

PERFORMANCE AGREEMENT

For Section 56 Employees

MADE AND ENTERED INTO BY AND BETWEEN:

THE WEST RAND DISTRICT MUNICIPALITY,
AS REPRESENTED BY:

M.E. KOLOI

MUNICIPAL MANAGER

AND

A.Z. MPHAPHULI

EXECUTIVE DIRECTOR: REGIONAL PLANNING AND ECONOMIC DEVELOPMENT

FOR THE PERIOD

1 JULY 2025 TO 30 JUNE 2026

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ENTERED INTO BY AND BETWEEN:

The **West Rand District Municipality** herein represented by **M.E. KOLOI** in his capacity as **Municipal Manager** (hereinafter referred to as the **Employer** or Supervisor)

And

A.Z. MPHAPHULI as **Employee** of the Municipality (hereinafter referred to as the **Employee**)

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

The Employer has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal System act 32 of 2000 ("the system act") The Employer and the Employee are hereinafter to as "the parties";

- 1.2 Section 57(1) (b) of the System 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; and
- 1.4 The parties wish to ensure that there is compliance with Section 57(4A), 57(4B) and 57(5) of the System Act.

2. PURPPOSE 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 Act as well as the employment contract entered into between the parties;

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- 2.2 Specify the strategic goals, performance outcomes, outputs and targets defined and agreed with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of Municipality;
- 2.3 Specify accountabilities as set out in the performance plan, which forms an annexure to the performance agreement;
- 2.4 Monitor and measure performance against set targeted outcomes and outputs;
- 2.5 Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his job,
- 2.6 In the event of outstanding performance, to appropriately reward the employee; and
- 2.7 Give effect to the employer's commitment to a performance-oriented relationship with its employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 This agreement will commence on **01 July 2025** and will remain in force until **30 June 2026** thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will 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.

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- 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.
 - 3.4.1 The Employer will be entitled to review and make reasonable changes to the provisions of the agreement (Annexure "A") from time to time for operational reasons. The Employee will be fully consulted before any such change is made and be allowed to make any submission in that regard.
 - 3.4.2 The employer may amend the provisions of this agreement (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 and be allowed to make any submissions in that regard.
- 3.5 If at any time during the validity of this agreement the work environment alters (whether as a results of government or council decision or otherwise) to the extent that the contents of this agreement are no longer appropriate, the contents shall immediately be revised through consultation by both parties.

4 PERFORMANCE OBJECTIVES:

- 4.1 The Performance Plan (Annexure A) sets out-
 - 4.1.1 The strategic goals, outcomes, outputs and targets that must be met by the **Employer**; and
 - 4.1.2 The time frames within which those performance strategic goals, outcomes, outputs and targets must be met.
- 4.2 The strategic goals, outcomes, outputs and targets reflected in ANNEXTURE A are set by the **Employer** in consultation with the **Employee** and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of



the Employer, and shall include key objectives, key performance indicators; targets dates and weightings.

- 4.2.1 The key strategic goals describe the main tasks that need to be
- 4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that the key strategic goals have been achieved.
- 4.2.3 The target dates describe the timeframe in which the work must be achieved.
- 4.2.4 The weightings show the relative importance of the key performance areas (strategic goals) to each other.
- 4.3 The Employee's Performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

5. PERFORMANCE MANAGEMENT SYSTEMS

- 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 **Employer** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standard to assist the **Employer**, management and municipal staff to perform to the standard required.
- 5.3 The **Employer** will consult the **Employee** about a specific performance standard that will be included in the performance management system as applicable to the employee.
- 5.4 The Employee undertakes to actively focus towards the promotion and implementation of the KPA's (including special projects relevant to the employee's responsibilities) within the local government framework.



- 5.5 The criteria upon which the performance of the **Employee** shall be assessed shall consist of two components, both of which shall be contained in the performance Agreement.
 - 5.5.1 The **Employee** must be assessed against both components, with a weighting of 80:20 allocated to both the key Performance Areas (KPA's) and the core competency requirements (CCR's) respectively.
 - 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
 - 5.5.3 KPA's covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment (KPA's and CCRs weightings are also attached as part of **Annexure A** of the Performance Plan).
- 5.6 The **Employe**e's assessment will be based on his performance in terms of the outputs/outcomes (performance indicators) identified as per attached Performance (Annexure A), which are linked to the KPAs, and will constitute 80% of the overall assessment results as per the weightings agreed to between the **Employer** and **Employee**:

KEY PERFORMANCE AREAS (KPA's) WEIGHTING

Refer to Annexure A

- 5.7 The key performance areas related to the functional areas of the **Employee** must be subject to negotiation between the **Municipal Manager** and the **Employee**.
- 5.8 The CCRs will make up the other 20% of the **Employee's** assessment score, as set out in the Regulations on Appointment and Conditions of Employment of Senior Manager (17 January 2014) which communicates what is expected from senior managers for effective performance in local government.
- 5.9 There is no hierarchical connotation to the competencies and all competencies are essential to the role of senior manager to influence



high performance. All competencies will therefore be considered as measurable and critical in assessing the level of the employee performance.

CORE COMPETENCY REQUIREMETS CCR WEIGHTINGS

Refer to Annexure A

6 EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out-
 - 6.1.1 The standard and procedures for evaluating the Employee's performance; and
 - 6.1.2 The intervals for the evaluation of the Employee's performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the **Employer** may in addition review the **Employee's** performance at any stage while the contract of employment remains in force.
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer's** IDP.
- 6.5 The Annual performance appraisal will involve:
 - 6.5.1 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 standard or performance indicators have been met and with due regard to ad-hoc tasks that had to be performed under the KPA.

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- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

6.5.2 Assessment of the CCRs

- (a) Each CCR should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CCR.
- (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.3) must then be used to add the scores and calculate a final CCR score.

6.5.3 Overall Rating

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

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

Level	Classification	Definition
1	Unacceptable performance	Performance does not meet the standard performance 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



2	Performance not fully effective	ability to bring performance up to the level expected in the job despite management efforts to encourage improvement. 0%-69% 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
		performance criteria and indicators as specified in the PA and Performance Plan. 70% to 99%.
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. 100% to 129%.
4	Performance significantly above expectations	Performance is significantly higher than the standards 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. 130% to 149%.
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. Equal to or above 150%.

6.7 For the purpose of evaluating the annual performance of the Executive Director: Regional Planning and Economic Development, an evaluation panel constituted of the following persons must be established-



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- 6.7.1 Municipal Manager
- 6.7.2 Chairperson or delegated member of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.7.3 Member of the mayoral committee; and
- 6.7.4 Municipal Manager from another Municipality.
- 6.8 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panel referred to above.

7. SCHEDULE FOR PERFORMANCE REVIEWS

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

First quarter - July – September 2025

Second quarter - October – December 2025

Third quarter - January – March 2026

Fourth quarter - April – June 2026

- 7.2 The **Employer** shall keep a record of the mid-year review and annual assessment.
- 7.3 Performance feedback shall be based on the **Employer's** assessment of the **Employee's** performance.
- 7.4 The Employer will be entitled to review and make reasonable changes to the provision of Annexure "A" from time to time for operational reasons The Employee will be fully consulted before any such change is made.
- 7.5 The Employer may amend the provisions of Annexure "A" whenever the performance management system is adopted, implemented and/or

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amended as the case may be. In that case the **Employee** will be fully consulted before any such change is made.

8. DEVELOPMENTAL REQUIREMENTS

The personal development plan (PDP) for addressing developmental gaps is attached as part of **Annexure B.**

9. OBLIGATIONS OF THE EMPLOYER

- 9.1 The Employer shall-
 - 9.1.1 Create an enabling environment to facilitate effective performance by the employee.
 - 9.1.2 Provide access to skills development and capacity building opportunities.
 - 9.1.3 Work collaboratively with the **Employee** to solve problems and generate solutions to common problems that may impact on the performance of the **Employer**;
 - 9.1.4 On the request of the Employee delegate such powers reasonably required by the Employee to enable him to meet the performance objectives and targets established in terms of this Agreement, and;
 - 9.1.5 Make available to the Employee such resources as the Employee may reasonably require from time to time assisting him to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATIONS

10.1 The Employer agrees to consult the **Employee** timeously where the exercising of the powers will have amongst others-



- 10.1.1 A direct effect on the performance of any of the **Employee's** functions.
- 10.1.2 Commit the **Employee** to implement or to give effect to a decision made by the **Employer**; and
- 10.1.3 A substantial financial effect on the Employer.
- The Employer agrees to inform the employee of the outcome of any decision taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

11. MANAGEMENT OF EVALUATIONS OUTCOMES

- 11.1 The evaluations of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 11.2 A performance bonus of 5% to 14% of the all-inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance.
- 11.3 In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating calculator, provided that-
 - (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%.
- 11.4 In the case of unacceptable performance, the Employer shall-
 - 11.4.1 Provide systematic remedial or developmental support to assist the **Employee** to improve his performance; and
 - 11.4.2 After appropriate performance counselling and having provided the necessary guidance and /or support as well as reasonable



time for improvements in performance, the Employer may consider steps to terminate the contract of employment of the **Employee** on grounds of unfitness or incapacity to carry out his duties. This is not withstanding the rights of the **Employee**.

12. DISPUTE RESOLUTION

- 12.1 Any dispute about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by-
 - 12.1.1 In the case of managers directly accountable to the municipal manager, the Executive Mayor or delegate, provided that such member was not part of the evaluation panel provided for in subregulation 27(4) (e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee whose decision shall be final and binding on both parties.
- In the event that the mediation process contemplated above fails, the clause that deals with disputes resolution in the contract of Employee shall apply.

13. GENERAL

- 13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the **Employer.**
- 13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Employee** in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.



14. COMMITMENT OF MANAGERS REPORTING DIRECTLY TO THE EXECUTIVE DIRECTOR: REGIONAL PLANNING AND ECONOMIC DEVELOPMENT

The managers directly accountable to the Executive Director: Regional Planning and Economic Development hereby make this commitment to support the Executive Director: Regional Planning and Economic Development as set out in his performance plan (Annexure A) of this performance agreement. The managers understand that the targets are impossible to achieve without their full support and co-operation. Therefore, the managers make this pledge that, both their individual and collective responsibilities towards the attainment of the set targets will be highly indispensable.

- Manager: Infrastructure (Vacant)
- M Nevhungoni, Manager: Human Settlement and Planning

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15. APPROVAL BY EMPLOYER AND EMPLOYEE

The process followed ensures individual alignment to the strategic goals of the institution and gives clear direction on what needs to be achieved through a self-directed approach to execute on the outcomes, to build sound relationships, to develop human capital and to strengthen the organisation through excellent performance. This plan has been derived from intense workshopping and performance process mapping sessions to ensure integration, motivation and self-direction. The employer and employee both have responsibilities and accountabilities in getting value from this plan. Neither party can succeed without the support of the other.



Undertaking of the employer

On behalf of my organisation, undertake to ensure that a work environment conducive for excellent employee performance is established and maintained. As such, I undertake to lead to the best of my ability, communicate comprehensively, and empower managers and employees. Employees will have access to ongoing learning, will be coached, and will clearly understand what is expected of herewith approve this them. I Performance Plan.

Undertaking of the employee

I herewith confirm that I understand the strategic importance of my the broader position within organisation. I furthermore confirm that I understand the purpose of my position, as well as the criteria on which my performance will be evaluated twice annually (formal evaluations that take place during midterm and year-end). As such, I therefore commit to do my utmost to live up to these expectations and to serve the organisation, my superiors, my colleagues and the community with loyalty, integrity and enthusiasm at all times. I hereby confirm and accept the conditions to this plan.

Date: 20/1/2025

Z. MPHAPHULI

EXECUTIVE DIRECTOR: REGIONAL PLANNING & ECONOMIC DEVELOPMENT

AS WITNESS:

M.E. KOLOI

MUNICIPAL MANAGER

AS WITNESS:

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SCHEDULE 2

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

- 1. Definitions in this Schedule "partner" means a person who permanently lives with another person in a manner as if married.
- General conduct —a staff member of a municipality must at all times—
 - (a) Loyally execute the lawful policies of the municipal council;
 - (b) Perform the functions of office in good faith, diligently, honestly and in a transparent manner;
 - (c) Act in such a way that the spirit, purport and objects of section 50 are promoted;
 - (d) Act in the best interest of the municipality and in such a way that the credibility and integrity of the municipality are not compromised; and
 - (e) Act impartially and treat all people, including other staff members, equally without favour or prejudice.
- 3. Commitment to serving the public interest—a staff member of a municipality is a public servant in a developmental local system, and must accordingly—
 - (a) Implement the provisions of section 50 (2);
 - (b) Foster a culture of commitment to serving the public and a collective sense of responsibility for performance in terms of standards and targets;
 - (c) Promote and seek to implement the basic values and principles of public administration described in section 195 (1) of the Constitution;
 - (d) obtain copies of or information about the municipality's integrated development plan, and as far as possible within the ambit of the staff member's job description, seek to implement the objectives set out in the integrated development plan, and achieve the performance targets set for each performance indicator; and
 - (e) Participate in the overall performance management system for the municipality, as well as the staff member's individual performance appraisal and reward system, if such exists, in order to maximise the ability of the municipality as a whole to achieve its objectives and improve the quality of life of its residents.



- 4. Personal gain —
- (1) A staff member of a municipality may not—
 - (a) Use the position or privileges of a staff member, or confidential information obtained as a staff member, for private gain or to improperly benefit another person; or
 - (b) Take a decision on behalf of the municipality concerning a matter in which that staff member, or that staff member's spouse, partner or business associate, has a direct or indirect personal or private business interest.
- (2) Except with the prior consent of the council of a municipality a staff member of the municipality may not—
 - (a) Be a party to a contract for—
 - (i) The provision of goods or services to the municipality; or
 - (ii) The performance of any work for the municipality otherwise than as a staff member;
 - (b) Obtain a financial interest in any business of the municipality; or
 - (c) Be engaged in any business, trade or profession other than the work of the municipality.
- 5. Disclosure of benefits.—
- (1) A staff member of a municipality who, or whose spouse, partner, business associate or close family member, acquired or stands to acquire any direct benefit from a contract concluded with the municipality, must disclose in writing full particulars of the benefit to the council.
- (2) This item does not apply to a benefit which a staff member, or a spouse, partner, business associate or close family member, has or acquires in common with all other residents of the municipality.
- 6. Unauthorised disclosure of information.—
- (1) A staff member of a municipality may not without permission disclose any privileged or confidential information obtained as a staff member of the municipality to an unauthorised person
- (2) For the purpose of this item "privileged or confidential information" includes any information—



- (a) Determined by the municipal council or any structure or functionary of the municipality to be privileged or confidential;
- (b) Discussed in closed session by the council or a committee of the council;
- (c) Disclosure of which would violate a person's right to privacy; or
- (d) Declared to be privileged, confidential or secret in terms of any law.
- (3) This item does not derogate from a person's right of access to information in terms of national legislation.
- 7. Undue influence-a staff member of a municipality may not—
 - (a) unduly influence or attempt to influence the council of the municipality, or a structure or functionary of the council, or a councillor, with a view to obtaining any appointment, promotion, privilege, advantage or benefit, or for a family member, friend or associate;
 - (b) Mislead or attempt to mislead the council, or a structure or functionary of the council, in its consideration of any matter; or
 - (c) Be involved in a business venture with a councillor without the prior written consent of the council of the municipality.
- 8. Rewards, gifts and favours.—
- (1) A staff member of a municipality may not request, solicit or accept any reward, gift or favour for—
 - (a) Persuading the council of the municipality, or any structure or functionary of the council, with regard to the exercise of any power or the performance of any duty;
 - (b) Making a representation to the council, or any structure or functionary of the council;
 - (c) Disclosing any privileged or confidential information; or
 - (d) Doing or not doing anything within that staff member's powers or duties.
- (2) A staff member must without delay report to a superior official or to the speaker of the council any offer which, if accepted by the staff member, would constitute a breach of sub item (1).
- 9. Council property-a staff member of a municipality may not use, take, acquire, or benefit from any property or asset owned, controlled or managed by the municipality to which that staff member has no right.



- 10. Payment of arrears-a staff member of a municipality may not be in arrears to the municipality for rates and service charges for a period longer than 3 months, and a municipality may deduct any outstanding amounts from a staff member's salary after this period.
- 11. Participation in elections-a staff member of a municipality may not participate in an election of the council of the municipality, other than in an official capacity or pursuant to any constitutional right.
- 12. Sexual harassment-a staff member of a municipality may not embark on any action amounting to sexual harassment.
- 13. Reporting duty of staff members- whenever a staff member of a municipality has reasonable grounds for believing that there has been a breach of this Code, the staff member must without delay report the matter to a superior officer or to the speaker of the council.
- 14. Breaches of Code-Breaches of this Code must be dealt with in terms of the disciplinary procedures of the municipality envisaged in section 67 (1) (h) of this Act.

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Planning Statement Indicator Weighting Evidence LOOM Exidence UOM Base Insert Annual	Coordinate & Monitor Rural Roads Rumber (4) of reports on nonitoring of Rural Roads 15 expenditure reports Logential Roads 15 expenditure reports Quarterly reports and Opex Logentating Opex 15 million 2786 (Appex) 2971 (Appex) 0 0 0	Priority		Clean water and Sanitation, Affor	dable Clean Energy and Indu	itry, Innovation and	Infrastruct	ure		:	
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Coordinate & Monitor Rural Roads the coordination of Rural Roads Asset Management System Asset Managem	Coordinate & Monitor Rural Roads the coordination & 15 expenditure reports and Asset Management System	Planning Level				MON	Base	Annual Target	01	Q2	03
Coordinate & Monitor Rural Roads the coordination & 15 Quarterly reports and Asset Management System A	Coordinate & Monitor Rural Roads the coordination & 15 Quarterly reports and Asset Management System A						2	4	-	-	-
Asset Management System Asset Management System Cpex Million Million Operating 2,786 2.911 0 0	Asset Management System Copex Million Million Opex Million Opex Million Opex Opex Million Opex Opex Opex Million Opex Opex Opex Opex Opex Opex Opex Opex	Output	Coordinate & Monitor Rural Road					0	0	0	0
		1	Asset Management System	Monitoring of Kurai Roads Asset Management System	odar amusiadxa		2,786 Million	2.911 Million	0	0	0

NDP Chapter		NDP Chapter 8: Human Settl	uman Settlements (09)								!
National Outcome		9. A responsive, accountable, effective and efficient local government system (09)	effective an	d efficient local government	system (09)						
Back to Basics		2. Deliver Municipal Services to Right Quality & Standard (09)	to Right Qua	ality & Standard (09)				ļ			
Provincial 10 Pillars		7. Modernisation of human settlements and urban development (O9)	ettlements a	nd urban development (09)				ļ			
Strategic Goals		Regional planning and econo	and economic goal (9)								
Key Performance Area		KPA 3: Local Economic Development (09)	opment (09)					Ì			
Priority		Reduce inequality									
Regional Outcome		Outcome 9: Build Spatially I	Spatially Integrated Communities	mmunities						-	
Planning Level	Planning Statement	Indicator	Weighting	Evidence	МОП	Base	Annual Target	5	05	83	2
The state of the s		11 (2) of contract of C		Bi - annually progress	Target Number	4	2	0	-	0	
ţ Z	coordination of numan setuements	coordination of Human		report on implementation	Capital N/A			0	0	0	0
; ; ;	reducing backlog	Settlement Projects		or Human Settlement Projects	Operating Opex			0	0	0	0
	And the state of t										
Planning Level	Planning Statement	Indicator	Weighting	Evidence	MOU	Base line	Annual Target	5	05	S	\$
		Number (1) of SPLUMA		Annual Report on SPLUMA	Target	Y-	-	0	0	0	τ-
dia notati	in the control of the	Compliance reports		reports regarding	Capital N/A			0	0	0	Q
Output	implementation of SPLUMA	regarding Integrated Spatial Development within the region) ·	Integrated Spatial Development within the region	Operating Opex	·		0	0	0	0
				ant (11)							
NDP Chapter		Not clique 3. Economy and Employment (1)	A Land Colonia	vision of the constant (11)					ŀ	i	
National Outcome		4. Decent employment unough microsive excitating grown (11)	ugit melusive	economic grown (11)					İ		
Back to Basics		1. Put People & Their Contents First, Esternance Communicate (17)	SHIS FILST, EIST	I. Put People & Their Contents First, Listerland Communicate (17)	and governance	(11)		ļ 			
Provincial 10 Pillars	200 C	5. Accelerantly social carist	July Control	, v							
Strategic Goals		Regional planning and economic goal (11)	CIIIIC GOAL (1								
Key Performance Area	e Area	KPA 5: Local Economic Development (1.17)									
Priority		End / Reduce Poverty and Ensure Zero Hunger	nsure zero n	ınığer					3		
Regional Outcome		Outcome 11: Reduced Unemployment	mployment					ļ.			
Planning Level	Planning Statement	Indicator	Weighting	Evidence	МОМ	Base line	Annual Target	5	05	03	04
							Que	Approxime A & B (2025 / 2026) Page 2 of 9	R (2025 /	2026) Pa	ne 2 of 9

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		Ni mbar (2) of workshops		Workshop report	Target Number		2	0	-	0	1
ę.	gramma lob Opportinities Initiatives		0		Capital N/A			0	0	0	0
)		,		register	Operating Opex			0		0	0
Planning Level	Planning Statement	Indicator	Weighting	Evidence	MON	Base	Annual Target	2	07	Q3.	4
The state of the s					Target Number	4	4	-	, -	-	1
	Expanded Community Works	Number (4) of EPWP	'n	Quarterly report on	Capital N/A						
, ,	Programme	evaluations conducted		evaluation of Ervvr	Operating Opex						
Planning Level	Planning Statement	Indicator	Weighting	Evidence	МОЛ	Base	Annual Target	۵	05	8	8
	Compilation of individual	Niimber (9) of Performance		Copies of signed	Target Number	New Target	თ	თ	0	0	0
Output	Performance Agreements for	Agreements signed	0	performance agreements	Capital N/A			0	0	0	0
	employees below senior levels)			Operating Opex			0	٥	0	٥
Planning Level	Planning Statement	Indicator	Weighting	Evidence	MON	Base	Annual Target	01	075	8	9
The state of the s		Number (A) wf reports on			Target Number	New Target	4	,-	-	-	-
Ę	Risk management	implementation of strategic	01	Risk register indicating	Capital N/A						
) } }		risk register	habita ta	progress	Operating						
emografije op voor op versche de	and the second s				5						
NDD Chanter		NDP Chapter 3; Economy and Employment (12)	d Employme	nt (12)	7) - C(8)						
National Outcome		4. Decent employment through inclusive Economic growth (12)	ıgh inclusive	Economic growth (12)	COLUMN						
Back to Basics		2. Deliver Municipal Services to Right Quality & Standard (12)	to Right Qua	ality & Standard (12)							İ
Provincial 10 Pillars		1. Radical Economic transformation 3. Accelerating social transformation (12)	mation 3. Ac	celerating social transformat	ion (12)						
Strategic Goals		Regional planning and economic goal (12)	omic goal (12	(2)							Ì
Key Performance Area	Area	KPA 3: Local Economic Development (12)	lopment (12)								
Priority		Decent Work and Economic growth, industry, Innovation and Infrastructure, Partnerships for Goals	growth, indu	stry, Innovation and Infrastr	ucture, Partners	hips for (Soals				ĺ
Regional Outcome	The second of th	Outcome 12 Economic Development	lopment							-	
Planning Level	Planning Statement	Indicator	Weighting	Evidence	пом	Base	Annual Target	0.1	075	03	\$
All the state of t	Eunetonal Antiporte	Number (4) of reports on	9	Quarterly reports on status	Target Number	4.00	4.00		-	*	-
i.	ביוואוולי ואוורפטוופן	Coordination of Agriparks		of AgriparKs	Capital N/A			0	0	0	0

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Annexure,

			ransmit it i deviati v Block		Operating Opex			0	0	0	0
Planning Level	Planning Statement	Indicator	Weighting	Evidence	пом	Base	Annual Target	٩	0 5	ဗ္ဗ	\$
		Number (4) of reports on		Quarterly report on the	Target Number	4.00	4.00	-	1		1
tiono	Establishment of Regional Tourism	the functionality of the	9	performance / functionality	Capital N/A	,		0	0	0	0
	Organisation (RIO)	established Regional Tourism Organisation	A PART OF THE PART	status of the RTO	Operating Opex			0	0	0	0
									·		
PART 2: COMPETENCIES		Description			75. 15. 14.			Weighting	- Gu	į	
			LEADING CO	LEADING COMPETENCIES							
Strategic Direction and Leadership		Provide and direct a vision for the institution and inspire and deploy others to deliver on the strategic institutional mandate. (Impact and infinence Institutional Performance Management, Strategic Planning and Management, Organisational Awareness)	n and inspire at	nd deploy others to deliver on the itecic Planning and Management,	strategic institutio Organisational Aw	anal manda vareness)	te. (Impact		10%	%	
People Management	Effecth achieve Negoti	Effectively manage, inspire and encourage achieve institutoral objectives. (Human Ca Negotiation and Dispute Management)	people, respect pital Planning a	encourage people, respect diversity, optimise talent and build and nurture relationships in order to (Human Capital Planning and Development, Diversity Management, Employee Relations Management, gement)	d and nurture relat ement, Employee	tionships in Relations N	order to lanagement,		10%	%	
Program and Project Management		Able to plan, implement and monitor program and projects in order to improve service delivery (Program and Project Planning and Implementation, Service Delivery Management, Program and	ram and project entation, Servic	ionitor program and projects in order to improve service delivery and Implementation, Service Delivery Management, Program and Project Monitoring and Evaluation)	ery and Project Monit	toring and	evaluation)		10%	%	
Financial Management	en keledikakerjalok marrovarrovarrovarrovarbalok da karakteria en kaledikakerjalok da karakteria en karakteria	Able to compile, plan and manage budgets, control cash flow institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner. (Budget Planning and Execution, Financial Strategy and Delivery, Financial Reporting and Monitoring)	i, control cash fl nancial practices inancial Strateg	ow, institute financial risk manage s. Further to ensure that all financi y and Delivery, Financial Reportin	ment and administ al transactions are g and Monitoring)	ter procure managed	ment n an ethical		10%	%	
Change Leadership	Able to deliver the control of the c	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community (Change Vision and Strategy, Process Design and Improvement, Change Inneat Monitoring and Evaluation)	sformation on a the community	Il levels in order to successfully dr (Change Vision and Strategy, Pro	ive and implement tess Design and In	new initial	ives and t, Change		10%	%	
Governance Leadership		Provide leadership by liaising with all stakeholders to ensure compliance to the policies and compliance matters. (Policy Formulation, Risk and Compliance Management, Cooperative Governance)	holders to ensu fanagement, Co	re compliance to the policies and soperative Governance)	compliance matter	13.			10%	%	
THE REPORT OF THE PARTY OF THE	2		CORE CON	CORE COMPETENCIES				-		Ŀ	
		Moral Competence	ence						2%	9	
	o de la companya de l	Planning and Organising	anising						10%	%	
	AND AND AND AND AND AND AND AND AND AND	Analysis and Innovation	wation		,				2%	ام	
		Knowledge and Information Management	ก Management						2%	ا	
	and the second s	Communication	on						2%	٥	
	THE PROPERTY OF THE PROPERTY O	Result and Quality Focus	/ Focus						10%	%	
									100%	%0	
		A THE RESIDENCE OF THE PARTY OF					Į.		į	l l	



	3. Tregional SDBIP Weightings			Absolute Weighting	Weighted Average
Regional Outcome 1	eports on the coordination & monitoring of Rui	al Roads Asset Management System	ent System	15	10
Regional Outcome 9	1 .	ects		10	Ç
A	Number of SPLUMA Compliance reports regarding integrated Spatial Development within the region	Spatial Development w	vithin the region	10	10
Boniers Current 1	100	tiatives		10	5
	.5			15	10
	Number (9) of Performance Agreements signed			10	10
	Number (4) of reports on implementation of strategic risk register	ster		10	10
Sexional Dutcome 12	Mumber (4) of reports on Coordination of Agricants			10	10
	Number (4) of reports on the functionality of the established Regional Tourism Organisation	Regional Tourism Organ	isation	10	10
Sub-total of 3.1				100%	80%
.2 CORE COMPETI	3.2 CORE COMPETENCIES Weightings			Absolute Weighting Weighted Average	Weighted Average
Leading Competency	Strategic Direction and Leadership	Description	Provide and direct a vision for the institution and inspire and deploy others to deliver on the strategic institutional mandate. (Impact and Influence, Institutional Performance Management, Strategic Planning and Management, Organisational Awareness)	10%	2%
Leading Competency	People Management	Description	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives. (Human Capital Planning and Development, Diversity Management, Employee Relations Management, Negotiation and Dispute Management)	10%	2%
Leading Competency	Program and Project Managament	Description	Able to plan, implement and monitor program and projects in order to improve service delivery (Program and Project Planning and Implementation, Service Delivery Management, Program and Project Monitoring and Evaluation)	10%	5%
Leading Competency	Financial Management	Description	Abie to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner. (Budget Planning and Execution, Financial Strategy and Delivery, Financial Reporting and Monitoring)	10%	5%
leading Competency	Change Leadership	Description	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community (Change Vision and Strategy, Process Design and Improvement, Change Impact Monitoring and Evaluation)	10%	5%
eading Competency	Leading Competency Governance Leadership	Description	Provide leadership by liaising with all stakeholders to ensure compliance to the policies and compliance matters. (Policy Formulation, Risk and Compliance Management, Cooperative Governance)	10%	5%



Cora Competency Moral Competence				5% 1%	
100	10			10% 2%	
				5% 1%	
	ation Management			5% 1%	
				5% 1%	
	U.S.			10% 2%	
١.				100% 20%	
PART 4: PERFORMANCE EVALUATION CRITERIA DEFINITIONS	ATION CRITERIA DEFINITIONS				
4. See Institut Citaria for Borional and Minicipal Accountabilities	and Minicipal Accountabilities				
	2	3	4	5	
Unacceptable Performance	Performance not fully effective	Fully Effective	Performance significantly above expectations	Outstanding Performance	
Performance does not meet the standard performance 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 in level expected in the job despite management or a process.	Performance does not meet the standard performance is below the standard required for review/assessment indicates that the employee has a prince almost all of the performance criteria and indicators as specified in the PA and Performance has achieved below fully effective results against Plan. The employee has failed to demonstrate the more than half the key performance criteria and commitment or ability to bring performance up to indicators as specified in the low despite management indicators as specified in the low despite ma	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. 75% to 100%.	Performance is significantly higher than the standards 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. 101% to 119%.	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. Equal to or above 120%.	ndicates fully criteria and all areas
4.2 Evaluation Criteria for Job Descri	Evaluation Criteria for Job Description key Performance Indicators	The state of the s			
	2	8	4	. 5	
Unacceptable Performance	Performance not fully effective	Fully Effective	Performance significantly above expectations	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 or responsibility throughout the year. Equal to or above 150%.	Perform the job in the stan assess achieved than indicatori	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. 100% to 129%.	Performance is significantly higher than the standards 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. 130% to 149%.	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. Equal to or above 150%.	oected of ndicates fully criteria and all areas ual to or
4.3 Evaluation Criteria for Core Competencies	petencies				
	2	8	4	נה	
Under Performance	Basic Performance	Meeting Performance	Superior Performance	Outstanding Performance	lesol #
Not understanding the basic concepts, methods and local government operation and requires supervision and development	Applies basic concepts, methods, and understanding of local government operation, but requires supervision and development.	Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and executes progressive analysis.	Develops and applies complex concepts, methods and understanding. Effectively directs and leads a group and executes in-depth analysis.	has a comprehensive undersonaining or notal government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods.	ping s and ethods.
AND THE RESIDENCE OF THE PROPERTY OF THE PROPE	in the state of th		1 mg/ mg/		ļ





PERSONAL DEVELOPMENT PLAN

Entered into by and between

THE WEST RAND DISTRICT MUNICIPALITY "the Employer"

Mr M.E Koloi (Municipal Manager)

Represented by:

And

Mr A.Z. Mphaphuli

(Executive Director: Regional Planning and Economic Development)

[Employee]

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1. Competenc	Competencies required for the Job	ao					
Higher Education Qualification	ualification	Bachelor of Sciences	e Degree in Engineerir / Architect/ Bachelor D	Bachelor of Science Degree in Engineering/BTech: Engineering/ BA Economic Development/Bachelor of Science Degree in Building Sciences/ Architect/ Bachelor Degree in Town and Regional Planning or Development Studies or equivalent	BA Economic Develonal Planning or Develonal Planning or Develor	opment/Bachelor or	f Science Degree in or equivalent.
Work Related Experience and Knowledge (Years of Experience)	ience and of Experience)	• 5 years of • 3-4 years of • Have prov	experience at middle n nust be at a professior en successful professic	S years of experience at middle management level, or as programme/project manager; 3-4 years must be at a professional/management level engineering management experience and Have proven successful professional developmental/town and regional planning experience.	programme/project igineering managen n and regional plani	t manager; nent experience and ning experience.	
Type of Knowledge		Good knowledg Good knowledg Must have exter master planning Good knowledg Act, 2000 (Act h Knowledge of g	Good knowledge and understanding of relevant poli Good knowledge and understanding of institutional Must have extensive knowledge of the public office master planning, project management and impleme Good knowledge of supply chain management regul Act, 2000 (Act No 05 of 2000)	Good knowledge and understanding of relevant policy and legislation Good knowledge and understanding of institutional governance systems and performance management Must have extensive knowledge of the public office environment and must be able to formulate engineering master planning, project management and implementation. Good knowledge of supply chain management regulations and the Preferential Procurement Policy Framework Act, 2000 (Act No 05 of 2000) Knowledge of geographical information system and	nd legislation ernance systems and ronment and must k on. ns and the Preferen	d performance man se able to formulate tial Procurement Po	agement e engineering licy Framework
		Knowledg	e of spatial, town and	Knowledge of spatial, town and development planning.	The state of the s		
Added Advantage		Registration with	Registration with a relevant registered professional body	rotessional body			
2. What competencies from the above	3. What then are the competency gaps?	4. Actions / Training interventions to	5. Indicate the competencies required for future	6. Actions / Training interventions to address the future progression	7. Suggested training and / or development activity	8. Comments / Remarks of the Incumbent	9. Comments / Remarks of the Supervisor
list, does the job holder already possess?	(If the job holder possesses all the necessary competencies, complete No's 5 and 6.)	gaps/needs	progression/develo pment		•		
R.		7		~	~	Service Contraction of the Contr	V Constant
CompeteRcles) Jane	James James	X > .		97 m		5
e de la composition de la composition de la composition de la composition de la composition de la composition							g and Grac / Trace
			00			Annexure A & B (2025 / 2026) Page 8 of 9	α

Employes: A.Z. Mphaphuli

Signature:

Date: 27/7/

Date of next review: June 2026

Signature:

Supervisor/Employer: M.E Koloi

Date: 20/67/2025