POLOKWANE MUNICIPALITY

CITY OF

Polokwane

NATURALLY PROGRESSIVE

PERFORMANCE AGREEMENT

2025/26

(1 July 2025)

MR. PHUTI MOLOTO

EXECUTIVE DIRECTOR: ENERGY SERVICES

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PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE POLOKWANE MUNICIPALITY

AS REPRESENTED BY THE CITY MANAGER

Ms. Thuso Nemugumoni

(herein and after referred to as the Employer)

AND

EXECUTIVE DIRECTOR: ENERGY SERVICES

MR. PHUTI MOLOTO

(herein and after referred to as the Employee)

FOR THE

FINANCIAL YEAR:

01 JULY 2025 – 30 JUNE 2026

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 **Executive Director: Energy Services** 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;

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.

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;

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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;

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	80%
3	Local Economic Development (LED)	N/A
4	Municipal Financial Viability and Management	N/A
5	Good Governance and Public Participation	20%
		Converted to 80%

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	

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CORE MANAGERIAL COMPETENCIES[1]	√ [2]	WEIGHTING %	LEVEL[3]
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 City 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

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

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(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

(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:

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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 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

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Level	% score	Terminology	Description
			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:

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

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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;

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:

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;

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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 Municipal 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....14.....day of ......JULY...............2025

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AS WITNESSES:

1. ________________________

EXECUTIVE DIRECTOR: ENERGY SERVICES

2. ________________________

Thus **done** and **signed** at Polokwane...on this the...14...day of ………………………….2025

AS WITNESSES:

1. ________________________

T.R. Nemugumoni

CITY MANAGER

2. ________________________

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ANNEXURE A

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	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)
BSD_TL56	Electrification of households	Energy Services	Increase percentage of households with access to electrification by 30 June each year	%	15 000 000	500	500	Electrification of 500 households	N/A	N/A	N/A	N/A	N/A	N/A	192	Electrification of 500 households	Completion certificate, payment certification	308	Electrification of 500 households	Completion certificate, payment certification	Completion certificate, beneficiary list, payment certification, asset capitalisation certificate
BSD_TL2	Installation of High Mast lights) (Rural area	Energy Services	Number of high mast lights installed by 30 June each year	#	R5 000 000	0	6	Installed and energised solar high mast lights	N/A	N/A	N/A	N/A	N/A	N/A	3	Number of solar high mast lights installed and energised	Projects payment certificates and completion certificates	3	Number of solar high mast lights installed and energised	Projects payment certificates and completion certificates	Projects payment certificates, completion certificates, and assets capitalisation certificates

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	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)
BSD_TL3	Solar High Mast lights (City entrances	Energy Services	Number of solar high mast lights installed at City Entrances by 30 June each year	#	R2 600 000	New	1	Installed and energised solar high mast lights	N/A	N/A	N/A	N/A	N/A	N/A	1	Number of solar high mast lights installed and energised	Projects payment certificates and completion certificate	1	Number of solar high mast lights installed and energised	Projects payment certificates and completion certificate	Projects payment certificates, completion certificates, and assets capitalisation certificates
BSD_TL4	Reduction of electricity losses programme	Energy Services	Percentage reduction of electricity losses by 30 June each year	%	R20 000 000	12.22 %	**11,97%** (i.e., 0,25 % reduction from the baseline)	Percentage of electricity distribution losses	12.17 %	Percentage of cumulative electricity distribution losses	Monthly electricity sales report and Eskom purchases invoices	12.10 %	Percentage of cumulative electricity distribution losses	Monthly electricity sales report and Eskom purchases invoices	12.00 %	Percentage of cumulative electricity distribution losses	Monthly electricity sales report and Eskom purchases invoices	11.97 %	Percentage of cumulative electricity distribution losses	Monthly electricity sales report and Eskom purchases invoices	Monthly electricity sales report and Eskom purchases invoices

Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	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)
BSD_OS 1	Repairs and maintenance of streetlights	Energy Services	Average time taken to resolve non-functioning traffic lights (robots) service requests	hours	OPEX	New	48	Average hours taken to resolve non-functioning traffic lights (robots) service requests	48	Average hours taken to resolve non-functioning traffic lights (robots) service requests	Performance report generated from My Citizen App and job cards	48	Average hours taken to resolve non-functioning traffic lights (robots) service requests	Performance report generated from My Citizen App and job cards	48	Average hours taken to resolve non-functioning traffic lights (robots) service requests	Performance report generated from My Citizen App and job cards	48	Average hours taken to resolve non-functioning traffic lights (robots) service requests	Performance report generated from My Citizen App and job cards	Performance report generated from My Citizen App and job cards
BSD_OS 2	Repairs and maintenance of high mast lights	Energy Services	Average time taken to resolve non-functioning streetlights service requests	hours	OPEX	New	168	Average hours taken to resolve non-functioning streetlights service requests	168	Average hours taken to resolve non-functioning streetlights service requests	Performance report generated from My Citizen App and job cards	168	Average hours taken to resolve non-functioning streetlights service requests	Performance report generated from My Citizen App and job cards	168	Average hours taken to resolve non-functioning streetlights service requests	Performance report generated from My Citizen App and job cards	168	Average hours taken to resolve non-functioning streetlights service requests	Performance report generated from My Citizen App and job cards	Performance report generated from My Citizen App and job cards

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	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)
BSD_OS 3	Repairs and maintenance of traffic lights	Energy Services	Average time taken to resolve non-functioning high mast lights service requests	Time	OPEX	New	120	Average hours taken to resolve non-functioning high mast lights service requests	120	Average hours taken to resolve non-functioning high mast lights service requests	Performance report generated from My Citizen App and job cards	120	Average hours taken to resolve non-functioning high mast lights service requests	Performance report generated from My Citizen App and job cards	120	Average hours taken to resolve non-functioning high mast lights service requests	Performance report generated from My Citizen App and job cards	120	Average hours taken to resolve non-functioning high mast lights service requests	Performance report generated from My Citizen App and job cards	Performance report generated from My Citizen App and job cards
BSD_OS 4	Restoration of unplanned power interruptions	Energy Services	Average time taken to restore unplanned power interruptions	hours	OPEX	New	12	Average hours taken to restore unplanned power interruptions	12	Average hours taken to restore unplanned power interruptions	Performance report generated from My Citizen App and job cards	12	Average hours taken to restore unplanned power interruptions	Performance report generated from My Citizen App and job cards	12	Average hours taken to restore unplanned power interruptions	Performance report generated from My Citizen App and job cards	12	Average hours taken to restore unplanned power interruptions	Performance report generated from My Citizen App and job cards	Performance report generated from My Citizen App and job cards

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Project Number	Project Name	SBU	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Proposed Budget	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)
BSD_OS 5	Reliability of electricity distribution network	Energy Services	Average time taken to return faulted medium voltage (MV) equipment back to service	hours	OPEX	New	72	Average hours taken to return faulted medium voltage (MV) equipment back to service	72	Average hours taken to return faulted medium voltage (MV) equipment back to service	Performance report generated from My Citizen App and repairs job cards	72	Average hours taken to return faulted medium voltage (MV) equipment back to service	Performance report generated from My Citizen App and repairs job cards	72	Average hours taken to return faulted medium voltage (MV) equipment back to service	Performance report generated from My Citizen App and repairs job cards	72	Average hours taken to return faulted medium voltage (MV) equipment back to service	Performance report generated from My Citizen App and repairs job cards	Performance report generated from My Citizen App and repairs job cards

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ANNEXURE B – CAPITAL WORKS PLAN

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	
ENERGY SERVICES																				
CWP_50	Installation of Solar High Mast lights in (Rural Area)	Installation of Solar Apollo lights in Rural areas	Capital	WARD 2, 4, 5, 7, 9, 10, 32,33 ,35and 45	CRR	7 500 000	10 x solar high mast lights installed and energised	20%	Appointment of service providers for the installation of solar high mast lights	Appointment letters of service providers	40%	Constructed foundations	Progress reports with pictorial evidence	70%	5 x solar high mast lights installed and energised	Projects payment certificates and completion certificates	100 %	10 x solar high mast lights installed and energised	Projects payment certificates and completion certificates	Projects payment certificates, completion certificates and assets capitalisation certificates
CWP_51	Construct 66kV line between Alpha and Matlala substations	Construction 66kV double circuit Goat from Alpha Distribution to Matlala substation	Capital	City and Seshego Clusters	CRR	2 500 000	Approved detailed designs for the construction of the overhead line	20%	Servitude negotiations	Minutes of servitude negotiation meetings	50%	Servitude offer acceptance by the landowner	Acceptance letter by the landowner	75%	Payment of servitude by the municipality	Proof of payment for the servitude	100 %	Registration of servitude and final detailed designs	Approved detailed designs for the construction of the overhead line	Approved detailed designs for the construction of the overhead line

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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	
CWP_52	Electrification of Urban households in Seshego Zone 8 Extension 133	Electrification of Urban households in Seshego Zone 8 Extension 133 (Phase 4)	Capital	13	CRR	7 500 000	250 x households electrified	N/A	N/A	N/A	N/A	N/A	N/A	30%	Site establishment	Appointment of service provider and progress report with pictorial evidence	100 %	250 x electrified households	Completion certificate, payment certificates and beneficiary list	Completion certificate, payment certificates, beneficiary list and asset capitalisation certificates
CWP_53	Upgrading of medium voltage radial feeders	Installation of medium voltage underground and overhead lines	Capital	City and Seshego Clusters	CRR	8 750 000	1200 x metres of medium voltage feeders connected to the grid towards completing ring circuits	20%	Appointment of service provider	Appointment letter	30%	Site establishment	Progress report with pictorial evidence and payment certificate	60%	Construction of medium voltage feeders	Progress report with pictorial evidence and payment certificates	100 %	1200 linear metres of medium voltage feeders connected to the grid and energised	Completion certificate and payment certificates	Completion certificate, payment certificates, beneficiary list and asset capitalisation certificates

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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	
CWP_54	Electrification of Urban households in Seshego Zone 8 Extension 133 (Phase 4)	Electrification of Urban households in Seshego Zone 8 Extension 133 (Phase 4)	Capital	13	INEP	6 134 783	220 x electrified households	30%	Site establishment	Appointment of service provider and progress report with pictorial evidence	60%	Erection of poles and construction of medium voltage network	Progress report with pictorial evidence and payment certificates	100 %	220 x electrified households	Completion certificate, payment certificates and asset capitalisation certificates	N/A	N/A	N/A	Completion certificate, payment certificates, beneficiary list and asset capitalisation certificates
CWP_55	Electrification of Urban Households in Extension 78	Electrification of Urban Households in Extension 78	Capital	8	INEP	4 086 957	143 x electrified households	30%	Site establishment	Appointment of service provider and progress report with pictorial evidence	60%	Erection of poles and construction of medium voltage network	Progress report with pictorial evidence and payment certificates	100 %	143 electrified households	Completion certificate, payment certificates and asset capitalisation certificates	N/A	N/A	N/A	Completion certificate, payment certificates, beneficiary list and asset capitalisation certificates

 TLPN

PJM

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	
CWP_56	Provision of engineering services for Bakone Malapa	Installation of sewage line, Water line, energy and Roads	Capital	Ward 06	IUDG	18 847 261	% of installation of energy engineering **services** for Bakone Malapa Completed by target date	20%	Appointment of service provider	Appointment letter of service provider	30%	Site establishment	Progress report with pictorial evidence and payment certificate	60%	Clearing of 66KV line route and Substation site	Progress report and minutes of meetings	60%	Civil works for the construction of the substation	Progress report and minutes of meetings	Progress report and minutes of meetings
CWP_57	Designs for Electrification of Urban Households in Extension 78 and 133	Designs for Electrification of Urban Households in Extension 78 and 133	Capital	08, and 13	CRR	3 000 000	100% of detailed designs for electrification of households completed	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100 %	Detailed designs	Approved detailed designs	Approved detailed designs

TLPN

BJM

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	
CWP_58	Solar High Mast Lights at Extension 78 and Seshego zone 8 Extension	Installation of Solar High Mast Lights at Extension 78 and Seshego zone 8 Extension	Capital	Extension 78 and Seshego zone 8 Extension	CRR	500 000	1 x solar high mast light installed and energised	N/A	N/A	N/A	N/A	N/A	N/A	20%	Appointment of service provider	Appointment letter of service provider	100 %	1 x solar high mast light installed and energised	Projects payment certificates and completion certificates	Projects payment certificates, completion certificates and assets capitalisation certificates
CWP_59	Installation of Solar High Mast lights (City entrances	Installation of Solar High Mast lights (City entrances	Capital	City Cluster	CRR	2 250 000	2 x solar high mast lights installed	20%	Appointment of service providers	Appointment letters of service providers	40%	Constructed foundations	Progress reports with pictorial evidence	100 %	2 x solar high mast lights installed and energised	Projects payment certificates and completion certificates	N/A	N/A	N/A	Projects payment certificates, completion certificates and assets capitalisation certificates

TLAN

Pm

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	
CWP_60	Replacement of 11kV oil switchgears with latest technology switchgear	Replacement of oil switchgear	Capital	Seshego Zone 2 and 3	CRR	2 000 000	5 x medium voltage oil circuit breakers (switchgear) replaced with vacumn circuit breakers	20%	Appointment of service provider/s	Appointment letter/s	60%	3 x medium voltage oil circuit breakers (switchgear) replaced with vacumn circuit breakers	Commissioning sheets and payment certificates	100 %	5 x medium voltage oil circuit breakers (switchgear) replaced with vacumn circuit breakers	Commissioning sheets and payment certificates	N/A	N/A	N/A	Commissioning sheets, payment certificates and asset capitalisation certificates
CWP_61	Retrofit Streetlights with Solar Powered Light Fitting along Dendron Road City Entrance	Retrofit Streetlights with Solar Powered Light Fitting along Dendron Road	Capital	Ward 14 and 23	CRR	1 500 000	90 x conventional Dendron Road streetlights retrofitted with solar streetlights	20%	Appointment of service provider	Appointment letter	50%	45 x conventional streetlight fittings retrofitted with solar streetlights	Progress report and payment certificate	75%	25 x conventional streetlight fittings retrofitted with solar streetlights	Progress report and payment certificate	100 %	20 x conventional streetlight fittings retrofitted with solar streetlights	Completion certificate, payment certificates and asset capitalisation certificate	Completion certificate, payment certificates and asset capitalisation certificate

 TLPN

PJM

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	
CWP_62	Retrofit street lights to Solar streetlights in the CBD streets	Retrofit street lights to Solar streetlights in the CBD streets	Capital	39	CRR	2 000 000	130 x conventional CBD streetlights retrofitted with solar streetlights	20%	Appointment of service provider	Appointment letter	50%	65 x conventional streetlight fittings retrofitted with solar streetlights	Progress report and payment certificate	100 %	65 x conventional streetlight fittings retrofitted with solar streetlights	Completion certificate and payment certificates	N/A	N/A	N/A	Completion certificate, payment certificates and asset capitalisation certificate
CWP_63	Retrofit high Mast lights with Solar lights at Westenburg (Grand Canyon Street	Retrofit high Mast lights with Solar lights at Westenburg (Grand Canyon Street	Capital	19	CRR	1 250 000	1 x grid powered high mast light retrofitted with solar powered high mast light	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100 %	1 x grid powered high mast light retrofitted with solar powered high mast light	Completion certificate and payment certificate	Completion certificate, payment certificates and asset capitalisation certificate

TUN

Bm

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	
CWP_64	Retrofit existing grid powered high mast light with solar powered lights in rural cluster	Retrofit existing grid powered high mast light with solar powered lights in rural cluster	Capital	rural cluster	CRR	2 000 000	1 x grid powered high mast light retrofitted with solar powered light	20%	Appointment of service provider	Appointment letter	100 %	1 x grid powered high mast light retrofitted with solar powered high mast light	Completion certificate and payment certificate	N/A	N/A	N/A	N/A	N/A	N/A	Completion certificate, payment certificates and asset, capitalisation certificate
CWP_65	Procurement of specialised testing equipment for various maintenance teams	Supply and delivery of electricity distribution network testing equipment	CAPEX	All wards	CRR	1 750 000	8 x specialised testing equipment delivered	10%	Advertisement of tender	Tender advertisement notice	20%	Appointment of service provider	Appointment letter	30%	Procurement of specialised testing equipment	Purchase order	100 %	8 x testing equipment delivered	Delivery note and payment certificate	Delivery note, payment certificate and asset capitalisation certificate

TLPN

PSM

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	
CWP_66	Replacement of conventional meter boxes with protective electrical enclosure	Supply , delivery and installation of meter boxes with protective electrical enclosures	CAPEX	City / Seshego Cluster Wards	CRR	8 750 000	60 x conventional meter boxes replaced by target date	20%	Appointment of service provider	Appointment letter	30%	Procurement of protective electrical enclosures	Purchase order	50%	Installation of protective electrical enclosures	Progress report with pictorial evidence	100 %	100 x conventional meter boxes replaced by protective electrical enclosures	Completion certificates and payment certificates	Completion certificates, payment certificates and asset capitalisation certificates
CWP_67	Upgrading of power system protection relays at substations	Supply , delivery, installation and commissioning of power systems protection relays at various substations	Capital	City and Seshego Clusters	CRR	2 000 000	15 x protection relays upgraded	10%	Advertisement of tender for the supply and delivery of relays	Tender advertisement notice	20%	Appointment of service provider	Appointment letter	30%	Procurement of relays	Purchase order	100 %	15 x protection relays upgraded	Commissioning sheets and payment certificates	Commission sheets, payment certificates and asset capitalisation certificate

TLPN

PJM

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	
CWP_68	Electrification of Urban Households(INEP top up)	INEP top up) for Electrification of Urban Households	Capital	City and Seshego Clusters	CRR	5 250 000	100% of budget spent to top-up electrification of urban households	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	100 %	Budget spent to top-up electrification of urban households	Project close-out report for co-funded projects	Project close-out report for co-funded projects
CWP_69	Movement of Grid powered high mast lights from rural cluster to extension 78 and Seshego zone 8 extension	Movement of Grid powered high mast lights from rural cluster to extension 78 and Seshego zone 8 extension	Capital	extension 78 and Seshego zone 8 extension	CRR	15 00 000	2 x grid powered high mast lights from rural clusters relocated from to Polokwane Extension 78 and Seshego	20%	Appointment of service provider	Appointment letter	100 %	2 x grid powered high mast lights relocated	Completion certificate and payment certificate	N/A	N/A	N/A	N/A	N/A	N/A	Completion certificate, payment certificates and assets relocations/ capitalisation certificates

TCPN

PJM

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	
							Zone 8 Extension 133													
CWP_70	Polokwane x108 design ,and implementation of internal engineering services Electricity	Polokwane x108 design ,and implementation of internal engineering services Electricity	Capital	13	NDPG	4 517 391	Approved detailed designs for Polokwane Extension 108	20%	Appointment of Consultant	Appointment letter	40%	Feasibility study and project scoping	Feasibility study report	60%	Preliminary designs	Preliminary designs report	100 %	Detailed designs	Approved detailed designs	Approved detailed designs

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