

PERFORMANCE AGREEMENT

2020/2021



MOSES KOTANE LOCAL MUNICIPALITY

As made and entered into between

Mr Mokopane Vaaltyn Letsoalo

In his capacity as the Municipal Manager of Moses Kotane Local Municipality (the employer)

AND

Mr Boikanyo Maseloane in his capacity as the HOD Technical and Infrastructure Services (the “employee”)

(Collectively referred to as “parties”)

For the financial year: 01 November 2020 – 30 June 2021

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ENTERED INTO BY AND BETWEEN:

Moses Kotane Local Municipality herein represented by, **Mr Mokopane Vaaltyn Letsoalo** in his capacity as the **Municipal Manager** (hereinafter referred to as the employer and supervisor)

AND

Mr Boikanyo Maseloane in his capacity as the acting HOD Technical and Infrastructure Services of Moses Kotane Local Municipality (hereinafter referred to as the employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The municipality 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" for a period of five years ending 31 October 2025
- 1.2 Section 57(1) (b) of the Municipal Systems Act 32 of 2000 read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement in terms of section 57(2) (a) of the same act.
- 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.

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 Systems Act as well as the Contract of Employment entered into between the parties;
- 2.2 Specify objectives and targets established for the Employee and to communicate to the Employee the employer's expectations of the Employee's performance expectations and accountabilities;
- 2.3 Specify accountabilities as set out in the Performance Plan (Annexure A);

- 2.4 Monitor and measure performance against set targeted outputs and establish a transparent and accountable working relationship;
- 2.5 Use the Performance Agreement and Performance Plan as the basis for assessing the sustainability of the employee for permanent employment and/or to assess whether the employee has met the performance expectations applicable to the job;
- 2.6 Appropriately reward the Employee in accordance with the employer's performance management policy in the event of outstanding performance: and
- 2.7 Give effect to the client's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery through a performance management system.

3. COMMENCEMENT AND DURATION

- 3.1 This agreement and the date of signature shall commence and shall in all respect be deemed to have commenced, with effect from **1 November 2020** and will remain in force until **30 June 2021** where after a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 The payment of performance bonus is determined by the performance score obtained during the annual performance evaluation and subject to approval of the annual performance evaluation report by council.
- 3.4 Upon the termination of the Employee's contract of employment for any reason before the end of the financial year in question, the Employee shall be assessed on all the quarters completed whilst the agreement was in force, and shall be entitled to a pro-rata bonus accordingly. The pro-rata payment shall be effected only after the performance evaluation has been completed and contemplated in section 8 (4B) of the Municipal System Amendment 44 of 2003 and the Performance Management System Policy adopted by Council.
- 3.5 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.
- 3.6 If at any time during the validity of this Agreement the work environment alters to (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) set out-

- 4.1.1 The performance objectives and targets that must be met by the Employees; and
- 4.1.2 The time frames within which those performance objectives and targets must be met

4.2. The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employees and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan of the Client, and shall include key objectives; key performance indicators; target dates and weightings.

4.3. The key objectives describe the main tasks that need to be done. The key performance indicator provides the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the time-framework in which the work must be achieved. The weightings show the relative importance of the key objective to each other.

4.4. The employee's performance will, in addition be measured in terms of contributions to 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 Municipality 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 must 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 agrees to participate in the Performance Management System that the Client adopts.

5.5 The Employee undertakes to actively focus towards the promotion and implementation of the Key Performance Areas (KPA's) (Including special projects relevant to the employee's responsibilities) within the Local Government Framework.

5.6. The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance

Agreement. The Employee must be assessed against both components, with a weighting of 80:20 allocated to KPA and the Core Managerial Competencies [CMCs] respectively.

- 5.6.1 Each area of assessment will be weighted and will contribute a pro rata to the total score.
- 5.6.2 KPA's covering the main areas of work will account 80% and CMC's will account for 20% of the final assessment.

The Employee's assessment will be based on his/her performance in terms of the outputs/outcomes (performance indicators) 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 Client and Employee:

Key Performance Areas	Weighting
Institutional Transformation and Organisational Development	10
Basic Service Delivery and Development	50
Financial Management	10
Local Economic Development	10
Good Governance and Public Participation	10
Spatial Rationale	10
Total	100%

The CMCs will make up the other 20% of the Employee's assessment score. CMCs 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 Client and Employee:

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (CCR)		
Core Managerial and Occupational Competencies	√ (Indicate choice)	Weight
Core Managerial Competencies:		
Strategic Capability and Leadership		5
Programme and Project Management		5
Financial Management	Compulsory	5
Change Management		4
Knowledge Management		5
Service Delivery Innovation		5
Problem Solving and Analysis		4
People Management and Empowerment	Compulsory	5
Client Orientation and Customer Focus	Compulsory	5
Communication		4
Honesty and Integrity		5
Core Occupational Competencies:		
Competence in Self-Management		5
Interpretation of and implementation within the legislative and national policy frameworks		5
Knowledge of developmental local government		5
Knowledge of Performance Management and Reporting		5
Knowledge of global and South African specific political, social and economic contexts		2
Competence in policy conceptualisation, analysis and implementation		5
Knowledge of more than one functional municipal field / discipline		5
Skills in Mediation		5
Skills in Governance		5
Competence as required by other national line sector departments		5
Exceptional and dynamic creativity to improve the functioning of the municipality		5
Total percentage	-	100%

6. EVALUATING PERFORMANCE

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.

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- 6.2. Despite the establishment of agreed intervals for evaluation, the client 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 actions agreed to and implementation must take place within set time frames.
- 6.4. The annual performance appraisal will involve:
 - 6.4.1 Assessment of the achievement of results as outlined in the performance plan;
 - 6.4.1.1 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.
 - 6.4.1.2 An indicative rating on the five-point scale should be provided for each KPA.
 - 6.4.1.3 The applicable assessment rating calculator must then be used to add the scores and calculate a final KPA score.
 - 6.4.2. Assessment of Core Competency Requirements (CCRs);
 - 6.4.2.1 Each CMC should be assessed according to the extent to which the specified standards have been met.
 - 6.4.2.2 An indicative rating on the five-point scale should be provided for each CMC. The applicable assessment rating calculator must then be used to add the scores and calculate a final CMC score.
 - 6.4.3. Overall ratings

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal. The Assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieves all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved 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.					

6.5. For purposes of evaluating the annual performance of managers directly accountable to the municipal managers, an evaluation panel constituted of the following persons must be established –

- 6.5.1 The Mayor Municipal Manager
- 6.5.2 Chairperson of the audit committee;
- 6.5.3 Member of the Executive committee; and
- 6.5.4 Municipal Manager from another Municipality

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7. SCHEDULE FOR PERFORMANCE REVIEWS

- 7.1. The performance of each Employee in relation to his/her performance agreement shall be reviewed on the following periods with the understanding that reviews in the first and 3rd quarter may be verbal if performance is satisfactory

First Quarter	Second week of October.
Second Quarter	Third week of January.
Third Quarter	Second week of April.
Fourth Quarter and Annual Review	End of August.

- 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 client'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 must be fully consulted before any such change is made.

- 7.5 The Employer may amend the provisions of Annexure B 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 changes is made.

- 7.6 Records/results of quarterly, mid-year and annual assessment/reviews and changes made to the performance agreement as a result of such evaluations will be documented as form part of the Annual Performance Report

8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

9. OBLIGATION OF THE CLIENT

The Client shall –

- 9.1 Create an enabling environment to facilitate effective performance by the employee;
- 9.2 Provide access to skills development and capacity building opportunities;
- 9.3 Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;

9.4 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

9.5 Make available to the Employee such resource as the Employee may reasonably require from time to time to assist 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 Client; and
- 10.1.3 A substantial financial effect on the Client.

10.2 The Client agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 above 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 After the annual performance evaluation in terms of this performance agreement has been completed, the performance bonus ranging from 5% to 14% of all inclusive remuneration package may be paid to the Employee in recognition of outstanding performance.

11.3 In determining the performance bonus, of the relevant percentage will be based on the overall rating calculated by using the applicable assessment ratings calculator provided that;

- 11.3.1 a score of 130% to 149% will be awarded a performance bonus ranging between 5% to 9%; and
- 11.3.2 a score of 150% and above will be awarded a performance bonus in range between 10% to 14%

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11.4 The above mentioned performance bonus will be awarded based on the following scheme;

Level of Performance	Description	Allocated Total Score	Bonus % of the total package
5	Outstanding performance	Above 150%	10-14%
4	Performance significantly above expectations	130-149%	5-9%
3	Fully effective (meets the standard)	100-129%	0%
2	Performance not fully effective	50-99%	
1	Unacceptable performance	1-49%	

11.5 The employee will be eligible for progression to the next higher remuneration package, within relevant remuneration band, after completion of at least twelve months' service at the current remuneration package on 30 June (end of financial year) subject to a fully assessment (performance meets the standards: 100% - 129%)

11.6. In the case of unacceptable performance, the Employer shall-

- 11.6.1 give notice to the Employee to attend a meeting with the Employer and the Employee will have the opportunity to satisfy the Employer of the measures being taken to ensure that the Employee's performance becomes satisfactory by a particular date.
- 11.6.2 Provide systematic remedial or development support to assist the employee to improve his or her performance; and
- 11.6.3 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 this or her duties.

11.7 Nothing contained in this agreement in any way limit the right the of the Employer to terminate the Employee's contract of employment for any other breach by the Employee of his obligations to the Employer or any other valid reason in law.

12. DISPUTE RESOLUTION

12.1 if the Employee is dissatisfied with any decision or action of the Employer in terms of this Agreement, or where a dispute arises about the nature of this performance agreement, whether it relates to the key responsibilities, priorities, methods of assessment or as to the extent of which the Employee has achieved the performance objectives and targets established in terms of this Agreement;

- 12.1.1 The Employee may meet the Employer with a view to resolving the issue. The Employer will record the outcome of the meeting in writing.

12.1.2 In the event of the employee remains dissatisfied with the outcome of the meeting, the dispute shall be mediated by the Mayor within 30 days of receipts of a formal dispute from the Employee.

12.2 In the event that the meeting and mediation process contemplated in clause 12.1 above fails, dispute resolution mechanism or processes provided for in clause 19.3 of the contract of employment shall apply.

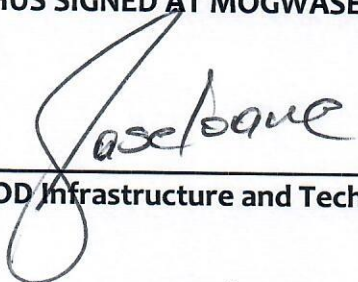
12.3 The outcome of any meetings and decisions of the employer, mediation or arbitration with regard to any dispute in terms of the performance agreement must form part of the report of the annual review to council.

13. GENERAL

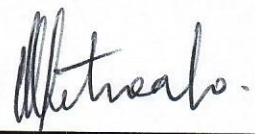
13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Client.

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

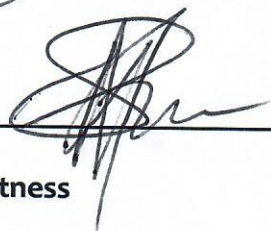
THUS SIGNED AT MOGWASE ON THIS...30..... DAY OF NOVEMBER 2020



HOD Infrastructure and Technical Services



Municipal Manager



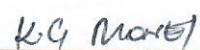
(1) Witness



(1) Witness



(2) Witness



(2) Witness

ANNEXURE A: SERVICE DELIVERY TARGETS AND KEY PERFORMANCE INDICATORS

Key Performance Indicator	Annual Targets 2020/21	2019/2020 Baseline	Quarterly targets	Annual Budget	Portfolio of Evidence
12.1 KPA NO 1 : Basic Service Delivery and Infrastructure Development ➤ Strategic objective: Development and maintenance of infrastructure to provide basic service ➤ To develop and improve community infrastructure facilities, public safety, disaster emergencies and healthy environment ➤ Department: Infrastructure and Technical Services					
KPI 1. Madikwe Water Treatment plant works upgraded	Madikwe Water Treatment plant works upgraded by 30 June 2021	Existing works : old water treatment	Q1 - Q2 - Q3 - Q4 Madikwe Water Treatment works upgraded	R6 000 000	Completion certificate
KPI 2 Number of water supply schemes Constructed	11 water supply schemes Constructed by 30 June 2021 (Letlhakane / Kortkloof, Pitsedisulejang, Letsheng, Makoshong, Tweelagte & Losmytjerrie/Goedeheoop, Lerome Bulk water , Lerome Thabeng, Pella and Seolong)	Existing works: water infrastructure	Q1 - Q2 - Q3 - Q4 11 water supply areas Constructed by 30 June 2021	R 63 402 925	Completion certificate
KPI 3 of water supply schemes constructed	40% constructed by 30 June 2021 (Sandfontein, Maologane, Ledig)	Ledig: Phase 1 constructed	Q1 - Q2 - Q3 - Q4 40% constructed by 30 June 2021	R17 369 441	Progress reports
KPI 4 Madikwe Water safety plan approved by council	Madikwe Water safety plan approved by council by 30 June 2021	new	Q1 - Q2 - Q3 - Q4 Approved water safety plan	R 100 000	council resolution

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Key Performance Indicator	Annual Targets 2020/21	2019/2020 Baseline	Quarterly targets	Annual Budget	Portfolio of Evidence
12.1 KPA NO 1 : Basic Service Delivery and Infrastructure Development ➤ Strategic objective: Development and maintenance of infrastructure to provide basic service ➤ To develop and improve community infrastructure facilities, public safety, disaster emergencies and healthy environment ➤ Department: Infrastructure and Technical Services					
KPI 5 The percentage of households with access to basic level of water	100 % of households with access to basic level of water 30 June 2021	100% of households with access to basic level of water	Q1 - Q2 - Q3 - Q4 100% of households with access to basic level of water	R75 000 000	Report on water consumed per household
KPI 6 Number of VIP toilets constructed	1491 VIP toilets constructed by 30 June 2021 (Sandfontein 137, Lerome 180, Mableskraal 274, Losmetjerie ,Makgophe 180 ,Mabele A Podi 137, Disake 80 , Ramokokastad 160Bojating 206	605 VIP toilets constructed	Q1 - Q2 - Q3 - Q4 1491 VIP toilets constructed	R 25 887 357	Completion Certificate
KPI 7 Road Master Plan approved By Council	Road Master Plan approved by Council by 30 June 2021	Draft master plan approved	Q1 Q2 Q3 Q4 Approved Road Master plan	Operational	council resolution
KPI 8 Number of km of paved internal roads constructed	9 km of paved internal road constructed by 30 June 2021 (3km per village). Ramoga, Madikwe & Tlokweneng)	12 km paved internal roads	Q1 - Q2 - Q3 -	R 42 425 000	Completion Certificate

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Key Performance Indicator	Annual Targets 2020/21	2019/2020 Baseline	Quarterly targets	Annual Budget	Portfolio of Evidence
12.1 KPA NO 1 : Basic Service Delivery and Infrastructure Development Strategic objective: Development and maintenance of infrastructure to provide basic service To develop and improve community infrastructure facilities, public safety, disaster emergencies and healthy environment Department: Infrastructure and Technical Services					
KPI 9 Number of km of paved internal roads constructed	9.8 km of paved internal roads constructed by 30 June 2020 (Mabodisa, Mmomorogong, Leruleng)	New	Q4	9 km of paved internal road constructed	
			Q1	-	R10 726 783
			Q2	-	
			Q3	-	
			Q4	9.8 km of paved internal roads constructed	
KPI 10 Greater Moruleng storm water management constructed	Greater Moruleng storm water management constructed by 30 June 2021	New	Q1	-	R6 100 000
			Q2	-	
			Q3	-	
			Q4	Greater Moruleng storm water management constructed	
KPI 11 Vrede storm-water designs approved by DEDECT	Vrede Storm-water design approved by DEDECT by 30 June 2021	12 km paved internal roads	Q1	-	R 2 000 000
			Q2	-	
			Q3	-	
			Q4	Vrede Storm-water design approved	
KPI 12 Number of high-mast lights installed	28 of high-mast lights installed by 30 June 2021 (5 Mmopyane, 4 Ramothajwe, 4 David Katnagel, 5 Pitsedisulejang, 3 Ramokgolela2 Ramokokastad, 5 Letlhakeng)	New	Q1	-	R 9 326 981.00
			Q2	-	

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Key Performance Indicator	Annual Targets 2020/21	2019/2020 Baseline	Quarterly targets	Annual Budget	Portfolio of Evidence
12.1 KPA NO 1 : Basic Service Delivery and Infrastructure Development ➤ Strategic objective: Development and maintenance of infrastructure to provide basic service ➤ To develop and improve community infrastructure facilities, public safety, disaster emergencies and healthy environment ➤ Department: Infrastructure and Technical Services					
KPI 13 Number of high-mast lights energized	22 high-mast lights energized 30 June 2021	25 high mast lights	Q3	-	R3 184 796 Completion Certificate
			Q4	28 of high-mast lights installed	
			Q1	-	
			Q2	-	
			Q3	-	
			Q4	22 high-mast lights energized	

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Annexure B: PERSONAL DEVELOPMENT PLAN DEVELOPMENTAL REQUIREMENTS

The aim of the Personal Development Plan (PDP) is to ensure that Employees are skilled to meet objectives as set out in the Performance Management Agreement employees by legislation. Such career-path planning ensures competent employees for current and possible future positions. It is there of identifies, prioritise and implement training needs.

Legislative needs taken into account comes from the Municipal Systems Act Guidelines: Generic Senior Management Competency Framework and occupational competency profiles, Municipal Finance Management Competency Regulations, such as those developed by the National Treasury and other line sector departments legislated competency requirements needs to be taken into consideration during the PDP Process

2020/2021 Personal Development Plan Acting HOD: Infrastructure and Technical Services						
Skills/Performance Gap	Outcome Expected	Suggested Training/ Development Activities	Suggested Mode of delivery	Suggested Timeframes	Work opportunity created to practice skill/ Development Area	Support Person
None	None	None	None	None	None	None

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