

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 July 2018 to 30 June 2019

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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 JULY 2018** and will remain in force until **30 June 2019** 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	33%
Local Economic Development (LED)	5%
Municipal Financial Viability and Management	10%
Good Governance and Public Participation	53%
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%

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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 2018
Second quarter	:	October – December 2018
Third quarter	:	January – March 2019
Fourth quarter	:	April – June 2019

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

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- 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**.

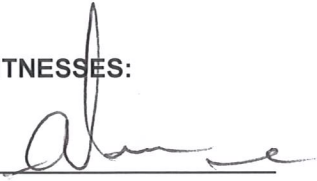
13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Employee** in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

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 27 day of MARCH 2019.

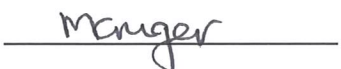
AS WITNESSES:
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EMPLOYEE

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Thus **done** and **signed** at KLERKSDORP on this the 27 day of MARCH 2019.

AS WITNESSES:
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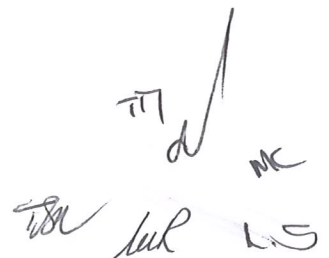
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Revised Performance Plan

**DIRECTOR:
CORPORATE SUPPORT
L SEAMETSO**

CITY OF MATLOSANA
Period 1 July 2018 to 30 June 2019

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

- 0% Service Delivery & Infrastructure Development (0)
- 33% Municipal Institutional Development and Transformation (13)
- 5% Local Economic Development (2)
- 10% Municipal Financial Viability & Management (4)
- 52% Good Governance and Public Participation (21)
- 100%

Top Layer / Bottom Layer	Operational	IP Linkage / Project ID	Budget Linkage	Item No.	Responsible Person	Key Performance Indicators (KPI) and Type	Objectives	Weighting	Back to Basics	Performance Area	Operational	Good Governance and Public Participation	Good Governance	Annual Performance Target	Budget	Revised Target / Adjustment Budget	Base line	Quarter	Quarterly Projected Target	Rating Key	Quarterly Actual Achievement	Actual Expenditure / Revenue	Reason for Deviation	Planned Remedial Action	Comments	Portfolio of Evidence						
BL		Outcomes 9 - Output 5	N/A	DCS1	L Seamseto	Municipal Institutional Development and Transformation	Financial Management	2.56%	Back to Basics	Municipal Institutional Development and Transformation	Operational	Good Governance	Good Governance	To ensure an effective external audit process (Exception report)	% of external audit queries answered within required time frame	2.56%	To ensure an effective external audit process (Exception report)	To ensure an effective external audit process (Exception report) received from the Auditor-General within the required time frame by November 2018	R 0													Tracking document, Execution letters / notes
BL		Outcomes 9 - Output 5	N/A	DCS2	L Seamseto	Municipal Institutional Development and Transformation	Financial Management	2.56%	Back to Basics	Municipal Institutional Development and Transformation	Operational	Good Governance	Good Governance	To ensure good governance by executing the mandate of council	% of Resolutions implemented within required timeframe	2.56%	To ensure good governance by executing the mandate of council	Implementing 85% of the directorates / MayCo / Council resolutions by June 2019	R 0												Resolution register, Copy of resolutions, Execution letters / notes (supporting documents)	
BL		Operational	N/A	DCS3	L Seamseto	Municipal Institutional Development and Transformation	Good Governance	2.56%	Good Governance	Municipal Institutional Development and Transformation	Operational	Good Governance and Public Participation	Good Governance	To reduce risk areas and protect the municipality against legal actions	% of all identified high / maximum / extreme risks mitigated by implementing corrective measures	2.56%	To reduce risk areas and protect the municipality against legal actions	Mitigating 80% of the directorates identified high / maximum / extreme risks by implementing corrective measures by June 2019	R 0												Director's risk register, Execution letters / notes	
BL		Operational	N/A	DCS4	L Seamseto	Municipal Institutional Development and Transformation	Good Governance	2.56%	Good Governance	Municipal Institutional Development and Transformation	Operational	Good Governance and Public Participation	Good Governance	To ensure that the quality of information is on an acceptable standard	Directorates 2017/18 Annual Report input provided before tabling of the draft annual report	2.56%	To ensure that the quality of information is on an acceptable standard	Providing the directorates' 2017/18 Annual Report input before the draft annual report is tabled by October 2018	R 0												Signed-off AR template and narrative	
BL		Operational	N/A	DCS5	L Seamseto	Municipal Institutional Development and Transformation	Good Governance	2.56%	Good Governance	Municipal Institutional Development and Transformation	Operational	Good Governance and Public Participation	Good Governance	To ensure that the all the directorates KPIs are catered for	Directorates IDP inputs provided before the 2019/20 IDP is tabled	2.56%	To ensure that the all the directorates KPIs are catered for	Providing the directorates' IDP inputs before the 2019/20 IDP is tabled by 30 May 2018	R 0												Signed-off IDP needs and priority list	
BL		Operational	N/A	DCS6	L Seamseto	Municipal Institutional Development and Transformation	Good Governance	2.56%	Good Governance	Municipal Institutional Development and Transformation	Operational	Good Governance and Public Participation	Good Governance	To ensure that the all the directorates KPIs are catered for	Directorates SDBIP inputs provided before the draft 2019/20 SDBIP is	2.56%	To ensure that the all the directorates KPIs are catered for	Providing the directorates' SDBIP inputs before the draft 2019/20 SDBIP is submitted by 25 May 2018	R 0												Signed-off SDBIP planning template, Attendance Register	




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BL	Operational	DCS7	L Semtso	Good Governance and Public Participation	Good Governance	2.56%	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 that 100% of SLA / lease agreements received director comments within 7 working days of receipt in terms of all allocated contracts as received from the legal section by June 2019	R0	CCB2019 dated 30/07/2019	100% 1 received / 1 commented	1 100% No received / No comments within 7 working days	100% No received / No comments within 7 working days	No SLA's received during the 1st Quarter	SLA received and comments regular. SLA with comments
BL	Operational	DCS8	L Semtso	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	To attend to all LIF meetings to ensure industrial harmony	Number of LIF meetings attended	Attending 12 LIF meetings by June 2019	R0		8 Meetings attended	3 Meetings 3 Meetings	3 Meetings 3 Meetings	3 Meetings attended 3 Meetings attended	1 Spec LIF meeting (No minutes as it was only a discussion of the Employment Equity Plan). 1 meeting didn't form a quorum.
BL	Compliance	DCS9	L Semtso	Good Governance and Public Participation	Good Governance	2.56%	To ensure that the mandate of Audit Committee is executed	% of Resolutions of the Audit Committee implementation within required timeframe	Implementing 90% of all directorate Audit Committee resolutions by June 2019	R0		0% 4 Received / 1 implemented	1 90% No received / No implemented	1 90% No received / No implemented	No Audit Committee resolutions received during 1st Quarter	Resolution regular. Copy of resolutions. Execution letters / notes (supporting documents)
BL	Compliance	DCS10	L Semtso	Good Governance and Public Participation	Good Governance	2.56%	To improve the audit outcome from the AG	No of Audit Steering Committee meetings conducted	Attending 42:18 Audit Steering Committee meetings (directors) to improve the audit outcome by June 2019	R0	CCB2019 dated 30/07/2019	6 Audit Steering Committee meetings attended	3 Meetings 3 Meetings 3 Meetings	3 Meetings 3 Meetings 3 Meetings	5 Meetings attended 11 Meetings attended	Due to preparations for AG Audit Steering meetings were called weekly.
BL	Compliance	DCS11	L Semtso	Good Governance and Public Participation	Good Governance	2.56%	To improve the internal control environment	No of Internal Audit recommendations implemented	Implementing 80% of the directorate's internal Audit recommendations by June 2019	R0		New Indicator	1 80% No received / No implemented	1 80% No received / No implemented	70% 44 Received / 31 Implemented	Contract Management Procedure Manual adopted by Management on 27 Sept '18. Committee will be re-established and terms of reference derived from the procedure manual. Leave Policy to be workshopped during October 2018.

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BL	Compliance	N/A	DCS12	L Seamesto	Good Governance and Public Participation	Good Governance	2.56%	To ensure that the set goals of council are achieved	No of SDBIP meetings with senior personnel in own directorate conducted	Conducting 12 SDBIP meetings with senior personnel in own directorate by June 2019	R.0	3 SDBIP meetings conducted	1 2 3 4	3 Meetings 3 Meetings 3 Meetings 30 Meetings	3 Meetings conducted	3 Meetings conducted	2 Management meetings held SDBIP Training workshop by PMS Unit. (No minutes were taken)	Notices, Agenda, Attendance Register, Minutes, Registrar, Minutes.
BL	Compliance	N/A	ADM1	JF van Rensburg	Good Governance and Public Participation	Good Governance	2.56%	To hold section 50 committees meetings to ensure comply with legislation to take informed decisions	Number of sec 50 committees meetings (portfolio meetings) conducted	Conducting 140 sec 50 committees meetings (Portfolio Meetings) by June 2019	R.0	3 SDBIP meetings conducted	1 2 3 4	30 Meetings 20 Meetings 10 + 1 Sp. EG&M	20 + 1 Sp. Joint FDN & EG&M; 1 Sp. Joint SWC & EG&M & T; 1 Sp. HL&RD (22)	Portfolio meetings postponed during August 2017 by the Speaker No Portfolio meetings during November due to the removal of the EM on 25 Oct 2018 and she was only re-elected on 19 Nov 2018	As a normal practice we issue schedule of meetings and only the Speaker decide on when meetings will be held. Number of meetings will be adjusted during Jan '19. As a normal practice we issue schedule of meetings and only the Speaker decide on when meetings will be held. Number of meetings will be adjusted during Jan '19.	Attendance register, notices, agendas, Council resolution
TL	Compliance	N/A	ADM2	JF van Rensburg	Good Governance and Public Participation	Good Governance	2.56%	To conduct Mayoral Committee meetings to align with political mandate	Number of Mayoral Committee meetings conducted	Conducting 44 77 Mayoral Committee meetings (special meetings included) by June 2019	R.0	22 Mayoral Committee meetings conducted	1 2 3 4	3 MayCo meetings 2 MayCo meetings 3 5 MayCo meetings 3 5 MayCo meetings	2 MayCo Meetings and 2 Special MayCo meetings 1 MayCo Meeting and 2 Special MayCo meetings	Special Mayoral Committee meetings are arranged at request of the Ex-Mayor as and when a need arises. Special Mayoral Committee meetings are arranged at request of the Ex-Mayor as and when a need arises.	Notices & Attendance Register, Council resolution, CC 170/2014	
TL	Compliance	N/A	ADM3	JF van Rensburg	Good Governance and Public Participation	Good Governance	2.56%	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 44 20 Council meetings (special meetings included) by June 2019	R.0	19 Council meetings conducted	1 2 3 4	3 Council meetings 2 Council meetings 3 5 Council meetings 3 5 Council meetings	2 Council meetings and 2 Special Council meetings 1 Council meeting and 5 Special Council meetings	Special Council meetings are arranged at request of the Speaker as and when a need arises. Special Council meetings are arranged at request of the Speaker as and when a need arises.	Notices & Attendance Register	
BL	Compliance	60051401090PRZZZZH0	ADM4	JF van Rensburg	Municipal Financial Viability & Management	Financial Management	2.56%	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 2019	R376-666— R344 000	R444 421 collected	1 2 3 4	R94 239 25% R188 476 50% R282 747 R238 000 75% R476-666- 000 100% R344	28% 52%	R106 316 R 195 880	MSCOA system has only 1 vote number for all income votes. Vote number will be provided to all Caretakers and Cashiers. Income are paid directly into Council's bank account. MSCOA system has only 1 vote number for all income votes. Vote number will be provided to all Caretakers and Cashiers. Income are paid directly into Council's bank account.	Monthly reports, GO40.
TL	Operational	N/A	LEG1	M McKens	Good Governance and Public Participation	Good Governance	2.56%	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 2019	R.0	25 Notices and 5 contract registers updated	1 2 3 4	Notices issued, Updated Register, Progress report to Council Notices issued, Updated Register, Progress report to Council	12 Notices issued, Contract register updated, Progress report to Council 2 Notices issued, Contract register updated.	Contract Register Notice letters Follow-up letter Updated Register		

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TL	Operational	N/A	LEG2	M Mokani	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	To comply with legal requirements (sec 116 of MFMA)	Percentage of SLA are signed to all allocated lenders / projects as received from SCM by June 2019	Ensuring 100% SLA are signed to all allocated lenders / projects as received from SCM by June 2019	R 0		100% 94 Received / 94 signed	1 2 3 4	No. received / No. signed 100% No. received / No. signed 100% No. received / No. signed 100% No. received / No. signed 100%		72% 40 SLA's received & signed 100% 1 SLA received / 1 drafted & signed	43 SLA's not drafted due to having received supporting documents late, departments not providing documents on time.	Contract Management Procedure Manual adopted will assist in the better administering of the conclusion of contracts. Matter also escalated to Top Management for discussion.	POE submitted are requests and reminders to departments on the SLA's which we received some after O1 some are outstanding.	Contract Register Notice letters Follow-up letter Updated Register
BL	Compliance	N/A	OHS1	E Maunye	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	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 2019	R 0		100% 30 Inspections conducted	1 2 3 4	30 Inspection conducted 30 Inspection conducted 30 Inspection conducted 30 Inspection conducted		30 Inspections conducted 30 Inspections conducted			Inspection reports	
BL	Compliance	N/A	OHS2	E Maunye	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	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 2019	R 0		100% 2 OHS audits conducted	1 2 3 4	0 Audit 1 Audit 0 Audit 1 Audit		0 1 Audit conducted		Audit report		
TL	NKP - Indicator	2303300000000000	SKIL1	N Lehnage	Municipal Financial Viability & Management	Institutional Capacity	2.56%	To spend a percentage of municipality's budget on implementing its workplace skill plan (National Indicator)	Rand value of Skills Development (Training) expenditure for 2018/19	Rand value spent on Skills Development (Training) expenditure for 2018/19 by June 2019	R6364-600- R5 997 860	CC2/2019 dated 30/01/2019 CC25/2019 dated 28/02/2019	New Indicator	1 2 3 4	R290 893 5% R1 199 872 20% R2 998 930 50% R5 997 860 100%		10.5% None paymets of R220 000 from commitments of the first quarter led to overspending in the second quarter	As a result of non-payment of commitments of 17/16, such commitments were paid off during current financial year.	The allocated budget will be utilised in Q2.	Commitments of the budgeted funds were made & some submitted to Finance, however payments were not made at the close of the financial year 17/18. As a result, such outstanding payments were made during this quarter. Names of attendees though not all. GO40 reflects the movement of funds. The reported amount which reflects on GO40 excludes VAT whereas the invoice includes VAT	Vote Number. GO40. Appointment letter of service provider.
TL	NKP - Indicator	2305410000000000	SKIL2	N Lehnage	Municipal Financial Viability & Management	Institutional Capacity	2.56%	To spend a percentage of municipality's budget on implementing its workplace skill plan (National Indicator)	SETA Training expenditure for 2018/19	Rand value spent on SETA Training expenditure for 2018/19 by June 2019	R 1 730 530	CC2/2019 dated 30/01/2019	R2 814 587 spent	1 2 3 4	R238 526 5% R646 106 20% R2 365 265 50% R4 730 530 100%		25.5% Increase of personnel. Increase in number of new recruits	Request during adjustment that budget be increase to total positions on the structure. Request during adjustment that budget be increase to total positions on the structure.	Increase of new recruits in Municipality determines the levy payable. We reported erroneously Skills Levy on SKIL2, however, there seems to be duplication on reporting as SETA expenditure is ought to be reported on SKIL. This issue be adjusted during the adjustment of SDBIP. The increase of new recruits in the last quarter, increased the amount of levy payable. We reported erroneously Skills Levy on SKIL2, however, there seems to be duplication on reporting as SETA expenditure is ought to be reported on SKIL.1. This issue be adjusted during the adjustment of SDBIP	Vote Number. GO40. Appointment letter of service provider. Attendance registers. S.L.A. Names of attendees	

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TL	SK13	N Leverage	Municipal Financial Viability & Management	Institutional Capacity	2.56%	To spend a percentage of municipality's budget on implementing its workplace skill plan (National Indicator)	SETA Training Income/Rec for 2018/19	Income collected for Seta Training Income/Rec for 2018/19 by June 2019	R604 000 R700 000	CG3/2019 dated 30/01/2019; CG25/2019 dated 28/02/2019	R139 958 collected	R 25 000	1	R 100 000	2	3	4	2019/20 WSP / 2018/19 ATR submitted	2019/20 WSP / 2018/19 ATR submitted	2019/20 EE report submitted to DOL	2018/19 WSP / 2017/18 ATR to LGSETA submitted on 20/11/19	2018/19 EE Report was electronic submitted to DOL	2018/19 EECF consultative meetings conducted	5 EECF consultative meetings conducted	3 Meetings	2 Meetings conducted	3 Meetings conducted	3 Meetings	3 Meetings	3 Meetings	3 Meetings	R 484 400	SETA Training Income is determined by LGSETA based on the approval of submitted WSP & ATR, and the process was delayed from LGSETA.	To request LGSETA to speed-up the process of reimbursing mandatory grants to the Municipality.	The amount paid by LGSETA in the second quarter includes that was supposed to be paid in the first quarter.	Vote Number: Reimbursement letter from SETA		
TL	NKP - Indicator	6015138530PRZZZZZHO	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	To comply with WSP legislation	Annual WSP / ATR submitted to LGSETA	Submitting 2019/20 WSP / 2018/19 ATR to LGSETA by April 2019	R 0		R 139 958 collected	R 25 000	1	R 100 000	2	3	4	2019/20 WSP / 2018/19 ATR submitted	2019/20 WSP / 2018/19 ATR submitted	2019/20 EE report submitted to DOL	2018/19 WSP / 2017/18 ATR to LGSETA submitted on 20/11/19	2018/19 EE Report was electronic submitted to DOL	2018/19 EECF consultative meetings conducted	5 EECF consultative meetings conducted	3 Meetings	2 Meetings conducted	3 Meetings conducted	3 Meetings	3 Meetings	3 Meetings	3 Meetings	R 484 400	SETA Training Income is determined by LGSETA based on the approval of submitted WSP & ATR, and the process was delayed from LGSETA.	To request LGSETA to speed-up the process of reimbursing mandatory grants to the Municipality.	The amount paid by LGSETA in the second quarter includes that was supposed to be paid in the first quarter.	WSP Plan, ATR		
TL	Operational	N/A	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	To comply with EE legislation	Employment Equity Report submitted to the Department of Labour	Electronically submitting the 2019/20 Employment Equity Report to Department of Labour by 15 January 2019	R 0										2019/20 WSP / 2018/19 ATR submitted	2019/20 WSP / 2018/19 ATR submitted	2019/20 EE report submitted to DOL	2018/19 WSP / 2017/18 ATR to LGSETA submitted on 20/11/19	2018/19 EE Report was electronic submitted to DOL	2018/19 EECF consultative meetings conducted	5 EECF consultative meetings conducted	3 Meetings	2 Meetings conducted	3 Meetings conducted	3 Meetings	3 Meetings	3 Meetings		One meeting could not sit due to the fact that the quorum could not be reached.	Special meeting will be arrange during the second quarter to cover the outstanding meeting from the first quarter		Proof of submitting EEP Report		
TL	Compliance	N/A	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	To conduct Employment Equity Consultative Forum meetings to comply with legislation and implementation of EE plan	Number of EECF meetings conducted	Conducting 11 EECF consultative meetings by June 2019	R 0										2019/20 WSP / 2018/19 ATR submitted	2019/20 WSP / 2018/19 ATR submitted	2019/20 EE report submitted to DOL	2018/19 WSP / 2017/18 ATR to LGSETA submitted on 20/11/19	2018/19 EE Report was electronic submitted to DOL	2018/19 EECF consultative meetings conducted	5 EECF consultative meetings conducted	3 Meetings	2 Meetings conducted	3 Meetings conducted	3 Meetings	3 Meetings	3 Meetings		One meeting could not sit due to the fact that the quorum could not be reached.	Special meeting will be arrange during the second quarter to cover the outstanding meeting from the first quarter		Notices, Attendance register, Minutes		
BL	Compliance	N/A	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	To ensure effective human resource management.	Number of skills gaps of all level 1 - 6 personnel identified	Identifying the skills gaps of all council employees in six directorates by June 2019	R 0										2019/20 WSP / 2018/19 ATR submitted	2019/20 WSP / 2018/19 ATR submitted	2019/20 EE report submitted to DOL	2018/19 WSP / 2017/18 ATR to LGSETA submitted on 20/11/19	2018/19 EE Report was electronic submitted to DOL	2018/19 EECF consultative meetings conducted	5 EECF consultative meetings conducted	3 Meetings	2 Meetings conducted	3 Meetings conducted	3 Meetings	3 Meetings	3 Meetings		One extra meeting was held to cover for the meetings of the first quarter			Notices, Attendance register, Minutes		
BL	Operational	N/A	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	To conduct training to create life skills awareness amongst employees	Number of training sessions conducted	Conducting 4 life skills training sessions for council employees by June 2019	R 0										2019/20 WSP / 2018/19 ATR submitted	2019/20 WSP / 2018/19 ATR submitted	2019/20 EE report submitted to DOL	2018/19 WSP / 2017/18 ATR to LGSETA submitted on 20/11/19	2018/19 EE Report was electronic submitted to DOL	2018/19 EECF consultative meetings conducted	5 EECF consultative meetings conducted	3 Meetings	2 Meetings conducted	3 Meetings conducted	3 Meetings	3 Meetings	3 Meetings		Positions advertised and interview conducted, currently awaiting final appointments	As soon as appointments are finalised, Skills Audit for all departments will be conducted.		Notices, Attendance register, Workshop material, GO41		
BL	Operational	60152289610FR70Z2 60152281220FR210Z2	Municipal Institutional Development and Transformation	Institutional Capacity	2.56%	To conduct wellness events to create awareness amongst employees	Number of wellness events conducted	Conducting 2 wellness events for council employees by June 2019	R157 950 R47 385 R15 755 Promoters + R64 770 (Event)										2019/20 WSP / 2018/19 ATR submitted	2019/20 WSP / 2018/19 ATR submitted	2019/20 EE report submitted to DOL	2018/19 WSP / 2017/18 ATR to LGSETA submitted on 20/11/19	2018/19 EE Report was electronic submitted to DOL	2018/19 EECF consultative meetings conducted	5 EECF consultative meetings conducted	3 Meetings	2 Meetings conducted	3 Meetings conducted	3 Meetings	3 Meetings	3 Meetings		Skills gaps identified for one Directorate (Finance Services and SCM)	No skills audit conducted	Lack of available trained staff	Positions advertised and interview conducted, currently awaiting final appointments	As soon as appointments are finalised, Skills Audit for all departments will be conducted.	Notices, Attendance register, Workshop material, GO41

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TL	Operational	N/A	LR1	A Sebelle	Municipal Institutional Development and Transformation	Institutional Capacity	2.55%	To hold LLF meetings to ensure industrial harmony	Number of LLF meetings conducted	Convening 44 LLF meetings by June 2019	R0	CCB/2019 dated 30/01/2019	8 LLF meetings convened	3 Meetings	1	3 Meetings convened	R0	3 Meetings convened	Three standing meetings were arranged, but these meetings did not continue due to the waitout or organized labour (SAMWU), MI to convene a meeting with SAMWU Provincial office for intervention. Failing which an application for enforcement of the Collective Agreement with the Bargaining Council.	Noices Attendance Register. Minutes
BL	Operational	N/A	LR2	A Sebelle	Municipal Institutional Development and Transformation	Institutional Capacity	2.55%	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 the new Collective Agreement on disciplinary procedures by June 2019	R0		2 Training sessions conducted	1 Training session conducted	1	1 Training session conducted	R0	1 Training session conducted	1 Spec LLF meeting (No minutes as it was only a discussion of the Employment Equity Plan)	Noices Attendance Register. Course material
BL	Operational	N/A	ICT1	H Carlsen	Good Governance and Public Participation	Good Governance	2.55%	To ensure effective IT systems for municipal processes	% of queries responded to within 10 working days	Resolving 95% 97% of all IT queries received within 10 working days by June 2019	R0	CCB/2019 dated 30/01/2019	95% 98.57% 1 934 responded	95% No. received / No. resolved	1	684 Queries received / 679 queries resolved	95%	684 Queries received / 679 queries resolved	Over-achievement was reached due to the fact that most of the RFSs received for this quarter entailed basic technical assistance - which means that most of the RFSs were completed within 10 working days.	Various Registers
TL	Compliance	3525280610PRP21ZZWM, 352528061220PRP21ZZWM & 352528061220PRP21ZZWM	EM1	SM Marumo	Good Governance and Public Participation	Public Participation	2.55%	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 4 imbizos in the KOSH area by June 2019	R136 890 (R82 134 Catering + R13 689 Promoters + R41 067 Event)		3 Imbizos conducted	1 Imbizo R34 223	1	3 Imbizos were conducted: Mkerisdorp - 12 September 2018; Orkney - 25 September 2018 and Sillolain - 26 September 2018		3 Imbizos were conducted: Mkerisdorp - 12 September 2018; Orkney - 25 September 2018 and Sillolain - 26 September 2018	Due to the availability of the Executive Mayor and the request by Ward Councillors, Political Stability was conducive to conduct 3 imbizos in 1 quarter. Imbizo in Mkerisdorp no expenditure, imbizo in Orkney and Sillolain R6 000.00 was spent on hiring of	Noices & Attendance Register Reports of Imbizos
BL	Compliance	3525280610PRP21ZZWM, 352528061220PRP21ZZWM & 352528061220PRP21ZZWM	EM2	SM Marumo	Local Economic Development	Public Participation	2.55%	To award matric excellence awards to students in KOSH area to assist with education	Number of matric excellence awarded to students in KOSH area to assist with education	Awarding 22 matric excellence awards to students in KOSH area to further their studies by March 2019	R 500 000		22 Learners awarded with bursaries	1 Imbizo R68 445	2	1 Imbizo was conducted on 9 December 2018 at Kanana Mphahleke Stadium	R 42 850	1 Imbizo was conducted on 9 December 2018 at Kanana Mphahleke Stadium	Advertisement. Policy. Agreements. Report to Council. Vote number. GO40	

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BL	Category	Outcome	SM Murname	Local Economic Development	Public Participation	2.56%	To award and monitor bursaries and awards to students in KOSH area to assist with education	Number of financially needy students in the KOSH area awarded and monitored	Awarding and monitoring 100 financially needy students in the KOSH area to further their studies by June 2019	R 1 585 470	CCS/2019 dated 30/01/2019	Some Candidates submitted names of elderly people in their 1 Youth Day event hosted on 15 June 2019	Monitoring / Progress reports	Bursary forms submitted to Expenditure for payment and 24 cheques were issued by expenditure and the rest are still to be issued after institutions were contacted to e-mail proof of registration of beneficiaries	R 259 500	Still awaiting other cheques from Expenditure	Expenditure promised to finalise payment within 2 weeks	83 Cheques have been issued for 83 beneficiaries. 8 No longer in schools, 10 cannot be reached - they don't respond to emails or phone calls. GO-40	Advertisement Policy. Agreements. Report to Council. Vote number. GO-40
78	Compliance	35252300490PRMRRCZZMM	SM Murname	Local Economic Development	Public Participation	2.56%	To host a Mandile Day event to do good with to each other	Mandile Day event hosted 2018	Hosting 4 Mandile Day events by July 2018	R 242 420 - (R25 572 - Catering + R4 212 - Promoters + R12 596 - Event)	CCS/2019 dated 30/01/2019	Some Candidates submitted names of elderly people in their 1 Youth Day event hosted on 15 June 2019	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	R 259 500	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	Expenditure promised to finalise payment within 2 weeks	83 Cheques have been issued for 83 beneficiaries. 8 No longer in schools, 10 cannot be reached - they don't respond to emails or phone calls. GO-40	Advertisement Policy. Agreements. Report to Council. Vote number. GO-40	
79	Compliance	35252281220PRR41Z	SM Murname	Good Governance and Public Participation	Public Participation	2.56%	To host a Youth Day event to enhance youth public participation	Youth Day event hosted	Hosting 1 Youth month event by June 2019	R100 036 Catering + R10 004 Promoters +	CCS/2019 dated 30/01/2019	Some Candidates submitted names of elderly people in their 1 Youth Day event hosted on 15 June 2019	Awards awarded R1 595 470	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	R 259 500	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	Expenditure promised to finalise payment within 2 weeks	83 Cheques have been issued for 83 beneficiaries. 8 No longer in schools, 10 cannot be reached - they don't respond to emails or phone calls. GO-40	Advertisement Policy. Agreements. Report to Council. Vote number. GO-40
80	Compliance	35252280510PRR41Z	SM Murname	Good Governance and Public Participation	Public Participation	2.56%	To implement a Community Development Plan to identify community needs, challenges and to comply with legislation	Community Based Plan (CBP) implemented	Submitting 4 Community Based Plan (CBP) reports to Council by June 2019	R60 021 Catering + R10 004 Promoters +	CCS/2019 dated 30/01/2019	Some Candidates submitted names of elderly people in their 1 Youth Day event hosted on 15 June 2019	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	R 259 500	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	Expenditure promised to finalise payment within 2 weeks	83 Cheques have been issued for 83 beneficiaries. 8 No longer in schools, 10 cannot be reached - they don't respond to emails or phone calls. GO-40	Advertisement Policy. Agreements. Report to Council. Vote number. GO-40	
TL	Outcome 9 - Output 3	N/A	B Masibi	Good Governance and Public Participation	Public Participation	2.56%	To comply with NSA 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 2019	R 0	CCS/2019 dated 30/01/2019	Some Candidates submitted names of elderly people in their 1 Youth Day event hosted on 15 June 2019	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	R 259 500	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	Expenditure promised to finalise payment within 2 weeks	83 Cheques have been issued for 83 beneficiaries. 8 No longer in schools, 10 cannot be reached - they don't respond to emails or phone calls. GO-40	Advertisement Policy. Agreements. Report to Council. Vote number. GO-40	
81	Operational	N/A	B Masibi	Municipal Institutional Development and	Good Governance	2.56%	To conduct / facilitate 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 4 events in KOSH conducted / facilitated	Conducting / facilitating 2 RHR (Reconciliation, Healing and Renewal) workshops and 4 community events (as per programme) in KOSH by June 2019	R135 890 (R82 134 Catering + R13 689 Promotion + R41 067 Event)	CCS/2019 dated 30/01/2019	Some Candidates submitted names of elderly people in their 1 Youth Day event hosted on 15 June 2019	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	R 259 500	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	Expenditure promised to finalise payment within 2 weeks	83 Cheques have been issued for 83 beneficiaries. 8 No longer in schools, 10 cannot be reached - they don't respond to emails or phone calls. GO-40	Advertisement Policy. Agreements. Report to Council. Vote number. GO-40	
82	Operational	N/A	V Mayana	Good Governance and Public Participation	Public Participation	2.56%	To conduct / facilitate 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 4 events in KOSH conducted / facilitated	Conducting / facilitating 2 RHR (Reconciliation, Healing and Renewal) workshops and 4 community events (as per programme) in KOSH by June 2019	R135 890 (R82 134 Catering + R13 689 Promotion + R41 067 Event)	CCS/2019 dated 30/01/2019	Some Candidates submitted names of elderly people in their 1 Youth Day event hosted on 15 June 2019	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	R 259 500	Advertisements placed on Mankosop Record and the closing date was 4 January 2018	Expenditure promised to finalise payment within 2 weeks	83 Cheques have been issued for 83 beneficiaries. 8 No longer in schools, 10 cannot be reached - they don't respond to emails or phone calls. GO-40	Advertisement Policy. Agreements. Report to Council. Vote number. GO-40	

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MUNICIPAL MANAGER

DIRECTOR CORPORATE SUPPORT

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