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# PERFORMANCE AGREEMENT

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MADE AND ENTERED INTO BY AND BETWEEN:

**MIDVAAL LOCAL MUNICIPALITY**

AS REPRESENTED BY THE MUNICIPAL MANAGER

**MR. PHUMUDZO MAGODI**  
MUNICIPAL MANAGER

AND

**MR. DELIGHT MUKWEVHO**  
ACTING EXECUTIVE DIRECTOR: ENGINEERING SERVICES

**FOR THE**  
**FINANCIAL YEAR**  
**1 JULY 2025 - 30 JUNE 2026**

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# PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

**MIDVAAL LOCAL MUNICIPALITY  
(GT422)**

herein represented by **MR. PHUMUDZO MAGODI** in his capacity as the **MUNICIPAL MANAGER** (herein after referred to as the Employer or Supervisor)

and

**MR. DELIGHT MUKWEVHO  
ACTING EXECUTIVE DIRECTOR: ENGINEERING SERVICES**

Employee of the Municipality of **Midvaal** (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 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2. Section 57 (1) (b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance Agreement.
- 1.3. The parties wish to ensure that they are clear about the goals to be achieved and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals.
- 1.4. The parties wish to ensure that there is compliance with Sections 57 (4A), 57 (4B) and 57 (5) of the Systems 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 as well as the Contract of Employment entered into between the parties;

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- 2.2 comply with the provisions of the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers, Government Gazette 37245 dated 17 Jan 2014
- 2.3 specify objectives and targets established for the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance expectations and accountabilities;
- 2.4 specify accountabilities as set out in the Performance Plan (Annexure A);
- 2.5 monitor and measure performance against set targeted outputs;
- 2.6 use the Performance Agreement and Performance Plan as the basis for assessing the suitability of the Employee for permanent employment and/or to assess whether the Employee has met the performance expectations applicable to his/her job;
- 2.7 give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

### **3. COMMENCEMENT AND DURATION**

- 3.1 This Agreement will commence on the 1 July 2025 and will remain in force until 30 June 2026 where-after 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 review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 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.

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## 4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure A) as sets out –
  - 4.1.1 the performance objectives and targets that must be met by the Employee; and
  - 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in the consultation with the Employee and based on the Integrated Development Plan and the Budget of the Employer and shall include:
  - 1. Key Objectives;
  - 2. Key Performance Indicators;
  - 3. Target Dates;
  - 4. Weightings.
- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 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.
- 5.2 The Employee accepts that the purpose of the Performance Management System will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer will consult the Employee about the specific performance standards that will be included in the Performance Management System as applicable to the Employee.

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## 6. PERFORMANCE MANAGEMENT AND DEVELOPMENT SYSTEM

The Employee agrees to participate in the **Performance Management and Development System** that the Employer adopts.

- 6.1 The Employee undertakes to actively focus towards the promotion and implementation of the KPA's (including special projects relevant to the employee's responsibilities) within the local government framework.
- 6.2 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.
- 6.2.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and the Core Managerial Competencies (CMC's) respectively.
- 6.2.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 6.2.3 KPA's covering the main areas of work will account for 80% and CMC's will account for 20% of the final assessment.
- 6.3 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    |
|---------------------------------------------------------|--------------|
| KPA 1: Good Governance                                  | 0            |
| KPA 2: Safety & Healthy Environments                    | 0            |
| KPA 3: Community Development                            | 0            |
| KPA 4: Institutional Transformation                     | 0            |
| KPA 5: Financial Sustainability                         | 20           |
| KPA 6: Infrastructure & Sustainable Living Environments | 71           |
| KPA 7: Communication & Customer Care                    | 0            |
| KPA 8: Economic Growth & Spatial Transformation         | 09           |
| <b>Total</b>                                            | <b>100 %</b> |

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6.4 The CMC's will make up to the other 20% of the Employee's assessment score.

6.5 Local Government: Competency Framework for Senior Managers

(Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers, Government Gazette 37245 dated 17 Jan 2014)

In this framework:

**"core competencies"** are competencies that cut across all levels of work in a municipality and enhance contextualised leadership that guarantees service delivery impact; and

**"leading competencies"** means competencies that are required to develop clear institutional strategy, initiate, drive and implement programs to achieve long-term sustainable and measurable service delivery performance results.

6.6 Competency Framework

1. This competency framework replaces Regulation 26(8) of the Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Managers, (Government Notice 805) as published in Government Gazette 29089 dated 1 Aug 2006.
2. A person appointed as a senior manager must have the competencies as set out in this framework. Focus must also be placed on the following key factors:
  1. Critical leading competencies that drive the strategic intent and direction of local government;
  2. Core competencies which senior managers are expected to possess and which drive the execution of the leading competencies; and
  3. The eight Batho Pele principles.
3. The competency framework consists of six leading competencies which comprise of twenty (20) driving competencies that communicate what is expected for effective performance in local government.
4. The competency framework further involves six (6) core competencies that act as drivers to ensure that the leading competencies are executed at an optimal level.
5. There is no hierarchical connotation to the structure and all competencies are essential to the role of a senior manager to influence high performance. All competencies must therefore be considered as measurable and critical in assessing the level of a senior manager's performance.

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6. The competency framework is underscored by four (4) achievement levels that act as benchmark and minimum requirements for other human capital interventions, which are:

- Recruitment and Selection,
- Learning and Development,
- Succession Planning; and
- Promotion.

7. The competencies that appear in the competency framework are detailed below:

| CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (CCR) |                                                                                                                                                                                                                       |        |
|--------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------|
| LEADING COMPETENCIES                             |                                                                                                                                                                                                                       | WEIGHT |
| 1. Strategic Direction & Leadership              | <ul style="list-style-type: none"> <li>• Impact &amp; Influence</li> <li>• Institutional Performance Management</li> <li>• Strategic Planning &amp; Management</li> <li>• Organisational Awareness</li> </ul>         | 10     |
| 2. People Management                             | <ul style="list-style-type: none"> <li>• Human Capital Planning &amp; Development</li> <li>• Diversity Management</li> <li>• Employee Relations Management</li> <li>• Negotiation &amp; Dispute Management</li> </ul> | 10     |
| 3. Program & Project Management                  | <ul style="list-style-type: none"> <li>• Program &amp; Project Planning &amp; Implementation</li> <li>• Service Delivery Management</li> <li>• Program &amp; Project Monitoring &amp; Evaluation</li> </ul>           | 10     |
| 4. Financial Management                          | <ul style="list-style-type: none"> <li>• Budget Planning &amp; Execution</li> <li>• Financial Strategy &amp; Delivery</li> <li>• Financial Reporting &amp; Monitoring</li> </ul>                                      | 10     |
| 5. Change Leadership                             | <ul style="list-style-type: none"> <li>• Change Vision &amp; Strategy</li> <li>• Process Design &amp; Improvement</li> <li>• Change Impact Monitoring &amp; Evaluation</li> </ul>                                     | 5      |
| 6. Governance Leadership                         | <ul style="list-style-type: none"> <li>• Policy Formulation</li> <li>• Risk &amp; Compliance Management</li> <li>• Co-operative Governance</li> </ul>                                                                 | 10     |
| CORE COMPETENCIES                                |                                                                                                                                                                                                                       |        |
| 1. Moral Competence                              |                                                                                                                                                                                                                       | 5      |
| 2. Planning & Organising                         |                                                                                                                                                                                                                       | 10     |
| 3. Analysis & Innovation                         |                                                                                                                                                                                                                       | 10     |
| 4. Knowledge & Information Management            |                                                                                                                                                                                                                       | 10     |
| 5. Communication                                 |                                                                                                                                                                                                                       | 5      |
| 6. Results & Quality Focus                       |                                                                                                                                                                                                                       | 5      |
| Total Percentage                                 |                                                                                                                                                                                                                       | 100 %  |

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## 8. Minimum Requirements

The minimum requirements that accompany the competency framework, but do not govern the selected competencies, as set out in Annexure B to these regulations, refer to the level of higher education qualification, work experience and knowledge that are needed to operate effectively in the local government environment.

## 9. Achievement Levels

The achievement levels indicated in the table below serve as a benchmark for appointments, succession planning development interventions.

- 9.1 Individuals falling within the Basic range are deemed unsuitable for the role of senior manager and caution should be applied in promoting and appointing such persons.
- 9.2 Individuals that operate in the Superior range are deemed highly competent and demonstrate an exceptional level of practical knowledge, attitude and quality. These individuals should be considered for higher positions and should be earmarked for leadership programs and succession planning.

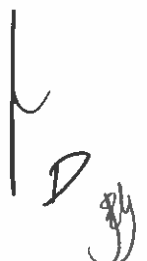
| Achievement Level | Description                                                                                                                                                                   |
|-------------------|-------------------------------------------------------------------------------------------------------------------------------------------------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

## 7. EVALUATING PERFORMANCE

7.1 The Performance Plan (Annexure A) to this Agreement sets out:

- 7.1.1 the standards and procedures for evaluating the Employee's performance;  
and  
7.1.2 the intervals for the evaluation of the Employee's performance.

7.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.

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7.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.

7.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.

7.5 The annual performance appraisal will involve:

7.5.1 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) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 7.5.3 below) must then be used to add the scores and calculate a final KPA score.

7.5.2 Assessment of the CMC's

- (a) Each CMC should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the four-point scale should be provided for each CMC.
- (c) The applicable assessment rating calculator (refer to paragraph 7.5.1) must then be used to add the scores and calculate a final CMC score.

7.5.3 Overall rating

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

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7.6 The assessment of the performance of the Employee will be based on the following 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.                                                                                                                                                                                     |
| 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. |

7.7 For purposes of evaluating the annual performance of the Employee, an evaluation panel constituted by the following persons will be established –

- 7.7.1 Municipal Manager;
- 7.7.2 Chairperson or delegated member of the Performance & Audit Committee;
- 7.7.3 Portfolio Member of the Mayoral Committee (MMC);
- 7.7.4 Municipal Manager from another Municipality.

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## 8. SCHEDULE FOR PERFORMANCE REVIEWS

8.1 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:

### 8.2 Quarterly Performance Reviews

| Quarter                 | Period             | Date for Performance Review         |
|-------------------------|--------------------|-------------------------------------|
| First Quarter           | July – September   | 3 <sup>rd</sup> Thursday of October |
| Second Quarter          | October – December | 3 <sup>rd</sup> Thursday of January |
| Third Quarter           | January – March    | 3 <sup>rd</sup> Thursday of April   |
| Fourth Quarter & Annual | April – June       | 3 <sup>rd</sup> Thursday of July    |

For purposes of evaluating the quarterly performance of the Employee, an evaluation panel constituted by the following persons will be established –

8.2.1 Municipal Manager;

8.2.2 Portfolio Member of the Mayoral Committee (MMC);

8.3 The Employer shall keep a record of the mid-year review and annual assessment meetings.

8.4 Performance feedback shall be based on the Employer's assessment of the Employee's performance.

8.5 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.

8.6 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.

8.7 With reference to Section 3.6 of the Employment Contract entered into with the Employee, the particulars of Section 8 and 32 of the Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Managers, 2006, will be applicable as follows:

"32. (1) The evaluation of the employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

(2) A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment calculator; provided that:

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- (a) a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
- (b) a score of 150% and above is awarded a performance bonus ranging from 10% to 14%."

## 9. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

## 10. OBLIGATIONS OF THE EMPLOYER

### 10.1 The Employer shall –

- 10.1.1 Create an enabling environment to facilitate effective performance by the employee;
- 10.1.2 Provide access to skills development and capacity building opportunities;
- 10.1.3 Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- 10.1.4 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
- 10.1.5 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.

## 11. CONSULTATION

- 11.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others:
  - 11.1.1 A direct effect on the performance of any of the Employee's functions;
  - 11.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer; and
  - 11.1.3 A substantial financial effect on the Employer.

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- 11.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 11.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

## **12. MANAGEMENT OF EVALUATION OUTCOMES**

- 12.1 The evaluation of the Employee's performance will form the basis for evaluating performance or correcting unacceptable performance.
- 12.2 The Employee's performance will be evaluated on the basis as provided for in the Municipal Performance Regulations.
- 12.3 In the case of Unacceptable Performance, the Employer shall:
- 12.3.1 Provide systematic remedial or developmental support to assist the Employee to improve his/her performance; and
  - 12.3.2 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/her duties.

## **13. DISPUTE RESOLUTION**

- 13.1 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:
- 13.1.1 The Member of the Executive Council for Local Government in Gauteng (MEC) within Thirty (30) days of receipt of a formal dispute from the Employee; or
  - 13.1.2 Any other person appointed by the MEC.
- 13.2 In the event that the mediation process contemplated above fails, Clause 19.3 of the Contract of Employment shall apply.

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#### 14. GENERAL

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

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

Thus, done and signed at Meyerton on this 31 day of July 2025.

#### **AS WITNESSES:**

1. Gled Gande  
2. [Signature]

[Signature]  
**MR. DELIGHT MUKWEVHO**  
**ACTING EXECUTIVE DIRECTOR:**  
**ENGINEERING SERVICES**

#### **AS WITNESSES:**

1. Gled Gande  
2. [Signature]

[Signature]  
**MR. PHUMUDZO MAGODI**  
**MUNICIPAL MANAGER**



# PERFORMANCE PLAN

Entered into by and between

**MR. PHUMUDZO MAGODI  
MUNICIPAL MANAGER**

**["the Employer"]**

**and**

**MR. DELIGHT MUKWEVHO  
ACTING EXECUTIVE DIRECTOR: ENGINEERING SERVICES**

**["the Employee"]**

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## 1. Purpose

The Performance Plan defines the Council's expectations of the **EXECUTIVE DIRECTOR: ENGINEERING SERVICES** (position) Performance Agreement to which this document is attached and Section 57(5) of the Municipal Systems Act, which provides that performance objectives and targets must be based on the Key Performance Indicators as set in the Municipality's Integrated Development Plan (IDP) and as reviewed annually.

## 2. Key responsibilities

The following Strategic Objectives of Midvaal Local Municipality will inform the Executive Director: Engineering Services (position) performance against set performance indicators:

1. **To** promote increased participation and improved communication with all key internal and external stakeholders
2. **To** create a sustainable environment safe from harm
3. **To** create an environment focused on uplifting the youth, the poor and the most vulnerable
4. **To** transform and align the people, processes and systems of the municipality to achieve its objectives
5. **To** improve the financial sustainability and capacity of the municipality, whilst adhering to statutory requirements
6. **To** ensure efficient infrastructure and energy supply that will improve the quality of life of the community
7. **To** deliver inclusive and excellent services to the community
8. **To** facilitate sustainable economic empowerment for all communities within Midvaal and through the development of partnerships and innovation

## 3. Key Performance Areas

The following Key Performance Areas (KPAs) as outlined in the Local Government: Municipal Planning and Performance Management Regulations (2001) inform the strategic objectives listed in the table below:

- 3.1 Municipal Transformation and Organizational Development.
- 3.2 Infrastructure Development and Service Delivery.
- 3.3 Local Economic Development.
- 3.4 Municipal Financial Viability and Management.
- 3.5 Good Governance and Public Participation.

A handwritten signature in black ink, appearing to be 'S.S. P. D.', is located in the bottom right corner of the page.

**4. Midvaal Local Municipality's Key Performance Areas (KPA's) as defined in the Integrated Development Plan (IDP):**

**KPA 1 Good Governance**

To promote increased participation and improved communication with all key internal and external stakeholders

**KPA 2 Safe & Healthy Environments**

To create a sustainable environment safe from harm

**KPA 3 Community Development**

To create an environment focused on uplifting the youth, the poor and the most vulnerable

**KPA 4 Institutional Transformation**

To transform and align the people, processes and systems of the municipality to achieve its objectives

**KPA 5 Financial Sustainability**

To improve the financial sustainability and capacity of the municipality, whilst adhering to statutory requirements

**KPA 6 Infrastructure & Sustainable Living Environments**

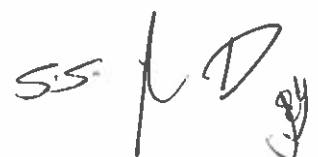
To ensure efficient infrastructure and energy supply that will improve the quality of life of the community

**KPA 7 Communication & Customer Care**

To deliver inclusive and excellent services to the community

**KPA 8 Economic Growth & Spatial Transformation**

To facilitate sustainable economic empowerment for all communities within Midvaal and through the development of partnerships and innovation

Handwritten signature and initials, possibly 'S.S.' followed by a large 'K' and 'D' with a small mark.

| KPA 1<br>Good Governance              | KPA 2<br>Safe & Healthy Environments | KPA 3<br>Community Development                          | KPA 4<br>Institutional Development                         | KPA 5<br>Financial Stability                   | KPA 6<br>Infrastructure & Sustainable Living Environments   | KPA 7<br>Communications & Customer Care | KPA 8<br>Economic Growth & Spatial Transformation |
|---------------------------------------|--------------------------------------|---------------------------------------------------------|------------------------------------------------------------|------------------------------------------------|-------------------------------------------------------------|-----------------------------------------|---------------------------------------------------|
| KFA 1<br>Governance Structures        | KFA 5<br>Safety & Security           | KFA 9<br>Parks, Sports & Recreation                     | KFA 13<br>Human Resources & Skills Development             | KFA 17<br>Financial Management                 | KFA 21<br>Electricity, Energy Efficiency & Renewable Energy | KFA 27<br>Communications & Marketing    | KFA 29<br>Municipal Planning & Built Environment  |
| KFA 2<br>Risk Management              | KFA 6<br>Emergency Services          | KFA 10<br>Libraries, Arts, Culture & Special Programmes | KFA 14<br>Monitoring & Evaluation & Performance Management | KFA 18<br>Revenue Management                   | KFA 22<br>Roads & Stormwater Infrastructure                 | KFA 28<br>Customer Relations            | KFA 30<br>Spatial Planning & Investment           |
| KFA 3<br>Stakeholder Participation    | KFA 7<br>Disaster Management         | KFA 11<br>Health, Early Childhood Development & Social  | KFA 15<br>Information Technology                           | KFA 19<br>Supply Chain Management              | KFA 23<br>Water & Sanitation Infrastructure                 |                                         | KFA 31<br>Local Economic Development              |
| KFA 4<br>Inter-governmental Relations | KFA 8<br>Environmental Health        | KFA 12<br>Cemeteries & Crematoria                       | KFA 16<br>Policies, Processes & Procedures                 | KFA 20<br>Assets, Equipment & Fleet Management | KFA 24<br>Solid Waste Management                            |                                         |                                                   |
|                                       |                                      |                                                         |                                                            |                                                | KFA 25<br>Project Management & Public Facilities            |                                         |                                                   |
|                                       |                                      |                                                         |                                                            |                                                | KFA 26<br>Climate Change Adaptation & Mitigation            |                                         |                                                   |

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| #  | PER DEPT | PER KPA | RESPONSIBLE DEPARTMENT | KPI       | KPA   | KFA    | KEY PERFORMANCE INDICATOR (KPI) 2025/2026                                                                                                                                       | DEFINITION                                                                                                                                                                                                                                                                                                 | OBJECTIVE OF INDICATOR                                                                                                                                                                                                                                                      | WEIGHTINGS | PERFORMANCE MATRIX         |             |             |             |
|----|----------|---------|------------------------|-----------|-------|--------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------|-------------|-------------|-------------|
|    |          |         |                        |           |       |        |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                             |            | 1 JULY 2025 - 30 JUNE 2026 |             |             |             |
|    |          |         |                        |           |       |        |                                                                                                                                                                                 |                                                                                                                                                                                                                                                                                                            |                                                                                                                                                                                                                                                                             |            | TARGET (Q1)                | TARGET (Q2) | TARGET (Q3) | TARGET (Q4) |
| 4  | 1        | 3       | ENG                    | KPI 004.1 | KPA 8 | KFA 29 | Average percentage turn-around time to consider land use applications within 15 working days maintained monthly                                                                 | Maintain Land Use Applications Register in predefined format to reflect compliance with the average of 15 working days turn-around time to consider land use applications. Date of Application received versus date considered (Average according to number of applications received calculated)           | To monitor and improve the turn-around times for land use applications in order to ensure faster development and to benefit the economy. Also to ensure new income revenue generation in terms of the National Building Regulations and Building Standards Act, 1977        | 4          | 75%                        | 80%         | 85%         | 90%         |
| 5  | 2        | 4       | ENG                    | KPI 004.2 | KPA 8 | KFA 29 | Average percentage turn-around time to consider building plan applications within 15 working days maintained monthly                                                            | Maintain Building Plan Applications Register in predefined format to reflect compliance with the average of 15 working days turn-around time to consider building plan applications. Date of Application received versus date considered (Average according to number of applications received calculated) | To monitor and improve the turn-around times for land use applications in order to ensure faster development and to benefit the economy. Also to ensure new income revenue generation in terms of the National Building Regulations and Building Standards Act, 1977        | 5          | 75%                        | 80%         | 85%         | 90%         |
| 7  | 3        | 1       | ENG                    | KPI 006   | KPA 6 | KFA 25 | Construction of Lakeside Multi-purpose Sports Hall                                                                                                                              | Completion Certificate (Phase 3) signed off by the principal agent by 30 Jun 2026                                                                                                                                                                                                                          | MLM appointed Vumani Investment CC to complete the construction at the Lakeside Multi-purpose Sports Hall                                                                                                                                                                   | 10         | -                          | -           | -           | 1           |
| 17 | 4        | 10      | ENG                    | KPI 014.5 | KPA 5 | KFA 19 | (NKPI-3) - The percentage of a municipality's capital budget actually spent on capital projects, identified for a particular financial year, in terms of the municipality's IDP | Actual accumulative percentage expenditure incurred on own and any other funding sources (all line items on capital budget), excluding fiscal dumping                                                                                                                                                      | The ratio indicates the proportion of the Municipality's Capital Budget actually spent. The target is 90% meaning the Municipality must have a spending level of at least 90% of the Capital Budget. The norm, with reference to MFMA Circular 71, range between 95% - 100% | 10         | -                          | 50%         | -           | 95%         |
| 35 | 5        | 2       | ENG                    | KPI 030   | KPA 6 | KFA 21 | Percentage of electricity losses not to exceed target annually                                                                                                                  | Electricity HW purchased/KW accounted for due to technical loss                                                                                                                                                                                                                                            | Percentage of electricity losses not to exceed target annually (Norm = 7% - 10%) (National Treasury in terms of MFMA Circular No. 71)                                                                                                                                       | 10         | -                          | -           | -           | -10%        |
| 37 | 6        | 4       | ENG                    | KPI 032   | KPA 6 | KFA 23 | Percentage of water losses reduced in line with the Water Demand Management (WDM) Plan per annum                                                                                | KL water purchased divided by KL of water accounted for (Calculation as per RWA Standards)                                                                                                                                                                                                                 | To ensure by-law enforcement to benefit quality built environment and to ensure clean and transparent development through compliance (Norm = 15% - 30%)                                                                                                                     | 3          | -                          | -           | -           | -30%        |
| 38 | 7        | 5       | ENG                    | KPI 033   | KPA 6 | KFA 23 | (NKPI-1b) - Percentage of households with access to basic sanitation                                                                                                            | Definition of a household = "residential property contained in the Municipal Valuation Roll, categorised as Residential. "Access to basic level" = billed account                                                                                                                                          | To increase the percentage of households with access to basic sanitation                                                                                                                                                                                                    | 10         | -                          | -           | -           | 65%         |
| 39 | 8        | 6       | ENG                    | KPI 034   | KPA 6 | KFA 23 | Number of additional formal households with access to basic level of sanitation per annum                                                                                       | Number of additional formal houses connected to basic sanitation: (1) Actual connections done according to completed Works Orders by the Sanitation Section                                                                                                                                                | To increase the access to basic sanitation to formal households                                                                                                                                                                                                             | 10         | -                          | -           | -           | 35          |


  
 S.S.

|    |    |    |     |           |       |        |                                                                                                                                                                      |                                                                                                                                                                                                                           |                                                                                                                                                                                                                                                                            |    |                                                                                                                        |  |     |  |        |
|----|----|----|-----|-----------|-------|--------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----|------------------------------------------------------------------------------------------------------------------------|--|-----|--|--------|
| 40 | 9  | 7  | ENG | KPI 035   | KPA 6 | KFA 23 | (NKPI - 1a) - Percentage of households with access to basic water                                                                                                    | Definition of a household = "residential property contained in the Municipal Valuation Roll, categorised as Residential. "Access to basic level" = billed account                                                         | To increase the percentage of households with access to basic water                                                                                                                                                                                                        | 5  | 3 = 84.27%<br>4 = 84.26% to 86.99%<br>5 = 87% and higher                                                               |  |     |  | 84.27% |
| 41 | 10 | 8  | ENG | KPI 036   | KPA 6 | KFA 23 | Number of additional formal households with access to basic level of water per annum                                                                                 | Number of additional formal houses connected to basic water: (1) Actual connections done according to completed Works Orders by the Water Section                                                                         | To increase the access to basic water to formal households                                                                                                                                                                                                                 | 4  | 3 = 80<br>4 = 81 - 80<br>5 = 81 and higher                                                                             |  |     |  | 80     |
| 42 | 11 | 9  | ENG | KPI 037   | KPA 6 | KFA 21 | (NKPI - 1c) - Percentage of households with access to basic electricity                                                                                              | Definition of a household = "residential property contained in the Municipal Valuation Roll, categorised as Residential. "Access to basic level" = billed account                                                         | To increase the percentage of households with access to basic electricity                                                                                                                                                                                                  | 5  | 3 = 84.13%<br>4 = 84.14% to 86.99%<br>5 = 87% and higher                                                               |  |     |  | 84.13% |
| 43 | 12 | 10 | ENG | KPI 038   | KPA 6 | KFA 21 | Number of additional formal households with access to basic level of electricity per annum                                                                           | Number of additional formal houses connected to basic electricity (a) Actual connections done according to completed Works Orders by the Electrical Section (b) Actual connections done by a appointed contractor/Council | To increase the access to basic electricity to formal households                                                                                                                                                                                                           | 4  | 3 = 400<br>4 = 401 - 420<br>5 = 421 and higher                                                                         |  |     |  | 400    |
| 58 | 13 | 12 | ENG | KPI 053   | KPA 6 | KFA 22 | Number of km/m of gravel road converted to tarred road                                                                                                               | Completion Certificate for 430 m gravel road converted to tar road:<br>1. Papagal Street (Meyerton Farms) signed off by the Employer's agent by 30 Jun 2026                                                               | Upgrading of Papagal Street Meyerton Farms from gravel to surface                                                                                                                                                                                                          | 10 | 3 = Project completed by 30 Jun 2026<br>4 = Project completed during May 2026<br>5 = Project completed during Apr 2026 |  |     |  | 430 m  |
| 66 | 14 | 18 | ENG | KPI 072.1 | KPA 5 | KFA 19 | The percentage of a municipality's capital budget actually spent on capital projects, identified for a particular financial year, in terms of the municipality's GDP | Actual accumulative percentage expenditure incurred on the departmental grant funding (all line items on capital budget), excluding fiscal dumping                                                                        | The ratio indicates the proportion of the Municipality's Capital Budget actually spent. The target is 95% meaning the Municipality must have a spending level of at least 95% of the Capital Budget. The norm, with reference to MPM Circular 71, range between 95% - 100% | 10 | 3 = 95%<br>4 = 95.1% - 96%<br>5 = 96.1% and higher                                                                     |  | 50% |  | 95%    |


  
 55

**PERSONAL DEVELOPMENT PLAN  
(PDP)**

**ENTERED INTO BY AND BETWEEN:**

**MIDVAAL LOCAL MUNICIPALITY**

**AS REPRESENTED BY THE MUNICIPAL MANAGER**

**MR. PHUMUDZO MAGODI  
MUNICIPAL MANAGER  
[“the Employer”]**

**and**

**MR. DELIGHT MUKWEVHO  
ACTING EXECUTIVE DIRECTOR: ENGINEERING SERVICES  
[“the Employee”]**

SS: [Signature]

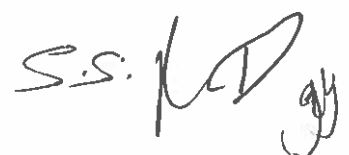
**1. A Municipality should be committed to:**

- (a) the continuous training and development of its employees to achieve its Vision, Mission and Strategic Objectives and empower employees; and
- (b) managing training and development within the ambit of relevant National policies and legislation.

**2. A Municipality should follow an integrated approach to Human Resource Management, that is:**

- (a) Human Resource development forms and integral part of human resource planning and management.
- (b) In order for training and development strategy and plans to be successful it should be based on sound Human Resource (HR) practices, such as the (strategic) HR Plan, job descriptions, the result of regular performance appraisals and career pathing.
- (c) To ensure the necessary linkage with performance management, the Performance Management and Development System provides for the Personal Development Plans of employees to be included in their annual performance agreements. Such approach will also ensure the alignment of individual performance objectives to the Municipality's Strategic Objectives, and that training and development needs can be identified through performance management and appraisal.
- (d) Career-pathing ensures that employees are placed and developed in jobs according to aptitude and identified potential. Through training and development, they can acquire the necessary competencies to prepare for future positions. A Comprehensive Competency Framework and Profile for Municipal Managers are attached and these should be linked to relevant registered unit standards to specifically assist in compiling Personal Development Plans in consultation with their managers.
- (e) Personal Development Plans are compiled for individual employees and the data collated from all employees in the municipality forms the basis for the prescribed Workplace Skills Plan, which municipalities are required to compile as a basis for all training and education activities in the municipality in a specific financial year and report on progress made to the Local Government Sector Education and Training Authority.

**3. The aim of the compilation of Personal Development Plans is to identify, prioritise and implement training needs**

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#### 4. Compiling the Personal Development Plan attached as Appendix

- (a) Competency assessment instruments, which are dealt with more specifically in Appendix 1 and 2, should be established to assist with the objective assessment of employees' actual competencies against their job specific competency profiles and managerial competencies at a given period in time with the purpose of identifying training needs or skills gap.
- (b) The competency framework and profiles and relevant competency assessment results will enable a manager, in consultation with his/her employee, to compile a Personal Development Plan. The identified training needs should be entered into Column 1 of Appendix 1, entitled Skills/Performance Gap.

The following should be carefully determined during such a process:

- (i) Organisational needs, which include the following:
    - Strategic development priorities and competency requirements, in line with the municipality's strategic objectives.
    - The competency requirements of individual jobs. The relevant job requirements (job competency profile) as identified in the job description should be compared to the current competency profile of the employee to determine the individual's competency gaps.
    - Specific competency gaps as identified during the probation period and performance appraisal of the employee.
  - (ii) Individual training needs that are job / career related.
- (c) Next, the prioritization of the training needs [1 to ...] should be listed since it may not be possible to address all identified training needs in a specific financial year. It is however of critical importance that training needs be addressed on a phased and priority basis. This implies that all these needs should be prioritized for purposes of accommodating critical/strategic training and development needs in the HR Plan, Personal Development Plans and the Workplace Skills Plan.
  - (d) Consideration must then be given to the expected outcomes, to be listed in Column 2 of Appendix 1, so that once the intervention is completed the impact it had can be measured against relevant output indicators.

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- (e) An appropriate intervention should be identified to address training needs/skills gaps and the outcome to be achieved but with due regard to cost effectiveness. These should be listed in Column 3 of Appendix 1, entitled: Suggested training and/or development activity in line with the National Qualifications Framework, which could enable the trainee to obtain recognition towards a qualification for training undertaken. It is important to determine through the Training/Human Resource Development/Skills Development Unit within the municipality whether unit standards have been developed and registered with the South African Qualifications Authority that are in line with the skills gap and expected outcomes identified. Unit standards usually have measurable assessment criteria to determine achieved competency.
- (f) Guidelines regarding the number of training days per employee and the nominations of employees: An employee should on average receive at least five days of training per financial year and not unnecessarily be withdrawn from training interventions.
- (g) Column 4 of Appendix 1: The suggested mode of delivery refers to the chosen methodology that is deemed most relevant to ensure transfer of skills. The training/development activity should impact on service delivery back in the workplace. Mode of delivery consists of amongst others, self-study [The official takes it upon him/her to read e.g. legislation]; internal or external training provision; coaching and/or mentoring and exchange programmes.
- (h) The suggested timeframes (Column 5 of Appendix 1) enable managers to effectively plan for the annum so that not all their employees are away from work within the same period and also ensuring that the PDP is implemented systematically.
- (i) Work opportunity created to practice skill/development areas, in Column 6 of Appendix 1, further ensures internalization of information gained as well as return on investment (not just a nice to have skill but a necessary to have skill that is used in the workplace).
- (j) The final column, column 7 of Appendix 1, provides the employee with a support person that could act as coach or mentor with regard to the area of learning.

SS 