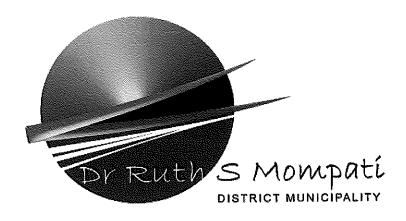
DR RUTH SEGOMOTSI MOMPATI DISTRICT MUNICIPALITY



ACTING MUNICIPAL MANAGER

Collen Colane

PERFORMANCE AGREEMENT
FOR THE FINANCIAL YEAR
2021/2022

1 porc

Table of Contents

1.	INTRODUCTION
2.	PURPOSE OF THIS AGREEMENT
3.	COMMENCEMENT AND DURATION
4.	PERFORMANCE OBJECTIVES
5.	PERFORMANCE MANAGEMENT SYSTEM
6.	EVALUATING PERFORMANCE
7.	SCHEDULES FOR PERFORMANCE REVIEWS
8.	DEVELOPMENTAL REQUIREMENTS
9.	OBLIGATIONS OF THE EMPLOYER
10.	CONSULTATION
11.	MANAGEMENT OF EVALUATION OUTCOMES
12.	DISPUTE RESOLUTION
13.	GENERAL
ANI	NEXURE A
ANI	NUAL PERFORMANCE PLAN
ANI	NEXURE B
	RE COMPETENCY REQUIREMENTS (CCR):
	Core Managerial Competencies:
(b)	Core Occupational Competencies:
ANi	NEXURE C:
PE	RSONAL DEVELOPMENT PLAN (PDP)
A١	INEXURE D (Roles and responsibilities of the accounting officer)

PERFORMANCE A G R E E M E N T

Made and entered into by and between:

The Dr Ruth Segomotsi Mompati District

Municipality, as represented by

Cllr. Sereko

The Executive Mayor of Dr Ruth Segomotsi

Mompati District Municipality

["the Employer"]

And

Mr. Collen Colane

The Acting Municipal Manager of Dr Ruth Segomotsi Mompati District Municipality

["the Employee"]

For the

Financial Year: 01 July 2021 – 30 June 2022

A Ser

1. INTRODUCTION

The Performance Agreement sets out how the performance of the Municipal Manager will be directed, monitored and improved. It further provides assurance to the Municipal Council of what can and should be expected from the Municipal Manager to ensure a basis for performance and continuous improvement in Local Government.

The Dr Ruth Segomotsi Mompati District Municipality, established in terms of the Local Government: Municipal Structures Act, 1998 (Act No 117 of 1998), herein represented by Cllr B Mahlangu, in her capacity as the Executive Mayor, acting on behalf of the Municipality (hereafter referred to as the Employer) has entered into a Contract of Employment in terms of Section 54(A)(1)(a) of the Local Government: Municipal Systems Act, 32 of 2000 (hereinafter referred to as ("the Systems Act") with The Acting Manager (hereinafter referred to as the Employee, and jointly referred to as the parties)

Section 57(1)(b) of the Systems Act, read with the contract of employment concluded between the two parties, requires the parties to conclude a Performance Agreement annually.

The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the **Employee**, reporting to the Municipal Manager, to a set of objectives that will promote the goals of developmental local government.

The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

Je Celi

2. PURPOSE OF THIS AGREEMENT

The parties agree that the purposes of this Agreement are to:

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



3. COMMENCEMENT AND DURATION

- This agreement will be for the financial year 2020-2021 and applicable 3.1. to current incumbent acting or permanent commencing on the 01 July 2021 and will remain in force until 30 June 2022 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;
- The parties will review the provisions of this Agreement during June each 3.2. year and must conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by no later than the beginning of each successive financial year;

6 July

- 3.3. This agreement will terminate on the termination of the Employee's contract of employment for any reason;
- The content of this Agreement may be revised at any time during the 3.4. above-mentioned period to determine the applicability of the matters agreed upon;
- If at any time during the validity of this Agreement the work environment 3.5. 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 must by mutual agreement between the parties, immediately be revised.

4. PERFORMANCE OBJECTIVES

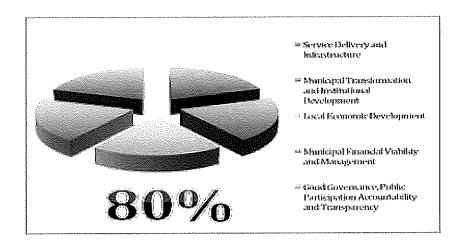
- 4.1. The Performance Plan attached per Annexure A set out the
 - a. the performance objectives and targets that must be met by the Employee; and
 - b. the time frames within which those performance objectives and targets must be met.
- 4.2. The performance objectives and targets reflected in the Performance Plan attached per Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan, Service Delivery and Budget Implementation (SDBIP) and the Budget of the Municipality; and shall include key objectives, key performance indicators, target dates and weightings.
- 4.3. It is agreed that
 - a. the key objectives must describe the main tasks that must be performed by the Employee;
 - b. the key performance indicators provide the details of the evidence that must be provided to indicate that a key objective has been achieved;
 - c. the target dates describe the timeframe in which the work must be achieved; and
 - d. the weightings indicate 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 and Service Delivery and Budget Implementation Plan.

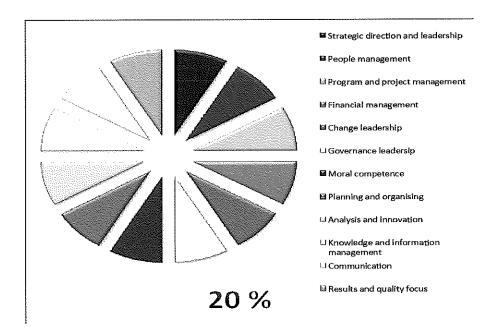
5. PERFORMANCE MANAGEMENT SYSTEM

- 5.1. The employee agrees to participate in the performance management system that the Employer adopts and implements in the Municipality;
- 5.2. The employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the employer, management, and municipal staff to perform to the standards required;
- 5.3. The employer will consult the employee about the specific performance standards that will be included in the performance management system as applicable to the employee;
- 5.4. The employee undertakes to actively focus towards the promotion and the implementation of the Key Performance Areas (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 and shall consist of two components, both of which shall be contained in the performance agreement. The employee must be assessed against both components, with a weighing of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs) respectively. Each area of assessment will be weighted and will contribute a specific part to the total score. KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment;
- 5.6. The Employee's assessment will be based on his performance in terms of outputs (performance targets) reflected on the Performance Plan which are linked to relevant KPAs, key objectives and key performance indicators (KPIs) as agreed to between the Employer and the Employee;
- 5.7. The Key Performance Areas (KPAs) relating to the Employee's functional area will make up 80% of the Employee's assessment score, and will contain the following Areas:

8 Digital



- 5.8. The Core Competency Requirements (CCRs) or Core Managerial Competencies (CMCs) and the Core Occupational Competencies (COC) attached per **Annexure B** will make up the other 20% of the employee's assessment score. CCRs that are deemed to be most critical for the employee's specific job should be selected by $(\sqrt{})$ to indicate choice from the list as agreed to between the Employer and Employee. Three of the CCRs are compulsory and include:
 - (a) Financial Management;
 - (b) People Management and Empowerment; and
 - (c) Client Orientation and Customer Focus



K.

B. R.

6. EVALUATING PERFORMANCE

- 6.1. The Performance Plan (per Annexure A) to this Agreement sets out
 - the standards and procedures for evaluating the Employee's a) performance; and
 - b) the intervals for the evaluation of the Employee's performance.
- Despite the establishment of agreed intervals for evaluation, the Employer 6.2. may in addition review the Employee's performance at any stage while the contract of employment remains in force.
- 6.3. Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- The annual performance appraisal will involve: 6.4.
 - a) Assessment of the achievement of results as outlined in the performance plan:
 - (i) Each KPA will 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;
 - (ii) An indicative rating on the five-point scale will be provided for each KPA;

(iii) The applicable assessment rating calculator will then be used to add the scores and calculate a final KPA score.

b) Assessment of the CCRs

- (i) Each CCR will be assessed according to the extent to which the specified standards have been met;
- (ii) An indicative rating on the five-point scale will be provided for each CCR;
- (iii) This rating will be multiplied by the weighting given to each CCR during the contracting process, to provide a score;
- (iv) The applicable assessment rating calculator will then be used to add the scores and calculate a final CCR score.

6.5. Overall rating

- An overall rating is calculated by using the applicable assessment rating calculator, which represents the outcome of the performance appraisal;
- b) The performance assessment of the Employee will be based on the following five point rating scale for both KPA"s and CCR"s:

Level	Terminology	Description	Ra	iting			
		•	1	2	3	4	5
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					

60

		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.	

- The annual performance evaluation of the Employee will be performed by 6.6. the evaluation panel constituted by the following persons:
 - (a) Municipal Manager;
 - (b) Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
 - (c) Member of the mayoral committee;
 - (d) Municipal Manager from another municipality;

7. SCHEDULES FOR PERFORMANCE REVIEWS

The performance of the Employee in relation to his performance 7.1. agreement will be reviewed quarterly on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

Quarter	Period	Date of review
First quarter	July 2021 – September 2021	October 2021
Second quarter	October 2021 – December 2021	January 2022
Third quarter	January 2022 - March 2022	April 2022
Fourth quarter	April 2022– June 2022	July 2022





- 7.2. The Employer must keep a record of the mid-year review and annual assessment meetings and feedback must be based on the Employer's assessment of the Employee's performance;
- 7.3. The employer will be entitled to review and make reasonable changes to the provision of Performance Plan from time to time for operational reasons. The employee should be fully consulted before any change is made;
- The Employer may amend the provisions of the Performance Plan 7.4. whenever the performance management system is adopted, implemented or amended, and the Employee should be consulted before any such change is made.

8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) that is aimed at addressing any developmental gaps that the Employee might have forms part of the performance agreement and is attached as Annexure C.

9. OBLIGATIONS OF THE EMPLOYER

The employer must:-

- create an enabling environment to facilitate effective performance by the 9.1. Employee;
- 9.2. provide access to skills development and capacity building opportunities;
- work collaboratively with the Employee to solve problems and generate 9.3. solutions to common problems that may impact on the performance of the Employee:
- on the request of the Employee delegate such powers reasonably required 9.4. by the Employee to enable him to meet the performance objectives and targets established in this Agreement; and
- make available to the Employee such resources as the Employee may 9.5. reasonably require from time to time to assist him to meet the performance objectives and targets established in this Agreement.

10. CONSULTATION

- 10.1. The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others
 - a direct effect on the performance of any of the employee's a) functions
 - commit the Employee to implement or to give effect to a decision b) made by the Employer; and
 - c) a substantial financial effect on the Employee.
- 10.2. The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in subclause (1) above, as soon as is practicable to enable the Employee to take any necessary action without delay.

MANAGEMENT OF EVALUATION OUTCOMES 11.

- 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 between 5% and 14% of the all-inclusive annual remuneration package will be paid to the 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-rating calculator; provided as follows:
 - (a) a score of 130% to 149% is awarded a performance bonus of 5% to 9%; and
 - (b) a score of 150% and above is awarded a performance bonus of 10% to 14%.
- 11.3. In the case of unacceptable performance, the Employer
 - a. must provide systematic remedial or developmental support to assist the Employee to improve his performance; and
 - b. after appropriate performance counselling and having provided the necessary guidance and support as well as reasonable time for improvement in performance, and performance does not improve, may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his duties.

12. **DISPUTE RESOLUTION**

- 12.1. Any disputes about the nature of the Employee's Performance Agreement, whether it relates to key responsibilities, priorities, method of assessment and/or salary increment in the Agreement, will be mediated by the Mayor within thirty (30) days of receipt of a formal dispute from the Employee, whose decision will be final and binding on both parties;
- 12.2. Any disputes about the outcome of the Employee's performance evaluation, will be mediated by a member of the municipal council, provided that such member was not part of the evaluation panel, within thirty (30) days of receipt of a formal dispute from the Employee, whose decision will be final and binding on both parties. The decision of the Mediator contemplated in sub-clause (12.1 above) will be final and binding on both parties;
- 12.3. In the event were the mediation process contemplated above fails, clause 15.4 of the contract of employment shall apply

15 m

13. GENERAL

13.1. Nothing in this agreement reduces the obligations, duties or accountabilities of the Employee in terms of his Contract of Employment, or the effects of existing or new regulations, circulars, policies, directives or other instrument;

Thus done and signed at Voy lowey	on this <u> ტ</u> Z_day
of July 2021	
Space	
ACTING MUNICIPAL MANAGER	
As witnesses	
1. Tobern	
2. Jan	,
Thus done and signed at VRYBURY	on this <u>Ov</u> day
of <u>Juny</u> 2021	
Dan	
EXECUTIVE MAYOR	
As witnesses	
1. Ellen	
2. K W	

ANNEXURE A

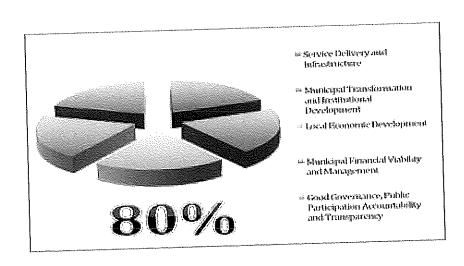
ANNUAL PERFORMANCE PLAN

The Performance Plan sets out:

- Key Performance Areas that the employee should focus on, performance objectives, key performance indicators and targets that must be met within a specific timeframe;
- Core competencies required from employees prescribed in the Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Managers, R805 of 2006.

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

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



Core Competency Requirements (CCR's):	Weighting
Core Managerial Competencies:	
Strategic Capability and Leadership	6.8%
Programme and Project Management	
Financial Management	
Change Management	
Knowledge Management	
Service Delivery Innovation	
Problem Solving and Analysis	
People Management and Empowerment	6.6%
Client Orientation and Customer Focus	6.6%
Communication	
Honesty and Integrity	
Team building	
Core Occupational Competencies:	
Competence in Self-Management (Setting and agreeing on service	
delivery standards)	
Interpretation of and implementation within the	
legislative an national policy frameworks	
Knowledge of developmental local government	
Knowledge of Performance Management and	
Reporting	
Knowledge of global and South African specific	
political, social and economic contexts	
Competence in policy conceptualisation, analysis and implementation	
Knowledge of more than one functional municipal field / discipline	
Negotiation and conflict resolution skills (Mediation and Arbitration)	
Skills in governance, public mobilisation and participation	
Competence as required by other national line	
sector departments	
Exceptional and dynamic creativity to improve the functioning of the	
municipality	
Total	20%

18 year

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

	Katings	Explanation of Ratings
KPI's Not Met/	-	Performance does not meet the standard expected for the job. The
Unacceptable		review/assessment indicates that the employee has achieved below fully effective
Performance		results against almost all of the performance criteria and indicators as specified in
		the PA and Performance Plan. The employee has failed to demonstrate the
		commitment or ability to bring performance up to the level expected in the job
		despite management efforts to encourage improvement.
KPI's Almost Met /	2	Performance is below the standard required for the job in key areas. Performance
Not fully effective		meets some of the standards expected for the job. The review/assessment indicates
		that the employee has achieved below fully effective results against more than half
		the key performance criteria and indicators as specified in the PA and Performance
		Plan,
KPI's Met /	3	Performance fully meets the standards expected in all areas of the job. The
Fully effective		appraisal indicates that the Employee has fully achieved effective results against all
		significant performance criteria and indicators as specified in the PA and
		Performance Plan.
KPI's Well Met /	4	Performance is significantly higher than the standard expected in the job. The
Performance significantly		appraisal indicates that the Employee has achieved above fully effective results
above expectations		against more than half of the performance criteria and indicators and fully achieved
•		all others throughout the year.
KPI's Extremely Well Met /	လ	Performance far exceeds the standard expected of an employee at this level. The
Outstanding Performance		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.





	N	6	5	\sim
retrodus) desergi	signed off risk register/report	Consolod ated PAAP report	Signed off financial	signed Draft buildiget and Council resolution
	1. Risk register updated by 30 June 2022	1 progress reports on the implementation of the post sudit of the post sudit the	100% of approved Municipal Budget Spent by 31 June 2012	NA
Control Control	1 Risk register updered by 51 March 2022	1 progress reports on the implementation of the post audit action in plan by 31 March 2022 in the post audit action in the post audit action in the plan by 31 March 2022 in the plan by 31 Ma	60% of approved Municipal Budget Sent by 31 March 2022	Develop and submit 2023/2021 Deaft Budget to Countil by 33 March 2022
CH THE STATE OF TH	1 Kärtejster updated by 31 December 2021	1 progress reports on the post south of the post particular and the control of the 3x Occember 2021	40% of aproved 60% of aproved Municipal Budget Spent by Municipal Budget Spent by Bunicipal Budget Spent by Budget Spent by Budget Spent by Budget Spent Budget S	N. A.
	2 Risk register updated by 30 September 2022	Frogress reports on the Implementation of the prost and exercise series and exercise plants by 20 September 2021	20% of approved Morricipal Badget Speriter 30 September 3003	NA
	Operational	Operational	Ceptral and Ceptral	Operational
	4 risk registers up dated by 30 June 2022	4 progress reports. on the implementation of the post sudit. the post sudit. Anne 2022.	100% of approved Municipal Budget Spent	Deft Budget to Goured for noting and input
Section Control	4 risk-registers updated by 50 June 2022	4 progress reports on the implementation of the poor implementation of the poor implementation of the out implementation of the out implementation of audit extend plan by 30 Aure The poor sudf. Ame 2022	3100% of rapproxed Memicipal Sculege Spant by 30 Jane 2022	Develop and sabmit Develop and sabmit TOTAL 2022 Posit budget to Council by \$1. Merch 2022 and input
14	4 registers	**	ž	Draft budget submitted bimecusiy
Face the property of the prope	Reporting is quarterly and also monitored quarterly. Quarterly targets are non comulative	Reporting is quarterly and also monitored quarterly. Quarterly targets are non-cumulative	Reporting is quarterly and also menticeed quarterly. Cluarterly tragets are combable	Repoiring is done once off in the bird querter
The carbon Texters from	This indicator refers to the number of risk registers updated by the fisisk Managerners. Unit and Section Managers at the end of each quantum	The indicator relets to quarterly propers and fe on the implementation of the fest sudif artica plan developed arrunally.	This refers to both operational and capital buffers (including capital projects) for the 2023-2023 financial projects	This indicator rofers to the Draft builder that mut of the developed and submitted to Council by 31 March to per the MRMA
	Number of risk registers oupdated by 30 June 2022	Number of progress reports on the implementation plan of the Poss Audit Laio Plan by 30 June 2022	9, of approved Municipal Budget Spent by 30 June 2022	Develop and sukmit 2021/2021 Oraft Budgetto Goundl by 31 March 2002
	æ	₹	Phance	- Finance
	To promote a Culture of Participatory and Good Governance	To promote a Culture of Pertitipatory and Good Governance	To improve overall fametic in the management in the municipasity by developing and implementing appropriate financial management problices, procedure and systems	To improve exertal financial management in the municipality by mylespecial gard imprementing appropriate financial management produces. Proceedings, proceduter, proceduter, proceduter, proceduter, proceduter, proceduter,
12.5 (2.0)	Public Participation and Good Gavernance	Participation and Good Governance	Muniqua Financial Vability and Management	Municipal Francial Valaility and Management
11	Good governance and public participation	Good governance and public perfeipation	Municipal, Remaiol	Municipal Firancial
Ė	∢	60	Ų	۵



Ī	M	M	W	60	M
MEANS OF WINDS	Sgreed final but et and Council resolution	Signed off minutes and https://doi.org/	Signed offminutes and attaendance (egisters	5 year BP and Coundi restlidion	signed Workplare skills plan and submission evidence/arinovolodgo ment thereof
Della Salaria	Devel op and schindt 2022/2021 budget to Council by 23 May 2021.	3 Mayoral committee meting held by 30 June 2021	1 Council Meeting held by 30 June 2023	A A	Workplace Skills Hen Developed and Submitted to LGSETA by 30 April 2022
	NA	1 Mayoral committee methic field by 31 March 2022	3. Council Maeting held by 33. March 2022	Syew (IP submitted to Gunsel for michtin by 31 silve 2022	NA
	V N	1 Mayord committee methre had by 33 December 2003.	3 Counti Mealing held by 1 Counti Meeting held 1 Counti Meeting 31 December 2021 held by 30 June 2022	Draft Syrer (DP saleshted to Cound by 71. Meeth 5022	ΝΑ
	NA	1 Mayoral committee meting held by 30 September 2021	1 Council Meeting held by 30 September 2021	N/A	NA
the state of the state of	Operational	Operational	Operational	Operational	Operational
	submit 2021/2021 budget to Council for adoption	4 Mayaral conmittee meeings held	f Council meetings held	N/A	Workplace Skills Fran Developed and Submitted to LGSETA by 30 April 2022
	Develop and salarit 2.2021/2023, budget to Gound by 33 May 2023	4 Mayoral committee mettings held by 30 June	uslews Americins 4 Council Meetings hold by 4 Council meetings held	5 year IOP submitted to Council for adaption by 31, May 2022	Workplace Skills Flan Workplace Skills Flan Developed and Skills Flan Developed and Skills Flan Skills By 30 June 2022 GSRTA by 30 June 30 J
	Budget adopted Emseasily	avenst Ameetings held	adesst 4mertings hed	Reviewed IDP Submitted by 31 May	WSP submitted Umeously
the professional and the second of the secon	Repairing is done once off in the Fourth quarter	Reporting it quarterly and also monitored quarterly. Cuesterly targets are non cumulative	Regaring is quarterly and also monitored quarterly.Quarterly targets are non camulative	Reporting is once off in the bind and footh quarter	Reporting is done once of in the fourth quarter
	This indicator refers to the Final Budget, effer community hight and other stakeholder riputes are received	This indicutor refers to the Moyoral Committee meetings ledd on a quarterly hasis	This indicator refers to cefin any Council meetings held on a quarterly basis	This indicatoer refers to the legislative mendate of the NFMA relating to the adoption of the IDP.	Workelace Skills from This indicator refers to the Workelace skills plan which is Vockelace skills plan which is Developed and submitted to Jesuschoped and submitted to IGSETA. Annualy
Any Parformatives for Letter	Develop and salamit 2021/2021 budget to Council by 33 May 202.1	Number of Mayoral committee metings held by 30 June 2022	Number of Council Maetings held by 90 June 2022	Develop and sub mit 5 year IDP to council for adoption by 31 May 2022	Workplace Skills Han Developed and Salmitted to LGSETA by 30 June 20022
Deficient	Finance	Coporate Services	Carporate Services	Planning and Development	Coporate Services
Est doublished	To improve exertal features from the from the features from the fe	To promote a Culture of Partigipatory and Good Gavernance	To grome te a Culture of Particpatory and Good Governance	To promote a Culture of Participatory and Good Governance	Improve organizational cohesion and effectiven ess
Manabharate	n Municipal Affroncial Wishity win Management	Public Participation and Good Governance	Public Participation and Good Governance	Patricipation and Good Governance	institutional Development and Transformation
ed menu	Maricpal Franciol Visility	Good governamee and public participation	Good governance and public participation	Good governance and public perticipation	Municipal manaformation and organisational development
	<u> </u>	u.	y	*	-



<u> </u>	(0	10	5
EUTEAND OF	Siped off food premisis imp cetion reports	signed off hacteriological, clentifical and severage, water simple	O fre Preentien Signed of fire inpections at Signed of fire cond basiness prevention inspection Conducted by 20 (reports at local busines 2022)
	S.O. inspections on food premises Sign conducted by 30 June 2022		40 Fee Prevention Inspections at Cacla Business Calculations Lane 2002
	501 inspections on food 60 insiess conducted by con 31 March 2022	275 deneriological, beneriological, chemiciografi, chemiciografi, chemiciografi, chemiciografi, canopiez collected severage water samples collected severage water samples collected for enabytis by 31. for enabyte to y 31. Oceaniter 2021.	41) Fire Prevention heprecions at Local Business Conducted by 31 March 2022
	S) ingretions on food 50 inspertions on food premises conducted foot premises conducted foot 31 March 2022	775 barteriological, oderwise of oderwise of oderwise of care sample solected we for unalysis sy \$2.	10 Fre Prevention prevention appendent refer to val Business Conduct (10 val December 2021
	So inspections on 50 food premisers premisers conducted by 30 Seprember 2022	275 becerriologica, determical and coursespe water samples collected for monoyale to 920 september 2021	10 Fire Prevention Inspections at Local Business Conflucted by 30 Secretary 70021
E STATE OF THE STA	Operational	Operational	Орегайоны
14 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	200	1100 bacteriologicul, demical end severage wetter samples collected for university to 300	300 fine Presention Progrations at Local Busines at Conducted by 30 June 2022
end idea product	300	1100 bacteriological, chemicis ind sewerage water samples collected for g unalysis by 20 Ame 2022 [300 Fire Prevention Impedents at Usel Business Contracts by 20 June 2022
Hartinia.	334.3 to per APR 184.59	331. 86 per APR 2018-2021 w	107 se per A-R 18-
Emporturary Lead of the control of	Reporting is quarterly and alvo 33 menitored quarterly/Quarterly ingests are cumulative	Reporting is quarterly and also monitated quarterly. Caw terly targets are non cumulative	Reporting is quarterly and abor monitored quarterly and abor targets are non cumulative
index statement rand land	This indicator refers to the Number of impections on fines premises conducted as per the Health professionals act to .56 of 1974	This indicator refers to the Numb et of standardiogeal, draminal and sour enge wenter sumples collected for maybis as per the Houth problessionals act to \$5 of \$1574.	Number of fire Prevention This indicator refers to the Number Inspections at Local Businessa of fire Prevention hyperitiess at Conducted to Conducted by 30 June 2022 Local Business Conducted
Participation of the control	Number of inspections on This food prentities conducted by of the 2002.	hamber of bactariological, Tr. chemical and severated and severated as selected for sandsers bey 30 June 2002.	
	Community 18 Services	Community	Community
transfer (editor	All cicions have a right to use are recovered that is not derivate that is not derivate a but you will be a but this right is a men at meaning the at this right is and the about the area of the about the ab	all ditters have a might to be a might to a so definition and the so definition and a so definition and a so definition and to promulate a consultant policies and to implement policies and to implement policies and to implement a consultant and	4 8 2 2 2 8 8 8 8 8 8 8 8 8 8 8 8 8 8 8
17 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	All the community le Seovices and in development in the community le conference and in the conference and in t	Community Services and development	Community Services and development
2 2 1 1	Basic Service Chelwary and editorsharente anesyment	Basic Service Delivery and Infrastructure hyestment	Busic Senter Debergrand Debergrand Interucture Investment
<u> </u>	ī	×	

N Arr

						C_{ℓ}
	6	M	\sim	M	M	7
MEANS OF VENERATION	signed off report/Job contract/Job list sgalinst vs job creted/Actual tumbers	Signed off MIG expenditure reports/ payment certificities/Invoices/ spendoling against DORA and registered projects	signed off WSIG expenditure reports/ payment certifizess/Involces/ spendoing against DORA and registered projects	Signed off RBIG expanditure reports/ pairment certificates/invoices/ spendoing against DORA and registered projects	Signed service level agreements and ontroving plan attached thereto	signed of achtovable Ecomic development plans
	N/A	100% by 30 June 2022	300% by 30 June 2022	100& by 30 June 2022	Signed Service level agreements with Water Service Provider by 30 June 2022	Final development plan on SYMME bub, Agriculture and Tourism plan by 30 June 2022
	N/A	50% by 31 March 2022 1		60% by 31 March 2022 2002	N/A	Draft economic developkment plan on SMME hub, Agroubture and Tourism plan by 93. December 2021.
	200 pbb crested through capital projects and registered with EPMP by 91. December 2021.	41% by 31 December 2021	30% by 31 December 2021, 60% by 31 March 2032.	30% by 31 December 2021	N/A	Appointment of Service provide by 31 December 2023.
	200 jobs created through apital 2 projects and projects and registred with EPWP F. By 30 Suptember 5021	14% by 30 September 202.1	20% by 30 September 202.1	20% by 30 September 2021	N/A	TOR referance developed and SCIM process oneluded by 30 September 2021
ज्याचा सम्पर्धन	Capital/PMU Implementation f	Capital (MIG)	Capital (WSIG)	Capitai (ABIG)	Operational	Operational
15 (19 K)	400 jobs created through sapilar through sapilar projects and in registered with registered with 2022	100% of MIG Spent on capital projects	1,00% of WSIG funding spent on capital projects	300% of RBIG Spert on capital projects	Signed Service level agreements with Water Service Provider by 30 June 2022	Economic development plans to ensure economic development through funding of that will be sourced via these plans
o.	4 400 Johs created through 1 capital projects and registered with EWVP by 30 1 June 2002	100% total allocated (grazited) Mis grant funding sport on capital projects by 30 June 2022	100% of the total allocated (paratted) WSIG grant fulluling spent on capital projects by 30 June 2022	100% total allocated (gearted) BBIG grant funding spent on capital projects by 30 June 2022	Signed Service level agreements with Water Service Provider by 30 June 2002	2 economic development plans developed by 30 June 2022
Establica Establica	511 as per APR 18-	New	New	New	New	New
Representative of the second control of the	Reporting is quarterly and also monthered quarterly. Quarterly targets are currulative	Reporting is quarterly and also monitrored as such. Quarterly tragets are cumulative	Reporting to quarterly and also monitored as such Cuarterly targets are cumulative	Reporting is quarterly and also monitroned as such. Quarterly targets are cumulative	Reporting is once off at year end	Reporting is quarenty and also monitored quarenty Quarterity targets are cumulative
	This indicator refers to the number of jobs created through subjuil projects (EmphresAng) and registered as EPVP?	This indicator rolers to the total	This indicator roters to the total in received funding	This indicator refers to the total received funding	This indicator refers to the Water/Santhern antimery Signing a service lesel agreement in terms of provision of Water/Santhation	This indicator refers to the ammes and cooperative provided with financial support or criteriories and any sain to ensure succeinability of the economy and people
de) Performation desired	Number of jobs created Through capital projects and registanced with EPVP by 30 registanced with EPVP by 30	% total allocated (granted) Mile grant anding spout on capital projects by 30 June 2022	% of the total allocated (grantted) WSIG grant funding spent on capital projects by 30 June 2022	Engineering and St. total allocated (granted) Technical Relie grant funding spent on Services Services	Number of Service level agreements agried with Water Service Provider by 3D June 2022	Number of economic developed states and Tourism by Agriculture and Tourism by 30 June 2022.
110000	Engineering and c Technical Sarvices	Engineering and Technical Services	Engineering and Technical Services		Engineering and Technicai Services	Economic development, Tourism and Agriculture
Charles and Tollar	Eradicate backlogs in cords to inprove cords to sanches to success to sanches to success to sanches to success to sanches to success to sanches perations and maintenance	Fraticate backlogs In order to Improve access to service fragineering and and evarure that rechinical sustainable persistions and maintenance	Eradicate backlops In odder or intering and access to services fellulinearing and access to services sustainable sustainable operations and maliteerance	Eradicate backlops in order to improve: access to services and ensure that sustainable operations and maintenance	Eradicate backlogs in order to improve access to services and ensure that sustainable operations and maintenance	Create an environment that promotes the development of the local economy and facilitate Job creation
CTATE CALL	E Intrastructure development	Service Delivery In and infrastructure development	Service Delivery la and and Infrastructure development	Service Delivery and Infrastructure development	Service Delvery and Infrastructure development	Local Economic Development
	Basic Service School School School School School School Infrastructure Investment	Basic Service S Delivery and Infrastructure Investment	Basic Service Delivery and Infrastructure Investment	Basic Service Delivery and Infrastructure Investment	Basio Service Delivery and Infrastructure Investment	Local Economile Development (LED)
1	Σ	Z	0	<u>-</u>	ď	ac.

KIT = C

KPA – Basic Service Delivery and Infrastructure Development (Service Delivery and Infrastructure development)

IDP Objective/ Strategic Objective - Eradicate backlogs in order to improve access to services and ensure that sustainable operations and maintenance

and also try and review if submitted timely in terms of our service delivery projects. The budget which includes our capital projects will be Performance against the budget, and Monthly budget reports (Section 71). In addition, progress reports indicating the planned vs actual targets of projects will be completed by this unit (PMU) and as Performance management systems unit (PMS) we will ensure to include used as a basis and a reporting template in terms of PMS Reporting will be given to the relevant unit as to ensure reporting all projects. Reporting and Monitoring via Project management Unit (PMU) Implementation Plan/Progress reports from PMU in terms of Actual

The Senior/Acting Senior Manager in collaboration with the Municipal Manager/Acting Municipal Manger is expected to populate the below table as to allow for project reporting in terms of performance management. Non adherence will conclude through our standard operating procedures. This form part of both Engineering and Municipal Managers Performance agreement.

Right worthing = 32%

4

t Strain

MEANS OF VERIFICATION	Progress and Expenditure Renorts				Progress and Expenditure	Reports				Progress and	Expenditure Reports						Progress and Expenditure	Reports	
planned MEANS OF expenditure VERIFICATION	Proc			Ċ	<u> </u>	<u> </u>					ше								[
milestone (Progress)									·"										
planned expenditure							.			<u></u>	<u></u>			<u></u>					
Quarter 2 Quarter 3 planned milestone expenditure (Progress)																		 .	1
Quarter 2 planned expenditure							<u> </u>						<u></u>						-
Quarter 2 milestone (Progress)		%				100%						100%							-
planned expenditur e		100% 100%				100%						100%				·········			20%
Quarter 1 milestone (Progress)		Ď			<u></u>			<u></u>			<u>.</u>						<u></u>		
source and Budget per project		RBIG				<u>.</u>	200					RBIG						ern	RBIG
		Taung Bulk Phase 2C: Raw Water Pipeline					Phase 2D: New Treatment Works					Phase 2E-1:Bulk pump line from new WTW in Taung	2000					and the second s	3ulk Phase 2E-2 - Bulk distribuction (15)
a med.		Taung Bulk					Phase 2D					Phase 2	TO DEW 1						Taung E
- C	OBJECTIVE Project ID. Eradicate backlogs in order to improve access to services and ensure that sustainable	IS ance TBC	E.	o and	hat	ins	and maintenance TBC	te s in		s and	that able		maintenance TBC	gs in	<u>o</u> 9	s to	services and ensure that	sustainable noerations	_
	OBJECTIVE Eradicate backlogs in order to improve access to services and ensure that sustainable	operations and maintenance	Eradicate backlogs in order to	improve access to services and	ensure that	operations	and mainten	Eradicate backlogs in	improve	services and	ensure mar sustainable	operations	maintenar	backlogs in	order to	access to	services and ensure that	sustainable	Due:
	жен. 	<					œ						0						

A

A vi

Progress and Expenditure Reports	Progress and Expenditure Reports	Progress and Expenditure Reports	Progress and Expenditure Reports	Progress and Expenditure Reports
			190%	
			75% 100%	
			50% 75%	000
%02	20%		%09 20%	
Taing Bulk Phase 2E-2 - Bulk distribuction Central	ulk Phase 2E-2 - Bulk distribuction Western		Mamusa Bulk: Pump Main from Bloemhof to Reservoir RBIG at Olievenfontein	Mamusa Buk: Gravity pipe line from Vaalkop
Eradicate backlogs in corder to improve access to services and ensure that sustainable operations Tand	maintenance TBC F Eradicate backlogs in backlogs in improve access to services and ensure that sustainable operations and	28	maintenance TBC Fradicate backlogs in order to improve access to services and sustainable operations and maintenance TBC	Eradicate backlogs in order to improve access to services and ensure that sustainable operations

Ly C. A

Eradicate backlogs in order to improve access to services and ensure that sustainable operations Anamus		trenance TBC licate dogs in a tro cove ses to hose and ure that tainable rations	maintenance TBC Tlape Eradicate backlogs in order to improve access to services and ensure that sustainable operations Agg	Itenance TBC Islate clogs in ar to rove sss to ices and ure that talinable
Mamusa Bulk: Pump Main from Olievenfontein	. Bona	o: Bulk Water Implementation:	nnyesa	Cluster Kagisano Molopo: Upgrading Bulk water to Tseoge
<u>ල</u>	RBIG	RRIG	SBIG	RBIG
	%0	%0	%0	%0
	%0	%0	%0	%0
	15%	20%	%0	%0
	15%	20%	%0	%0
	%09	20%	15%	9%0
	%09	%05 20%	15%	%0
	%08	75%	30%	20%
Progress and Expenditure Reports	Progress and Expenditure 80% Reports	Progress and Expenditure 75% Reports	Progress and Expenditure 30% Reports	Progress and Expenditure 20% Reports

A Significant

& L

	maintenance I BC Eradicate backlogs in order to improve access to services and ensure that sustainable operations and	maintenance I BC Eradicate backlogs in order to improve access to services and ensure that sustainable operations and	maintenance (BC) Eradicate backtos in order to improve access to services and ensure that sustainable operations and	maintenance 1 BC Eradicate backlogs in order to improve access to services and ensure that sustainable operations and
		Opgitating of water supply to small a	Rural Water Programme 2020/2023 - WSIG Funding:	Bray Rura Water Supply - Letthapong & Gasebusho Water
	9 NSIG	WSIG	9 8 8	
20%	20%	100%	20%	0000
20%	20%	100%	20%	7000
50%	20%		%09	7. F. P. S.
20%	809		20%	%00 05
75%	75%		75%	75%
%52	75%		75%	75%
100%	100%		,100%	100%
Progress Expendit 100% Reports	Progress Expendi 100% Reports	0. m K	100%	100%
Progress and Expenditure Reports	Progress and Expenditure Reports	Progress and Expenditure Reports	Progress and Expenditure 100% Reports	Progress and Expenditure 100% Reports

And Mary

Eradicate backlogs in corder to improve access to services and ensure that sustainable operations and maintenance TRC	DR RSM DW Rural Sanitation	MIG	15%	15%	%09 909	%009	%08	%08	100%	100%	Progress and Expenditure 100% Reports
Eradicate backlogs in order to improve access to services and ensure that sustainable operations and	Replacement of Pipelines from Pump Station to Uttwanang & Christiana Water Tower	MIG	%09	%09	100%	%001 %0001					Progress and Expenditure Reports
Eradicate backlogs in order to improve access to services and ensure that											
sustainable operations and		(÷	%U+	30%	30%	%09	%09	85%	85%	Progress and Expenditure 85% Reports
maintenance TBC	Stella Bulk Sewer & Internal Reticulation Phase A	MIG	0/01		1,72						



ANNEXURE B:

CORE COMPETENCY REQUIREMENTS (CCR):

(a) Core Managerial Competencies:

Regulations of Section 57 Managers. These competencies describe general managerial and occupational skills. The assessment of these competencies will account for (20%) twenty percent of the total employee assessment score. Three of the CCR"s are compulsory for all The performance of Section 57 Managers should be assessed in terms of Core Competency Requirements (CCRs) as required by the managers.

	!				Condon ommerses / with the	
Competency Area	Indicate choice	Comment	Ratings 12345	Timeframe to gain targeted	to close competency	(in %)
	(Mark with <)			COLINGE SOL		
Strategic Capability and	Compulsory		4	June 2020		
Leadership						
Programme and Project		····				
Management						
Financial Management						
Change Management						
Knowledge Management						
Service Delivery Innovation						
Problem Solving and						
Analysis				0000		
People Management and	Compulsory		4	uune zuzu		
Empowerment				0.000		
Client Orientation and	Compulsory		4_	חמור בסבס		
Customer Focus						
Communication						
Honesty and Integrity						
Team building						į





(b)Core Occupational Competencies:

Competency Area	Indicate choice	Comment	Ratings 1 2 3 4 5	Timeframe to gain targeted competency	Training / programme needed to close competency	WeiGh I
	(Mark Willi V)					
Competence in Self-						
Management (Setting and						
agreeing on service						
delivery standards)						
Interpretation of and						
implementation within the						
legislative of national policy						
frameworks						
Knowledge of						
developmental local						
government						
Knowledge of Performance						
Management and					A CAMPAN AND AND AND AND AND AND AND AND AND A	
Reporting				Line Line Line Line Line Line Line Line		
Knowledge of global and						
South African specific		-				
political, social and	<u>u.,.</u>		···			
economic contexts						

Sec. X

Competency Area	Indicate	Comment	Ratings	Timeframe to	Training / programme needed	Weight
	choice		12345	gain	to close competency	(in %)
	(Mark with <)			Competency		
Competence in policy						
conceptualisation, analysis						
and implementation					The state of the s	
Knowledge of more than						
one functional municipal						
field / discipline					TO THE PARTY OF TH	
Negotiation and conflict						
resolution skills (Mediation						
and Arbitration)					The state of the s	
Skills in governance, public						
mobilisation and						
participation						
Competence as required by						
other national line						
sector departments						
Exceptional and dynamic						
creativity to improve the						
functioning of the						
municipality						
Total percentage	100%					1111111



Explanatory Notes to the Personal Development Plan

1. Introduction

- 1.1. The Municipality is 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.
- 1.2. The Municipality follows an integrated approach to Human Resource Development, that is:
 - a) Human resource development forms an integral part of human resource planning and management;
 - b) In order for a municipality's training and development strategy and plans to be successful they will be based on sound Human Resource (HR) practices, such as the (strategic) HR Plan, job descriptions, the result of regular performance appraisals, career pathing, scarce skills and talent management and succession planning.
 - c) To ensure the necessary linkage with performance management, the municipality's Performance Management and Development System should provide for the Personal Development Plans of employees to be included in their Annual Performance Agreements. Such approach will ensure the alignment of individual performance objectives to the municipality's strategic objectives, and that training and development needs are also identified during the performance management and appraisal process.
 - d) Career-pathing and succession planning ensures that employees are placed and developed in jobs according to aptitude and identified potential and through training and development they acquire the necessary competencies to prepare them for future positions. Scarce skills and talent management also requires appropriate training, education and development interventions.

2. Competence Modeling

- 2.1. Competence is a **future-oriented** ideal that the employees require in achieving the institution's strategic objectives. The institution is in effect giving a depiction of the desired or required knowledge, skills and attributes for an individual in a specific position. For competence to be useful, the associated competence should be greater than the observed performance as it will allow the individual growth towards this "ideal";
- 2.2. The dept. of CoGta has decided on:
- 2.2.1. A managerial competency framework as an expression of required managerial competencies; and
- 2.2.2. Occupational competency profiles as expression of occupation / post competency requirements.

A SO

- 3. Compiling the Personal Development Plan attached as the Appendix.
- 3.1. The aim of the compilation of Personal Development Plans (PDPs) is to identify, prioritise and implement training needs;
- 3.2. The Local Government: Municipal Systems Act: Guidelines: Generic senior management competency framework and occupational competency profiles provides comprehensive information on the relevance of items 2.2.1 and 2.2.2 above to the PDP process. The Municipal Finance Management Competency Regulations, such as those developed by the National Treasury and other line sector departments" legislated competency requirements need also be taken into consideration during the PDP process;
- 3.3. The Personal Development Plan should be compiled as follows:
 - a) The identified training needs should be entered into column 1 of the Appendix, entitled Skills / Performance Gap. The following should be carefully determined during such a process:
 - o 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.
 - Individual training needs that are job / career related.
 - b) Next, the **prioritisation of the training needs [1 to ...] in column 1 should also be determined** 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.
 - c) Consideration must then be given to the outcomes expected in column 2 of the Appendix, so that once the intervention is completed the impact it had can be measured against relevant output indicators.
 - d) 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 interventions should be listed in column 3 of the Appendix, entitled: Suggested training and / or development activity. The training / development must also be conducted either in line with a recognised qualification from a tertiary institution or unit standards

No.

ANNEXURE D - ROLES AND RESPONSIBILITIES OF THE ACCOUNTING OFFICER

(1) As head of administration the municipal manager of a municipality is, subject to the policy directions of the municipal council, responsible and accountable t_or— (a) the formation and development of an economical. effective, efficient and accountable administmtion- (i) equipped to carry out the task of implementing the municipality's 45 integrated development plan in accordmce with Chapter 5: (ii) operating in accordance with the municipality's performance n~anagement system in accordince with Chapter 6; Jnd (iii) responsive to the needs of the local community to participate in the affairs of the municipality; 50 (b) the management ot' the municipality's administration in accordance with this Act and other legislation applicable to the municipality: (c) the implementation of the municipality's integrated development plan, and the monitoring of progress with implementation of the plan: 58 No. 21776 GOVERNMENT GAZEITE. 20 Act No. 32, 2000 LOCAL GOVERNMENT: MUNICIPAL SYSTEMS ACT. 2000 (d) the management of the provision of services to the local community in a sustainable and equitable manner; (e) the appointment of slaff other than those referred to in section 56(cz), subject to the Employment Equity Act, 1998 (Act No. 55 of 1998); (j the management, etfective utilisation and training of staff 5 (g) the maintenance of discipline of staff (h) the promotion of sound labour relations and compliance by the municipality with applicable labour legislation; (i) advising the political structures and political office bearers of the municipality; 10 (j) managing communications between the municipality's administration and its political structures and political oflice bearers: (k) carrying out the decisions of the political structures and political office bearers of the municipality; (/) the administration and implementation of the municipality's by-laws and 15 other legislation; (m) the exercise of' any powers and the performance of any duties delegated by the municipal council, or sub-delegated by other delegating authorities of the municipality, to the municipal manager in terms of section 59: (n) facilitating participation by the local community in the affairs of the 20 municipality; (o) developing and maintaining a system whereby community satisfaction with municipal services is assessed; (P) the implementation of national and provincial legislation applicable to the municipality; and 25 (q) the performance of any other function that may be assigned by the municipal council. (2) As accounting officer of the municipality the municipal manager is responsible and accountable for— (a) all income and expenditure of the municipality; 30 (h) all assets and the discharge of all liabilities of the municipality; and (c) proper and diligent compliance with applicable municipal finance management legislation.

My go

, y