Council, Vote Number, GO40, Photos | | | |
| EM5 | 2030351053629 | SM Marumo | Good Governance and Public Participation | Public Participation | 2.44% | To host a Youth Day event to enhance youth public participation | Youth Day event hosted | Hosting 1 Youth Day event by June 2018 | R 95 000 | New indicator | 1 - 2 - 3 - 4 - Youth Day event hosted R95 000 | ✓ | | | Report to be submitted 2nd Quarter. Report to be submitted May month | Advertisement, Attendance Register, Report to Council, Vote Number, GO40, Photos | | |
| SP01 | 2030401050632 | B Masibi | Good Governance and Public Participation | Public Participation | 2.44% | To implement a Community Development Plan to identify community needs, challenges and to comply with legislation | Community Based Plan (CBP) implemented | Implementing the Community Based Plan (CBP) in 39 wards and submitting report to Council by June 2018 | R 2 000 000 | CBP appointment date 01/06/2017. R536 010 | 1 - Progress report to Council R500 000 2 - Progress report to Council R500 000 (R1 000 000) 3 - Progress report to Council R500 000 (R1 500 000) 4 - Progress report to Council R500 000 (R2 000 000) 78 Field workers and 39 co-ordinators inducted | ✗ | Report drafted and to be submitted in February 2018 Portfolio Meeting. No report submitted | R 395 250 R390 000 | No report submitted for 1st Quarter. Report did not serve in February 2018 Portfolio Meeting due to outstanding information from Ward representatives Report did not serve in February 2018 Portfolio Meeting due to outstanding information from Ward representatives | Report to be submitted 2nd Quarter. Report to be submitted May month | Advertisement, Attendance Register, Report to Council, Vote Number, GO40, Photos | |
| SP02 | N/A | B Masibi | Municipal Institutional Transformation | Good Governance | 2.44% | To induct the field workers and co-ordinators (CBPs) to identify community needs, challenges and to comply with legislation | Number of field workers and co-ordinators inducted | Inducting 78 field workers and 39 co-ordinators within KOSH area by August 2017 | R 0 | New indicator | 1 - Field Workers and Co-ordinators inducted 2 - 3 - 4 - | ✗ | Field Workers and Co-ordinators included | | Induction was done on 12/06/2017 | Survey forms, Reports to Council, Council resolution, Photos. | | |

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| Operational | N/A | SDBS | B Masibi | Municipal Institutional Development and Transformation | Good Governance | 2.44% | To comply with MSA 32 of 2000 Chapter 6 sec 42 to evaluate on service delivery rendered by council | Number of public satisfaction reports submitted to council | Submitting 4 public satisfaction reports to council to identify and evaluate service delivery within KOSH area by June 2018 | R 0 | 1 Public satisfaction report to council | 1 Report to council % of satisfaction level | 2 Report to council % of satisfaction level | 3 Report to council % of satisfaction level | 4 Report to council % of satisfaction level | 1 2 Workshops conducted R88 330 | 2 1 Event conducted R132 500 | 3 4-Workshop-attended 3 Workshops and 1 event conducted R176 666 | 4 2-Events-conducted Workshop and 2 Events conducted R265 000 | 1 Stakeholder Summit & 1 workshop conducted | 1 Event conducted | 1 Workshop conducted | 1 Stakeholder Summit R 24 000 | R 0 | CC126/2017 - item referred back. Resolution drafted and to be submitted in February 2018 Portfolio Meeting. Report drafted and to be submitted in May 2018 | CC126/2017 - item referred back. Awaiting Council to take resolution on the Methodology to be used. Awaiting Council to take resolution on the | Presentational to be done. Draft item of Methodology to be submitted to Council in May/ Month | No comments | Survey forms. Reports to Council. Council resolution |
|-------------|---------------|------|------------|--|----------------------|-------|---|--|---|-----------|--|--|--|--|---|------------------------------------|---------------------------------|--|---|---|-------------------|----------------------|-------------------------------|-----|--|--|---|-------------|--|
| Operational | 2030451051222 | WH1 | V Matiyana | Good Governance and Public Participation | Public Participation | 2.44% | To conduct RHR (Reconciliation, Healing and Renewal) workshops as per national legislation to promote social development within communities | Number of RHR (Reconciliation, Healing and Renewal) workshops and events in KOSH conducted | Conducting 6 RHR (Reconciliation, Healing and Renewal) workshops and 4 community events (as per programme) in KOSH by June 2018 | R 265 000 | 2 Workshops and 2 community events conducted. R267 275 | 1 2 Workshops conducted R88 330 | 2 1 Event conducted R132 500 | 3 4-Workshop-attended 3 Workshops and 1 event conducted R176 666 | 4 2-Events-conducted Workshop and 2 Events conducted R265 000 | 1 2 Workshops conducted R88 330 | 2 1 Event conducted R132 500 | 3 4-Workshop-attended 3 Workshops and 1 event conducted R176 666 | 4 2-Events-conducted Workshop and 2 Events conducted R265 000 | 1 Stakeholder Summit & 1 workshop conducted | 1 Event conducted | 1 Workshop conducted | 1 Stakeholder Summit R 24 000 | R 0 | CC126/2017 - item referred back. Resolution drafted and to be submitted in February 2018 Portfolio Meeting. Report drafted and to be submitted in May 2018 | CC126/2017 - item referred back. Awaiting Council to take resolution on the Methodology to be used. Awaiting Council to take resolution on the | Presentational to be done. Draft item of Methodology to be submitted to Council in May/ Month | No comments | Survey forms. Reports to Council. Council resolution |

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DIRECTOR CORPORATE SUPPORT

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