POLOKWANE MUNICIPALITY

CITY OF Polokwane

NATURALLY PROGRESSIVE

PERFORMANCE AGREEMENT

2025/26

(1 July 2025)

Mr. THABO NONYANE

CHIEF FINANCIAL OFFICER

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PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE POLOKWANE MUNICIPALITY

AS REPRESENTED BY THE MUNICIPAL MANAGER

MS. THUSO NEMUGUMONI

(herein and after referred to as the Employer)

AND

CHIEF FINANCIAL OFFICER

Mr. THABO NONYANE

(herein and after referred to as the Employee)

FOR THE

FINANCIAL YEAR:

01 JULY 2025 – 30 JUNE 2026

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1. INTRODUCTION

1.1 The Employer has entered into a contract of employment with the Employee in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties";

1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement;

1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals;

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

1.5 In this Agreement, the following terms will have the meaning ascribed thereto:

1.5.1 "this Agreement" – means the performance Agreement between the Employer and the Employee and the Annexures thereto:

1.5.2 "the Executive Committee" – means the Executive Committee of council constituted in terms of the Structures Act (Local Government: Municipal Structures Act 117 of 1998) as represented by its chairperson, the Mayor;

1.5.3 "the Employee" means the **Chief Financial Officer** appointed in terms of Section 56 of the Systems Act;

1.5.4 "the Employer" = means Polokwane Municipality; and

1.5.5 "the parties" means the Employer and the Employee.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to:

2.1 Comply with the provisions of Section 57(1)(b), (4A), (4B) and (5) of the Act as well as the employment contract entered into between the parties;

2.2 Specify objectives in terms of the key performance indicators 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 the municipality;

2.3 Specify accountabilities as set out in a Performance Plan, which forms an Annexure to the Performance Agreement;

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2.4 Monitor and measure performance against set targeted outputs;
2.5 Use the Performance Agreement as the basis for assessing whether the employee has met the performance expectations applicable to his or her job;
2.6 In the event of outstanding performance, to appropriately reward the employee;
2.7 Give effect to the employer's commitment to a performance-orientated 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 conclude a new Performance Agreement that replaces this Agreement at least once a year by not later that 31st of July of the succeeding financial year;

3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any reason; and

3.4 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon;

3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or Council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised

4. PERFORMANCE OBJECTIVES

4.1 The Performance Plan (Annexure A) sets out-

4.1.1 The performance objectives, key performance indicators and targets that must be met by the Employee;

4.1.2 The time frames within which those performance objectives and targets must be met; and.

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4.1.3 The core competency requirements (Annexure C – definitions) as the management skills regarded as critical to the position held by the Employee

4.2 The performance objectives, key performance indicators and targets reflected in Annexure 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:

4.2.1 key objectives that describe the main tasks that need to be done;

4.2.2 key performance indicators that provide the details of the evidence that must be provided to show that a key objective has been achieved;

4.2.3 target dates that describe the time frame in which the targets must be achieved; and

4.2.4 weightings showing the relative importance of the key objectives to each other;

4.3 The Personal Development Plan (Annexure B) sets out the employee's personal development requirements in line with the objectives and targets of the Employer; and

4.4 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

5. PERFORMANCE MANAGEMENT SYSTEM

5.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer;

5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required;

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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 implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework;

5.5 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, Operational Performance (in the form of key performance indicators (KPIs) under specific Key Performance Areas (KPAs)) and Core Competency Requirements (CCRs), both of which shall be contained in the Performance Agreement.

5.5.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs) respectively.

5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.

5.5.3 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 / her performance in terms of the key performance indicator outputs / outcomes identified as per attached Performance Plan (Annexure A), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

KPA No.	**Key Performance Areas**	**100%**
1	Municipal Institutional Development and Transformation	N/A
2	Basic Service Delivery	N/A
3	Local Economic Development (LED)	N/A
4	Municipal Financial Viability and Management	70%
5	Good Governance and Public Participation	30%
		Converted to 80%

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5.7 Manager's responsibilities are also directed in terms of the abovementioned key performance areas. In the case of managers directly accountable to the Municipal Manager, other key performance areas related to the functional area of the relevant manager can be added subject to negotiation between the municipal manager and the relevant manager

5.8 The CCRs 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 (√) from the list below as agreed to between the Employer and Employee. Three of the CCRs are compulsory for Municipal Managers:

CORE MANAGERIAL COMPETENCIES[1]	√[2]	**WEIGHTING %**	**LEVEL**[3]
Strategic Capability and Leadership		10	
Programme and Project Management		10	
Financial Management	√	5	
Change Management		5	
Knowledge Management		5	
Service Delivery Innovation		10	
Problem Solving and Analysis		15	
People Management and Empowerment	√	10	
Client Orientation and Customer Focus	√	5	
Communication		10	
Accountability and Ethical Conduct		15	
TOTAL PERCENTAGE		100%	
			Converted to 20%

[1]As published and defined within the Draft Competency Guidelines, Government Gazette 23, March 2007

[2]√ Compulsory for municipal manager

[3]Proficiency level (1, 2 or 3) as stipulated in the Draft Competency Guidelines, Government Gazette 23, March 2007

6. PERFORMANCE ASSESSMENT

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

6.1.1 The standards and procedures for evaluating the Employee's performance; and

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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 The Employee's performance will be measured in terms of contributions to the strategic objectives 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 standards or performance indicators have been met and with due regard to *ad-hoc* tasks that had to be performed under the KPA

(b) Values are supplied for KPI's and Activities under each KPA as part of the Institutional Assessment. Based on the Target for an activity or KPI, over or under performance are calculated and converted to the 1-5 point scale automatically. These scores are carried over to the applicable employee's performance plan. During assessment, the employee has a chance to submit evidence of performance where a disagreement

(c) The Employee will submit his self-evaluation to the Employer prior to the formal assessment; and

(d) An overall score will be calculated based on the total of the individual scores calculated above.

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

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(c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score

(d) An overall score will be calculated based on the total of the individual scores calculated above.

6.5.3 Overall rating

(a) An overall rating is calculated by adding the overall scores as calculated in 6.5.1 (d) and 6.5.2 (d) above; and

(b) 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 KPIs and CCRs:

Level	% score	Terminology	Description
5	167	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	133 – 166	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 al others throughout the year.
3	100 – 132	Fully Effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.
2	67 – 99	Not fully Effective	Performance is below the standard required for the job in key areas. Performance meets some of

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Level	% score	Terminology	Description
			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 performances criteria and indicators as specified in the PA and Performance Plan.
1	0 - 66	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.

6.7 For purpose of evaluating the performance of the Employee for the mid-year and year-end reviews, an evaluation panel constituted of the following persons will be established:

6.7.1 Municipal Manager

6.7.2 Chairperson of the Performance Audit Committee (PAC) or the Audit Committee (AC) in the absence of a performance audit committee

6.7.3 Member of the Mayoral Committee responsible for the portfolio of the senior manager;

6.7.4 A Municipal Manager from another municipality; and

6.7.5 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels.

7. SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of the 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:

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Quarter	Review Period	Review to be completed by
1	July – September 2024	October 2025
2	October – December 2024	January 2026
3	January – March 2025	April 2026
4	April – June 2025	August 2026

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

7.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance;

7.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The Employee will be fully consulted before any such change is made;

7.5 The Employer may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the Employee will be fully consulted before any such change is made.

8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B. Such Plan may be implemented and/or amended as the case may be after each assessment. In that case, the Employee will be fully consulted before any such change or plan is made.

9. OBLIGATIONS OF THE EMPLOYER

9.1 The Employer shall:

9.1.1 Create an enabling environment to facilitate effective performance by the employee;

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9.1.2 Provide access to skills development and capacity building opportunities;

9.1.3 Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;

9.1.4 On the request of the Employee, delegate such powers reasonably required by the Employee to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and

9.1.5 Make available to the Employee such resources as the Employee may reasonably require from time to time assisting him/her to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

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

10.1.1 A direct effect on the performance of any of the Employee's functions

10.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer

10.1.3 A substantial financial effect on the Employer

10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay

11. MANAGEMENT OF EVALUATION OUTCOMES

11.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

11.2 A performance bonus of 5% to 14% of the all-inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance to be constituted as follows:

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11.2.1 A score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and

11.2.2 A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.

11.3 In the case of unacceptable performance, the Employer shall:

11.3.1 Provide systematic remedial or developmental support to assist the Employee to improve his or her performance;

11.3.2 After appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.

12. DISPUTE RESOLUTION

12.1 In the event that the Employee is dissatisfied with any decision or action of the Employer in terms of this Agreement, or where a dispute or difference arises as to the extent to which the Employee has achieved the performance objectives and targets established in terms of this Agreement, the Employee may within 3 (three) business days, meet with the Employer with a view to resolving the issue. The employer will record the outcome of the meeting in writing;

12.2 If the Parties cannot resolve the issues within 10 (ten) business days, an independent arbitrator, acceptable to both parties, shall be appointed to resolve the matter within 30 (thirty) business days; and

12.3 In the event that the mediation process contemplated above fails, the relevant clause of the Contract of Employment shall apply.

13. GENERAL

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

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

13.3 The performance assessment results of the Senior Manager must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

Thus **done** and **signed** at Polokwane..............on this the...10.......day of ...July...............2025

AS WITNESSES:

1. ______________________

____
CHIEF FINANCIAL OFFICER

2. ______________________

Thus **done** and **signed** at Polokwane..............on this the...10.......day of ...July...............2025

AS WITNESSES:

1. ______________________

____
MUNICIPAL MANAGER

2. ______________________

ANNEXURE A

FINANCIAL VIABILITY

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
FV_TL01	N/A	Budget and Reporting	Number of funded annual budget adopted as per MFMA act by 30 May each year	#	N/A	Manager: Budget and Reporting	1	1	1 funded annual budget adopted as per MFMA act by 30 May	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	1 funded annual budget adopted as per MFMA act by 30 May	1 funded annual budget adopted as per MFMA act by 30 May	Approved funded annual budget	Approved funded annual budget
FV_TL02	N/A	Budget and Reporting	Number of funded adjustment budget adopted by 28 Febru	#	N/A	Manager: Budget and Reporting	1	1	1 funded adjustment budget adopted by 28 February	N/A	N/A	N/A	N/A	N/A	N/A	1 funded adjustment budget adopted by 28	1 funded adjustment budget adopted by 28	`Approved funded adjustment budget	N/A	N/A	N/A	Approved funded adjustment budget

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			ary each year													February	February					
FV_TL03	N/A	Budget and Reporting	Percentage Municipal compliance to MSCOA by 30 June each year	%	N/A	Manager: Budget and Reporting	100%	(100%) 16 Data Strings reports: Annually Tabled budget	100% 16 Data Strings reports	100 % 16 Data Strings report	100 % 16 Data Strings report	MsCOA Data Strings	100 % 16 Data Strings report	100 % 16 Data Strings report	MsCOA Data Strings	100 % 16 Data Strings report	100 % 16 Data Strings report	MsCOA Data Strings	100 % 16 Data Strings report	100 % 16 Data Strings report	MsCOA Data Strings	MsCOA Data Strings
FV_TL04	N/A	Expenditure Management	% of creditors paid within 30 days upon receipt of invoice"	%	N/A	Manager: Expenditure Management	100%	100%	% of creditors paid within 30 days upon receipt of invoice	100 %	% of creditors paid within 30 days upon receipt of invoice	Age Analysis and MFMA S71 Report	100 %	% of creditors paid within 30 days upon receipt of invoice	Age Analysis and MFMA S71 Report	100 %	% of creditors paid within 30 days upon receipt of invoice	Age Analysis and MFMA S71 Report	100 %	% of creditors paid within 30 days upon receipt of invoice	Age Analysis and MFMA S71 Report	Age Analysis and MFMA S71 Report

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
FV_TL05	N/A	Free Basic Services	% of Households with access to free basic services to all qualifying people in the municipal's area of jurisdiction	%	N/A	Manager: Revenue and Customer Care	100%	100%	% of Households with access to free basic services to all qualifying people in the municipal's area of jurisdiction	100 %	100% of Households with access to free basic services to all qualifying people in the municipal's area of jurisdiction	Indigent Report	100 %	100% of Households with access to free basic services to all qualifying people in the municipal's area of jurisdiction	Indigent Report	100 %	100% of Households with access to free basic services to all qualifying people in the municipal's area of jurisdiction	Indigent Report	100 %	100% of Households with access to free basic services to all qualifying people in the municipal's area of jurisdiction	Indigent Report	Indigent Report
FV_TL06	N/A	Financial Viability	Percentage collection of revenue billed; total billed vs	%	N/A	Manager: Revenue and Customer Care	85%	88%	Percentage collection of revenue billed; total billed	88%	Percentage collection of revenue billed; total	Billing vs Collection Report	88%	Percentage collection of revenue billed; total	Billing vs Collection Report	88%	Percentage collection of revenue billed; total	Billing vs Collection Report	88%	Percentage collection of revenue billed; total	Billing vs Collection Report	Billing vs Collection Report

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			total collected						vs total collected		billed vs total collected			billed vs total collected			billed vs total collected			billed vs total collected		
FV_TL06A	N/A	Financial Viability	Percentage collection of outstanding debts monthly	%	N/A	Manager: Revenue and Customer Care	New	88%	Percentage of outstanding debts collected monthly.	88%	Percentage of outstanding debts collected monthly.	Billing vs Collection Report	8%	Percentage of outstanding debts collected monthly.	Billing vs Collection Report	88%	Percentage of outstanding debts collected monthly.	Billing vs Collection Report	88%%	Percentage of outstanding debts collected monthly.	Billing vs Collection Report	Billing vs Collection Report
FV_TL07	N/A	Financial Viability	Percentage collection of government debt outstanding vs total debt collected (Government debt)	%	N/A	Manager: Revenue and Customer Care	76%	80%	Percentage collection of government debt outstanding vs total debt collected	80%	Percentage collection of government debt outstanding vs total debt collected	Government debt vs debt collected.	80%	Percentage collection of government debt outstanding vs total debt collected	Government debt vs debt collected.	80%	Percentage collection of government debt outstanding vs total debt collected	Government debt vs debt collected.	80%	Percentage collection of government debt outstanding vs total debt collected	Government debt vs debt collected.	Government debt vs debt collected.

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
FV_TL08	N/A	Business and Financial Planning	Percentage collection of land/property debts outstanding vs total collected. (Land and Property debts)	%	N/A	Manager: Business and Financial Planning	85%	90%	Percentage collection of land/property debts outstanding vs total collected. (Land and Property debts)	90%	Percentage collection of land/property debts outstanding vs total collected. (Land and Property debts)	Land and Property debt vs debt collected.	90%	Percentage collection of land/property debts outstanding vs total collected. (Land and Property debts)	Land and Property debt vs debt collected.	90%	Percentage collection of land/property debts outstanding vs total collected. (Land and Property debts)	Land and Property debt vs debt collected.	90%	Percentage collection of land/property debts outstanding vs total collected. (Land and Property debts)	Land and Property debt vs debt collected.	Land and Property debt vs debt collected.
FV_TL09	N/A	Supply Chain Management	Percentage of service providers appointed within 90 days from	%	N/A	Manager: SCM	100%	25%	Percentage of service providers appointed within 90 days from	25%	Percentage of service providers appointed within 90 days from	Demand Management Report	25%	Percentage of service providers appointed within 90 days from	Demand Management Report	25%	Percentage of service providers appointed within 90 days from	Demand Management Report	25%	Percentage of service providers appointed within 90 days from	Demand Management Report	Demand Management Report

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			the closing date of the advert						the date closing date of the advert		the date closing date of the advert per quarter			the date closing date of the advert per quarter			the date closing date of the advert per quarter			the date closing date of the advert per quarter		
FV_TL10	N/A	Expenditure Management	Number of payroll reconciliations prepared by 30 June each year.	#	N/A	Manager Expenditure Management	12	12 Payroll reconciliations prepared	Number of payroll reconciliations prepared.	3 Payroll reconciliation prepared	Payroll reconciliation prepared	Number of payroll reconciliation prepared.	3 Payroll reconciliation prepared	Payroll reconciliation prepared	Number of payroll reconciliation prepared.	3 Payroll reconciliation prepared	Payroll reconciliation prepared	Number of payroll reconciliation prepared.	3 Payroll reconciliation prepared	Payroll reconciliation prepared	Number of payroll reconciliation prepared.	Payroll reconciliation prepared
FV_TL11	N/A	Business and Financial Planning	Number of investment reconciliations prepared by 30 June	#	N/A	Manager: Business and Financial Planning	12	12 Investment reconciliations prepared	12 Investment reconciliations prepared	Number of investment reconciliation prepared.	3 Investment reconciliation prepared	Number of investment reconciliation prepared.	Investment reconciliation	Number of investment reconciliation prepared.	3 Investment reconciliation prepared	Number of investment reconciliation prepared.	Investment reconciliation	Number of investment reconciliation prepared.	3 Investment reconciliation prepared	Number of investment reconciliation prepared.	Investment reconciliation	Investment reconciliation

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			each year.																			
FV_TL12	N/A	Business and Financial Planning	Number of investment meetings held by 30 June each year.	#	N/A	Manager: Business and Financial Planning	11	4	Number of investment meetings held	1 Number of investment meetings held	Number of investment meetings held	Attendance register	1 Number of investment meetings held	Number of investment meetings held	Attendance register	1 Number of investment meetings held	Number of investment meetings held	Attendance register	1 Number of investment meetings held	Number of investment meetings held	Attendance register	Attendance register
FV_TL13	N/A	Business and Financial Planning	% increase in short-term investments interest income by 30 June 2026	%	N/A	Manager: Business and Financial Planning	New	5%	% increase in short-term investments interest income by 30 June 2026	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A				

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
GGP_TL 56	N/A	Asset Management	Number of GRAP compliant fixed assets register compiled and updated by 31 August each year	#	N/A	Manager: Asset Management	1	(1) 31 August 2025	Number of GRAP compliant fixed assets register compiled and updated	1	Number of GRAP compliant fixed assets register compiled and updated	Grap Compliant fixed asset register	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Grap Compliant fixed asset register
GGP_TL 57	N/A	Assets management	100% of completed infrastructure assets unbundled in accordance with	%	N/A	Manager: Asset Management	100%	100%	100% of completed infrastructure assets unbundled in accordance with	100 %	100 % unbundling of completed projects	Unbundling Report	100 %	100 % unbundling of completed projects	Unbundling Report	100 %	100 % unbundling of completed projects	Unbundling Report	100 %	100 % unbundling of completed projects	Unbundling Report	Unbundling Report

TCAN

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			the accounting framework by 30 June each year						the accounting framework by 30 June each year													
GGPP_TL58	N/A	Assets management	Number of Asset Management Committee meetings held by 30 June each year	#	N/A	Manager: Asset Management	7	4	Number of Asset Management Committees meetings held	1	Number of Asset Management Committees held	Minutes of the ASC Meetings	1	Number of Asset Management Committees held	Minutes of the ASC Meetings	1	Number of Asset Management Committees held	Minutes of the ASC Meetings	1	Number of Asset Management Committees held	Minutes of the ASC Meetings	Minutes of the ASC Meetings
GGPP_TL59	N/A	Supply Chain Management	Number of GRAP compliant inventory register compi	#	N/A	Manager SCM	1	(1) 31 August 2024	Number of GRAP compliant inventory register compi	1	Number of GRAP compliant inventory register	GRAP Compliant Inventory register	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	GRAP Compliant Inventory register

TUPN

TVN

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			led and maintained by 31 August each year						led and maintained		compiled and maintained											
GGP_TL 60	N/A	BTO	Maintain the Unqualified Audit Opinion	#	N/A	CFO / DCFO	Unqualified Audit Opinion	Unqualified d Audit Opinion	Maintain the Unqualified Audit Opinion	N/A	N/A	N/A	1	Maintain the Unqualified Audit Opinion	Signed AGSA Audit opinion report	N/A	N/A	N/A	N/A	N/A	N/A	Signed AGSA Audit opinion report
GGP_TL 61	N/A	BTO	Percentage reduction of unauthorized expenditure	%)	N/A	CFO / DCFO	Unauthorized Expenditure – R921 608 228 Irregular	25% reduction of Unauthorized expenditure re.	Percentage reduction of unauthorized expenditure	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	25% reduction of Unauthorized expenditure.	reduction of Unauthorized expenditure.	UIF register	UIF register
GGP_TL 62	N/A	BTO	Percentage reduction of irregular	%	N/A	CFO / DCFO	Irregular Expenditure – R382	75% reduction of irregular expe	Percentage reduction of irregular	UIF register	75% reduction of irregular expe	Percentage reduction of irreg	UIF register	75% reduction of irregular expe	Percentage reduction of irreg	UIF register	75% reduction of irregular expe	Percentage reduction of irreg	UIF register	75% reduction of irregular expe	Percentage reduction of irreg	UIF register

TLPN

TVN

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			expenditure				524 464	nditure	expenditure		nditure	ular expenditure		nditure	ular expenditure		nditure	ular expenditure		nditure	ular expenditure	
GGPP_TL 63	N/A	BTO	Percentage reduction of fruitless expenditure	%	N/A	CFO / DCFO	Fruitless Expenditure – R2 176 392	100% reduction of fruitless expenditure.	Percentage reduction of fruitless expenditure	100 % reduction of fruitless	reduction of fruitless	UIF register	100 % reduction of fruitless	reduction of fruitless	UIF register	100 % reduction of fruitless	reduction of fruitless	UIF register	100 % reduction of fruitless	reduction of fruitless	UIF register	UIF register
GGPP_TL 64	N/A	BTO	Number of In-year monitoring reports submitted to Treasury within 10 days after the end of the	#	N/A	Manager: Budget and Reporting	12	12	Number of In-year monitoring reports submitted to Treasury within 10 days after the end of the	3	3 In-year monitoring reports submitted to Treasury within 10 days after the end of	Proof of submission of In-year monitoring report	3	3 In-year monitoring reports submitted to Treasury within 10 days after the end of	Proof of submission of In-year monitoring report	3	3 In-year monitoring reports submitted to Treasury within 10 days after the end of	Proof of submission of In-year monitoring report	3	3 In-year monitoring reports submitted to Treasury within 10 days after the end of	Proof of submission of In-year monitoring report	Proof of submission of In-year monitoring report

TLPN

TMN

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			month						month													
GGPP_TL 65	N/A	BTO	Number of UIF reports submitted to treasury within 10 days after the end of the month	#	N/A	Manager SCM	3	12	Number of UIF reports submitted to treasury within 10 days after the end of the month	3	3 UIF reports submitted to treasury within 10 days after the end of the month	Proof of submission of UIF reports	3	3 UIF reports submitted to treasury within 10 days after the end of the month	Proof of submission of UIF reports	3	3 UIF reports submitted to treasury within 10 days after the end of the month	Proof of submission of UIF reports	3	3 UIF reports submitted to treasury within 10 days after the end of the month	Proof of submission of UIF reports	Proof of submission of UIF reports
GGPP_TL 66	N/A	BTO	Number of quarterly financial statements submitted to	#	N/A	CFO / DCFO	2	3 quarterly financial statements submitted to stake	N/A	N.A	N/A	Quarterly financial statements as submitted to stake	1	1 quarterly financial statements submitted to stake	Quarterly financial statements as submitted to stake	1	1 quarterly financial statements submitted to stake	Quarterly financial statements as submitted to stake	1	1 quarterly financial statements submitted to stake	Quarterly financial statements as submitted to stake	Quarterly financial statements as submitted to stake

TLM

TM

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			stakeholders within 60 days after the end of the quarter					holders within 60 days after the end of the quarter				holders		holders within 60 days after the end of the quarter	holders		holders within 60 days after the end of the quarter	holders		holders within 60 days after the end of the quarter	holders	holders
GGPP_TL 67	N/A	BTO	Number of consolidated financial statements submitted to stakeholders within 90 days after the end of the	#	N/A	CFO / DCFO	1	1 consolidated financial statements submitted to stakeholders within 90 days after the end of the quarter	Submission of consolidated financial statements to the stakeholders within 90 days after the end of the quarter	1	1 consolidated financial statements submitted to stakeholders within 90 days after the end of the	Submission of consolidated financial statements to the stakeholders within 90 days after the end of the	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Consolidated annual financial statement

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			quarter								quarter	quarter										
GGPP_TL68	N/A	BTO	Number of annual financial statements submitted to the Auditor General by 31st August each Financial Year	#	N/A	CFO / DCFO	1	1 annual financial statement submitted to the Auditor General by 31 August 2025	Submission of annual financial statements to the Auditor General by 31st August each Financial Year	1	1 annual financial statement submitted to the Auditor General by 31st August 2024	Number of annual financial statements submitted to the Auditor General by 31st August each Financial Year	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	annual financial statement
GGPP_OS01	N/A	BTO	Number of Directorate Meetings	#	N/A	CFO	New	12	Hold 12 monthly meetings	3	3 meetings held	Invitations, Agenda and Atten	3	3 meetings held	Invitations, Agenda and Atten	3	3 meetings held	Invitations, Agenda and Atten	3	3 meetings held	Invitations, Agenda and Atten	Invitations, Agenda and Atten

TUPN

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	Responsible Official	Performance Baseline From 2024/25 Annual Report	Annual Target 2025/26	Annual Target Description	Quarter 1	Q1 Target Description	Q1 POE	Quarter 2	Q2 Target Description	Q2 POE	Quarter 3	Q3 Target Description	Q3 POE	Quarter 4	Q4 Target Description	Q4 POE	Portfolio of Evidence (POE)
			on Risk Management held in a quarter									dance Register			dance Register			dance Register			dance Register	dance Register

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ANNEXURE B

CAPITAL WORKS PROGRAMME

Project Number	Project Name	Activities / Project Description	CAPEX / OPEX	Regional Segment	Funding Source	Budget - 2025/26	Annual Target	QUARTERLY PROJECT IMPLEMENTATION MILESTONES												Portfolio of Evidence
								Quarter 1 (Jul-Sep 25)			Quarter 2 (Oct-Dec 25)			Quarter 3 (Jan - Mar 26)			Quarter 4 (Apr - Jun 26)			
								Q1 Target Percentage (%)	Target Description	Q1 POE	Q2 Target Percentage (%)	Target Description	Q2 POE	Q3 Target Percentage (%)	Q3 Target Description	Q3 Revised POE	Q4 Target Percentage (%)	Q4 Target Description	Q4 POE	
BTO																				
CWP _201	Provision of Laptops PCs BTO	Provision of Laptops PCs BTO	Capital	Municipal Wide	CRR	300 000	% of Provision of Laptops PCs for BTO Competed by target date	25%	Issuing of Purchase order	Purchase order	50%	Supply and delivery of trees	Invoice and delivery note	100%	N/A	N/A	N/A	N/A	N/A	Purchase order, Invoice delivery note and pictures
CWP _202	BTO Cash counters	BTO Cash counters	Capital	Municipal Wide	CRR	400 000	% BTO Cash counters Procured by target date	25%	Issuing of Purchase order	Purchase order	50%	Supply and delivery of trees	Invoice and delivery note	100%	N/A	N/A	N/A	N/A	N/A	Purchase order, Invoice delivery note and pictures
CWP _203	BTO amenities	BTO amenities	Capital	Municipal Wide	CRR	1 300 000	% of Procurement of BTO amenities by	25%	Issuing of Purchase order	Purchase order	50%	Supply and delivery of trees	Invoice and delivery note	100%	N/A	N/A	N/A	N/A	N/A	Purchase order, Invoice delivery

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Project Number	Project Name	Activities / Project Description	CAPEX / OPEX	Regional Segment	Funding Source	Budget - 2025/26	Annual Target	QUARTERLY PROJECT IMPLEMENTATION MILESTONES												Portfolio of Evidence
								Quarter 1 (Jul-Sep 25)			Quarter 2 (Oct-Dec 25)			Quarter 3 (Jan - Mar 26)			Quarter 4 (Apr - Jun 26)			
								Q1 Target Percentage (%)	Target Description	Q1 POE	Q2 Target Percentage (%)	Target Description	Q2 POE	Q3 Target Percentage (%)	Q3 Target Description	Q3 Revised POE	Q4 Target Percentage (%)	Q4 Target Description	Q4 POE	
							target date													note and pictures

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