

# ANNUAL PERFORMANCE AGREEMENT



Name of Employee : MALOSE LAMOLA

Position Held : ACTING DIRECTOR ENERGY SERVICES

Post Level : SECTION 57

Immediate Supervisor : MUNICIPAL MANAGER

Period Covered : 01<sup>st</sup> JULY 2019 – 30<sup>th</sup> JULY 2020

**PART A:**

**PERFORMANCE AGREEMENT**

ENTERED INTO AND BETWEEN: -

**POLOKWANE MUNICIPALITY**  
REPRESENTED BY THE MUNICIPAL MANAGER

**DIKGAPE H MAKOBE**

\_\_\_\_\_  
HEREINUNDER REFERRED TO AS THE EMPLOYER.

AND

**MALOSE LAMOLA**

\_\_\_\_\_  
HEREINUNDER REFERRED TO AS THE EMPLOYEE (ACTING DIRECTOR ENERGY SERVICES)



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## **1. Whereas:**

**1.1** The Employer and the Employee have entered into a Contract of Employment in terms of Section 57(1)(a) of the Local Government Municipal Systems Act 32 of 2000 (The Systems Act).

**1.2** In terms of Section 57 of the Systems Act and the Contract of Employment between the Employer and the Employee the parties are required to enter into a Performance Agreement which Agreement must be concluded annually within a (ninety) 60 days after the appointment of the Employee and thereafter within one (1) month after the beginning of the Employer's subsequent financial year.

**1.3** In compliance with the legislation, the parties hereby wish to record their agreement and obligations as contained in the relevant sections of this document.

**1.4** This agreement shall commence on or retrospective of the date of signature by both parties and shall remain in force until a new Performance Agreement is concluded between the parties which agreement shall be reached within one (1) month after the beginning of the ensuing financial year of the Municipality.

## **2. PERFORMANCE BONUS**

**2.1** In terms of this Performance Agreement, the Employee's Contract of Employment, Local Government Performance Regulations -2006, the Employee is entitled to the payment of a performance bonus that is equivalent to the score obtained during the performance appraisal.

**2.2** The Employee's performance shall be assessed in respect of key performance areas, objectives, key performance indicators and targets dates based on the balanced scorecard method applicable to the SBU and the Employee as set out in 'Part C' below.

**2.3** All objectives and key performance indicators set out in the employee's scorecard shall be rated within a scale of 1-5 and weighted out of a total of 100 percent.

**2.4** This percentage (calculated in 2.3 above) shall be applied to the performance bonus not exceeding (14%) of the Employee's current annual total cost to the Employer.

**2.5** The performance bonus shall be split into 80/20 between KPA's and Core Competency Requirements.

**2.6** There may be no bonus payable in the event that the Employee failed to perform the routine duties of his post contained in the Employee's contract of employment or reasonable legal instructions given to the Employee by the Employer from time to time.

## **3. PERFORMANCE ASSESSMENT PROCEDURE**

**3.1** The process of assessment shall be in accordance with the procedure set out in 'Part B' and in terms of the Municipality's Performance Management Policy.

**3.2** The Employee shall give the Employer his/her performance file and provide verbal explanation when required to do so by the Employer to enable the performance assessment to be completed.

**3.3** The assessment of the Employee shall be undertaken by the Municipal Manager, Municipal Manager from another municipality, Portfolio Committee Head responsible for the Directorate, Representative from Internal Audit, Chairperson of the Audit Committee and HR as scribes/secretariat.

**3.4** The quarterly and the end of the year assessment of performance in accordance with this agreement shall take place as indicated under 'Part C'.

**3.5** The annual performance assessment shall be conducted in the presence of a performance evaluation panel as provided in paragraph 3.3 and in the Local Government Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to the Municipal Managers, 2006 section 27 (4) d and e.

**3.6** It is recorded and agreed that the key performance areas, key performance indicators and target dates are based on the 2019/20 Integrated Development Plan, SDBIP and Budget of the municipality adopted by the Employer.

**3.7** It is recorded and acknowledged that the key performance areas, key performance indicators and target dates may be affected from time to time by decisions made by the Employer, the Council and/or by amendments to the Integrated Development Plan, SDBIP, Budget and legislation.

**3.8** In the event of 3.7 occurring it is agreed that the key performance areas, key performance indicators and target dates will be reassessed and the Employee shall not be prejudiced by such decisions and/or amendments.

**3.9** Therefore the Municipal Manager or Evaluation Panel (whatever the case may be) shall take into account the Employee's reasons for deviation, and if found to be beyond the Employee's control and with due regard for Employee's demonstrated effort to meet a particular objective, such objective shall not be assessed and the balance of objectives in this Agreement shall be rated out of 80% for KPA's and 20% for Critical Competency Requirements respectively.

#### **4. APPEAL PROCEDURE**

**4.1** Therefore the Municipal Manager or Evaluation Panel (whatever the case may be) shall take into account the Employee's reasons for deviation, and if found to be beyond the Employee's control and with due regard for Employee's demonstrated effort to meet a particular objective, such objective shall not be assessed and the balance of objectives in this Agreement shall be rated out of 80% for KPA's and 20% for Critical Competency Requirements respectively.

**4.2** In the event that upon completion of the annual performance appraisal the Employee is dissatisfied with the decision of the Municipal Manager as the case may be or where a dispute or differences have arisen as to the extent to which the Employee has performed, the Employee shall be entitled to refer such dispute and/or appeal to the MEC for Local Government for mediation.


**4.3** Then the completed appeal application must be submitted to the MEC for Local Government to be mediated within 30 days.

**4.4** Then the completed appeal application must be submitted to the MEC for Local Government to be mediated within 30 days.

**4.5** The appraiser shall likewise be entitled to make representations to and prepare a Memorandum to accompany the appeal application for the Mayor or MEC giving account of the events and decision upon which the appeal application is based.

**4.6** The appeal authority shall consider the submissions by the Employee and/or the Municipal Manager and shall make a final decision.

**4.7** The provisions of this clause shall not derogate from the Employee's rights to refer a dispute for determination in accordance with the provisions of the Labour Relations Act having exhausted the internal dispute procedure.

DATED at Polokwane ON THIS 10<sup>th</sup> DAY OF July 2019  
  
OBO THE EMPLOYER  
AS WITNESSES

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DATED at Polokwane ON THIS 10 DAY OF July 2019  
  
THE EMPLOYEE  
AS WITNESSES

## PART B: ASSESSMENT PROCEDURE

5.1 The annual performance assessments shall be conducted by the Municipal Manager / Mayor and Evaluation Panel in accordance with the municipality's Performance Management System, PMS Policy, Local Government Municipal Performance Regulations for the Municipal Managers and Managers Directly Accountable to the Municipal Managers, 2006 and in consultation with the Employee.

5.2 It is recorded that the employee is required to cooperate and work as a team in the performance of his/her functions.

5.3 In assessing performance in respect of the key performance areas the following points and weighting shall be applied: -

Key Performance Area (80%)		
Number	Key Performance Area	Weight
6.1	Basic Service Delivery	100%
6.2	Financial Management and Viability	
6.3	Municipal Transformation and Organisational Development	
6.4	Local Economic Development	
6.5	Good Governance and Public Participation	
	<b>Total KPA</b>	<b>100%</b>

CORE COMPETENCY REQUIREMENTS (20%)		
Number	Core Competency Requirements	Weight
6.6	Strategic Capability and Leadership	10%
6.7	Programme and Project Management	10%
6.8	Financial Management	10%
6.9	Change Management	10%
6.10	Knowledge Management	10%
6.11	Service Delivery Innovation	10%
6.12	Problem Solving and Analysis	10%
6.13	People Management and Empowerment	10%
6.14	Client Orientation and Customer Focus	10%
6.15	Communication	10%
6.16	Honesty and Integrity	
	<b>Total percentage</b>	<b>100%</b>

## PART C: EMPLOYEE SCORECARD

### 1. KEY PERFORMANCE INDICATORS

#### 1.1 BASIC SERVICE DELIVERY

KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	Annual Target 2019/20	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Portfolio of Evidence
BSD_TL01	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	Increase electricity capacity by: building substations and install underground cables	Number of new substations built by 30 June each year	#	2	1	Start with the Building	Finish of the Building	Final Payments	Complete	Payment Certificates & Completion Certificate
BSD_TL02	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	Increase electricity capacity by: building substations and install underground cables	Kilometre of underground cables installed by 30 June each year	km	0	22	Identify maintenance projects	Replace and install additional cables, ±5km	5km Cable	&km Cable	Provide Requisitions and Annual Contractors Payments
BSD_TL04	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	Households with access to electricity	Increase percentage of Households with access to electricity by 3,07% (7340 HH) by 30 June 2020.	%	95%	9%(2333)	As and when customers request a new connection, ±510 households	± 580 households & businesses	± 521 households & businesses	± 722 households & businesses	Provide proof of payments and COCs
BSD_TL05	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	number of retrofits done to reduce consumption	Number of lights retrofitted to reduce consumption losses by 30 June each year.	#	1000	3000 retrofitted street lights	As and when faulty street light fittings are replaced, ± 1100 lights	± 671 lights	± 742 lights	± 487 lights	Provide Requisitions and Annual Contractors Payments

KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	Annual Target 2019/20	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Portfolio of Evidence
BSD_OS01	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure efficiency and effectiveness of Municipal administration	Energy	Apply to NERSA to increase license area and extend services	Number of areas transferred to Polokwane as part of license increased	Number of meetings and reports to increase licensed area	0	12	3	3	3	3	Minutes of meetings held.
BSD_OS02	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	Increase electricity capacity by: - upgrading Bus bars and installing additional transformers	Number of substations upgraded to specifications by 30 June each year	#	1	2	0	1	0	1	Reports, Payment certificate, Tender documents
BSD_OS03	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	Build solar plants	Number of solar panels installed as part of solar plants	#	0	second phase of solar installations	n/a	n/a	n/a	n/a	Referred to Finance



KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	Annual Target 2019/20	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Portfolio of Evidence
BSD_OS04	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	Improve cost effectiveness through increasing NMD at Alpha 11KV substation	Number of capacitor banks installed by 30 June each year	#	0	0	n/a	n/a	n/a	n/a	n/a
BSD_OS05	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	Electrification of low cost housing in Eskom license area (all clusters)	Number of low cost housing electrified by 30 June each year	#	1500 households	Electrify other villages as per priority list	n/a	n/a	n/a	1500 households	Minutes and payment certificates
BSD_OS06	Service Delivery	Smart living	Provision of basic services, which include electricity, water, sanitation and refuse removal	To ensure provision of basic and environmental services in a sustainable way	Energy	Establishment of electrical control centre and capacitate call centre operators (decentralized service control centres)	Electrical control centre established and call centre operators capacitated by 30 June 2020	#	1	1	1	n/a	n/a	n/a	Employee Salaries





## 1.2 PROJECTS

Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2020)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
<b>Energy Services - Energy</b>																
CWP_131	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Illumination of Public areas road (Street Lights)	n	EXT 40 and 75	8, 14	Director Engineering	CRR	1 340 000	Tender processes and appointment of service provider	Installation of Streetlights	Completion of Project	Project Complete	Installation of streetlights at R37 and X44 Main road.	Progress report, payment certificate, practical completion certificate
CWP_132	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Illumination of public areas (High Mast lights)	n	Municipal wide	Municipal wide	Director Engineering	CRR	3 015 000	Tender processes and appointment of service provider	Installation of High Mast Lights	Installation of Eskom Connections	Completion of Project	Installing 6 High Mast Lights in Polokwane Municipality's area of jurisdiction	Progress report, payment certificate, practical completion certificate
CWP_133	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Replacement of oil RMU with SF6/Vacuum	n			Director Engineering	CRR	2 000 000	Planning and design	Installation of minisub stations	Installation of minisub stations	Completion of Project	Replacement of oil RMU with SF6/Vacuum RMU's in Nirvana and Industria.	Progress report, payment certificate, practical completion certificate



Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2020)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
CWP_134	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	SCADA on RTU	n	Superbia	11,12,13,14,17,19,20,21,22,23,37	Director Engineering	CRR	1 005 000	Tender processes and appointment of service provider	Procuring of RTU through appointed service provider	Installation of RTU at Sigma Substation	Completion of Project	Replacement of redundant SCADA RTU in Sigma 66/11kV Substation	Progress report, payment certificate, practical completion certificate
CWP_135	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Replacement of overhead lines by underground cables	n			Director Engineering	CRR	2 350 000	Planning and design and tender processes	Appointment of Service Provider and site establishment	Implementation of project	Completion of Project	Replacement of overhead lines by underground cables in CBD	Progress report, payment certificate, practical completion certificate
CWP_136	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Replacement of Fiber glass enclosures	n	Fora, Fauna and Nirvana	19,20,21,22,23,39	Director Engineering	CRR	1 675 000	Planning and design	Replacement of fiber glass enclosures with new meter boxes	Replacement of fiber glass enclosures with new meter boxes	Completion of Project	Replacement Fiber Glass enclosures in Fauna and Flora Park	Progress report, payment certificate, practical completion certificate
CWP_137	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Install New Bakone to IOTA 66KV double circuit GOAT line	n			Director Engineering	CRR	2 525 000	Payment of servitudes and completion of design.	Prelim Design assesment	Assesment of Detailed Design	Finalization of design and procurement processes	Payment of servitudes and completion of design (Multi Year Project).	Progress report, payment certificate, practical completion certificate

Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2020)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
		the way to our communities														
CWP_138	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Build 66KV/Bakone substation	n	Bakone SS	19,20,21,22,23	Director Engineering	CRR	2 680 000	Appointment of Service Provider	Implementation of project with site establishment	Procuring budget to complete project	Procuring budget to complete project	Build 66kV Bakone Switching Station (Multi Year Project)	Progress report, payment certificate, practical completion certificate
CWP_139	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Electrification Of Urban Households in Extension 78 and 40	n	EXT 78 and 40	8	Director Engineering	CRR	1 675 000	Appointment of consultant for design of Polokwane Ext 40.	Prelim Design assesment	Assesment of Detailed Design	Finalization of design and procurement processes	Appointment of consultant for design of Polokwane Ext 40 (Multi Year Project).	Progress report, payment certificate, practical completion certificate
CWP_140	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Design and Construct permanent distribution substation at Thornhill	n	Thornhill	23	Director Engineering	CRR	670 000	Completion of Thornhill 11kV Switching Station	Project Complete	Project Complete	Project Complete	Completion of Thornhill 11kV Switching Station	Progress report, payment certificate, practical completion certificate

Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2020)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
CWP_141	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Power factor corrections in the following substations, Sigma substation, beta substation gamma substation and substation	n	Municipal wide	11,12,13,14,17,19,20,21,22,23,37	Director Engineering	CRR	2 345 000	Tender processes and appointment of service provider through turnkey project	Prelim Design assesment	Assesment of Detailed Design	Finalization of design and procurement processes	Appointment of consultant for design of Power Factor corrections	Progress report, payment certificate, practical completion certificate
CWP_142	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Plant and Equipment	n	Municipal wide	Municipal wide	Director Engineering	CRR	837 500	Purchasing of specialized tools and equipment.	Purchasing of specialized tools and equipment.	Purchasing of specialized tools and equipment.	Purchasing of specialized tools and equipment.	Purchasing of specialized tools and equipment.	Progress report, payment certificate, practical completion certificate
CWP_143	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Installation of 3x 185 mm <sup>2</sup> cables from Sterpark to Iota sub	n			Director Engineering	CRR	5 375 000	Tender processes and appointment of service provider (Multi Year Project)	Installation of 1000m x 185mm <sup>2</sup> 11/11kV cables from IOTA to Sterpark	Installation of 1000m x 185mm <sup>2</sup> 11/11kV cables from IOTA to Sterpark	Completion of phase 1 of Multi Year Project	Installation of 2000m x 185mm <sup>2</sup> 11/11kV cables from IOTA to Sterpark (Multi Year Project)	Progress report, payment certificate, practical completion certificate
CWP_144	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Installation of 1 X185 MM <sup>2</sup> Cable from Delta to Bendor Substation	n			Director Engineering	CRR	2 680 000	Tender processes and appointment of service provider	Installation of 600m x 185mm <sup>2</sup> 11/11kV cables from DELTA Sub to Bendor Sub	Installation of 600m x 185mm <sup>2</sup> 11/11kV cables from DELTA Sub to Bendor Sub	Completion of Project	Installation of 1200m x 185mm <sup>2</sup> 11/11kV cables from DELTA Sub to	Progress report, payment certificate, practical completion certificate

Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2020)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
		the way to our communities													Bendor Sub	
CWP_145	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Increase licence area assets	n	Municipal wide	Municipal wide	Director Engineering	CRR	3 350 000	Engagements with NERSA, Department of Energy, SALGA and Eskom for expansion of licence area	Engagements with NERSA, Department of Energy, SALGA and Eskom for expansion of licence area	Engagements with NERSA, Department of Energy, SALGA and Eskom for expansion of licence area	Engagements with NERSA, Department of Energy, SALGA and Eskom for expansion of licence area	Engagements with NERSA, Department of Energy, SALGA and Eskom for expansion of licence area	Progress report, payment certificate, practical completion certificate
CWP_146	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Retrofit 66kV Relays at Gamma, Alpha & Sigma Substations	n			Director Engineering	CRR	1 005 000	Purchasing of 66kV Relays	Installation of 4 x 66kV Relays	Completion of Project	Project Complete	Replace 4 x 66kV Relays at Gamma Substation	Progress report, payment certificate, practical completion certificate
CWP_147	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Replace 66kV Bus Bars & Breakers at Gamma Substation	n	Gamma SS	Municipal wide	Director Engineering	CRR	1 675 000	Purchase of material	Purchase of material	Purchase of material	Purchase of material	Purchase of material	Progress report, payment certificate, practical completion certificate



Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2020)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
CWP_148	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Replacement of Fences at Gamma, Sigma, Alpha, Beta, Sterpark, Superbia, Laboria, Hospital & Flora park Substations	r	Various Sub Stations	8,11,12,13,14,19,20,21,22,23,37,39	Director Engineering	CRR	1 000 000	Tender processes and appointment of service provider	Implementation of project with site establishment	Implementation of project	Completion of Project	Replacement and installation of fences for Alpha 66kV Switching Station and Hospital 11kv Switching Station	Progress report, payment certificate, practical completion certificate
CWP_149	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Replacement of Fences at Gamma, Sigma, Alpha, Beta, Sterpark, Superbia, Laboria, Hospital & Flora park Substations (Vukuphile)	r	Various Sub Stations	8,11,12,13,14,20,21,22,23,37,39	Director Engineering	CRR	1 000 000	Tender processes and appointment of service provider	Implementation of project with site establishment	Implementation of project	Completion of Project	Replacement of fence at Sigma 66/11kV Substation	Progress report, payment certificate, practical completion certificate
CWP_150	Basic Service Delivery	To ensure the provision of basic and environmental services in a sustainable way to our communities	Electrification/Energy Programme	Upgrade Gamma Substation and install additional 20MVA transformer	u	Gamma SS	19,20,21	Director Engineering	CRR	2 000 000	Payment of Consultant for designs up to Tender Stage	Assessment of detailed design	Procurement processes	Procurement processes	Payment of Consultant for designs up to Tender Stage	Progress report, payment certificate, practical completion certificate
CWP_151	Basic Service Delivery	To ensure the provision of basic and environmental services in a	Electrification/Energy Programme	Design and Construction of New Pietersburg 11kv substation	n	New Pietersburg	8,14,19	Director Engineering	CRR	4 700 000	Payment of Consultant for designs up to Tender Stage	Assessment of detailed design	Procurement processes	Procurement processes	Payment of Consultant for designs up to Tender Stage	Progress report, payment certificate, practical completion certificate