



OVERBERG DISTRICT MUNICIPALITY

AMENDED PERFORMANCE AGREEMENT
2025/2026

ADDENDUM

MR EBEN PHILLIPS
DIRECTOR COMMUNITY SERVICES
ACTING AS MUNICIPAL MANAGER

AMENDED PERFORMANCE AGREEMENT MADE AND ENTERED
INTO BY AND BETWEEN:

THE EXECUTIVE AUTHORITY OF
THE OVERBERG DISTRICT MUNICIPALITY

AS REPRESENTED BY THE EXECUTIVE MAYOR

ALD. A FRANKEN

(herein and after referred as Employer)

AND

DIRECTOR COMMUNITY SERVICES ACTING AS MUNICIPAL
MANAGER

MR E PHILLIPS

(herein and after referred as Employee)

FOR THE

PERIOD: 01 MARCH 2026 – 30 JUNE 2026

The parties hereby agree to amend Annexure A of the signed performance agreement to include the TL KPIs link to the position of the Municipal Manager with effect from 01 March 2026 until 30 June 2026.

PERFORMANCE ASSESSMENT

The performance assessment at year-end will be dealt with as follows:

Designation: Director Community Services in terms of the KPI and Competencies linked to the position from 1 July 2025 until 28 February 2026, and

Designation: Acting Municipal Manager in terms of the KPIs and Competencies linked to the position from 1 March 2026 until 30 June 2026.

EVALUATION PANEL

- Municipal Manager or Executive Mayor
- Municipal Manager or Executive from another municipality;
- Chairperson of the Audit and Performance Audit Committee or in his/her absence, his/her secundi;
- A Member of the Mayoral Committee (Portfolio Chairperson);
- Member of a ward committee as nominated by the Executive Mayor.

REWARD

The performance bonus will be calculated pro-rata according to the total salary package for the following position.

- Director Community Services – 1 July 2025 until 28 February 2026; and
- Acting Municipal Manager – 1 March 2026 until 30 June 2026

Thus done and signed at Bredasdorp on the 13 day of April 2026.

AS WITNESSES:

1. aboo

2. [Signature]

[Signature]
Acting MUNICIPAL MANAGER

Thus done and signed at Bredasdorp on the 14 day of April 2026.

AS WITNESSES:

1.  _____


EXECUTIVE MAYOR

2.  _____

KEY PERFORMANCE INDICATORS

The following Key Performance Indicators (KPI's) provide the details of the evidence that must be provided to show that a key objective has been obtained. The weightings show the relative importance of the key objectives to each other and should add up to **80%** of the total assessment score. (Director Community Services)

No.	SDBIP KPI No.	National KPA [R]	Strategic Objective [R]	KPI	Unit of Measurement	Performance Standards	Baseline	Annual Target	Target Q1	Target Q2	Target Q3	Target Q4	Weight
1	TL26	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Take domestic drinking water samples in towns and communities to monitor water quality (SAN 241 as amended)	Number of samples taken per annum	1 = Less than 685 water samples taken per annum; 2 = >684 and <913 water samples taken per annum; 3 = 913 water samples taken per annum; 4 = >913 and <1369 water samples taken per annum; 5 = 1369 and more water samples	915	1056 913	264 237	264 232	264 222	264 222	3
2	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Take food samples to monitor the quality of Food to the FCD Act and legislative requirements	Number of samples taken per annum	1 = Less than 432 food samples taken per annum; 2 = >432 and <576 food samples taken per annum; 3 = 576 food samples taken per annum; 4 = >576 and <714 food samples taken per annum; 5 = 714 and more food samples taken per annum	485	576	144	144	144	144	3
3	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Take water sample at Sewerage Final Outflow to monitor water quality (National Water Act: General Standards)	Number of samples taken per annum	1 = Less than 193 Sewerage Final Outflow samples taken per annum; 2 = >193 and <257 Sewerage Final Outflow samples taken per annum; 3 = 257 Sewerage Final Outflow samples taken per annum; 4 = >257 and <385 Sewerage Final Outflow samples taken per annum; 5 = 385 and more Sewerage Final Outflow samples taken per annum	196	284 257	71 66	71 65	71 63	71 63	2

4	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Report annually to the Community Services Portfolio Committee on the outcome of Karwyderskraal Landfill site adherence to the permit conditions	Report submitted to the Community Portfolio Committee per annum	1 = No report submitted; 2 = Report submitted but after submission date; 3 = Table report in the third quarter to Community Services Portfolio Committee; 4 = Report submitted 10 working days before submission date; 5 = Report submitted 14 working days before submission date	1	1	1	1	2
5	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Submit feasibility study report for a crematorium at Karwyderskraal to Council.	Number of reports submitted per annum	1 = Tabled study in May to Council; 2 = Tabled study in April to Council; 3 = Tabled study in March to Council; 4 = Tabled study in February to Council; 5 = Tabled study in January to Council	0	1	1	3	
6	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Appoint a service provider for the construction of Cell 5 at Karwyderskraal Landfill site.	Number of service providers appointed per annum	1 = No service provider appointed; 2 = Service Provider appointed after December; 3 = Service Provider appointed by December; 4 = Service Provider appointed by 1 December; 5 = Service Provider appointed by 15 November	0	1	1	2	
7	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Report the draft outcome of the Climate Change needs and response assessment for the Overberg to Council by June	Report submitted to Council	1 = No report submitted; 2 = Incomplete report submitted; 3 = Report submitted by June; 4 = Report submitted 2 months before target date; 5 = Report submitted on target date with implementation plan	0			± 0	0

8	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Table Disaster Risk Management Plan review to Council by June	Reviewed Disaster Risk Management plan tabled to Council	1 = Plan not submitted; 2 = Plan submitted but after submission date; 3 = Revised Disaster Risk Management plan tabled to Council by 30 June; 4 = Plan submitted 10 working days before submission date; 5 = Plan submitted 14 working days before submission date	1				1	2
9	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Table Disaster Management Framework review to Council by June	Reviewed Disaster Management Framework tabled to Council	1 = Framework not submitted; 2 = Framework submitted but after submission date; 3 = Revised Disaster Management Framework tabled to Council by 30 June; 4 = Framework submitted 10 working days before submission date; 5 = Framework submitted 14 working days before submission date	1				1	1
10	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Present annually the revised Festive and Fire Season Readiness Plan to DCFTech	Number of revised Festive and Fire Season readiness plan presented per annum	1 = Revised Festive and Fire Season Readiness Plan not submitted to DCFTech ; 2 = Revised Festive and Fire Season Readiness Plan submitted to DCFTech after 5 December; 3 = Revised Festive and Fire Season Readiness Plan submitted to DCFTech by 5 December; 4 = Revised Festive and Fire Season Readiness Plan submitted to DCF and DCF Tech by 5 December; 5 = Revised Festive and Fire Season Readiness Plan submitted to DCF and DCF Tech by 30 November	1			1		2

11	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Present annually the revised winter readiness plan to the Community Services Portfolio Committee	Number of revised Winter readiness plans submitted per annum	1 = Winter readiness plan not submitted ; 2 = Winter readiness plan submitted after 31 March; 3 = Winter readiness plan submitted to Community Portfolio Committee by 31 March ; 4 = Winter readiness plan submitted and presented to DCF and DCF Tech; 5 = Winter readiness plan submitted and presented to DCF and DCF Tech by 31 March	1	1	1	1	2		
12	TL	Municipal Transformation and Institutional Development	To ensure municipal transformation and institutional development by creating a staff structure that would adhere to the principles of employment equity and promote skills development (SG3)	Rollout training programmes by the fire services training centre.	Number of fire training programmes rolled out by fire training centre per annum.	1 = Zero programs rolled out; 2 = 1 Program rolled out; 3 = 2 programs rolled out; 4 = 3 programs rolled out; 5 = 4 or more rolled out	1	2	±0	1 2	2		
13	TL	Local Economic Development	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Report quarterly on the progress in respect of social development implementation plan to the Community Services Portfolio Committee.	Number of progress reports tabled per annum.	1 = No report submitted; 2 = Less than 4 quarterly reports to Community Service Portfolio Committee ; 3 = Table 4 quarterly reports to Community Service Portfolio Committee per annum; 4 = All quarterly report submitted 5 to 9 working days before submission date; 5 = All quarterly report submitted 10 working days before the submission date	1	4	1	1	2		
14	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Kilometres of gravel roads to be regravelled	Number of kilometres road regravelled per annum	1 = < 36.65 kms of road regravelled; 2 = 36.65 kms and <48.86 kms of road regravelled by June; 3 = 48.86 kms of road regravelled by June; 4 = >48.86 kms and <73.29 kms of road regravelled; 5 = 73.29 kms and more kms of roads regravelled	31.44	48.86	13.8	12.06	9.2	13.8	3

15	TL	Basic Service Delivery	To ensure the well-being of all in the Overberg through the provision of efficient basic services and infrastructure (SG1)	Kilometres of gravel roads to be bladed	Number of kilometres roads bladed per annum	1 = <4875 km of roads bladed; 2 = 4875km and <6500 km of roads bladed; 3 = 6500 Km of roads bladed; 4 = >6500km and 9749 km of roads bladed; 5 = 9750 km and more of roads bladed	6686.53km	6500	1850	1600	1250	1800	3
16	TL41	Local Economic Development	To promote regional economic development by supporting initiatives in the district for the development of a sustainable district economy (SG2)	Submit feasibility study which incorporate an inception report on the resort function to Council.	Number pf reports submitted per annum	1 = Tabled study in May to Council; 2 = Tabled study in April to Council; 3 = Tabled study in March to Council; 4 = Tabled study in February to Council; 5 = Tabled study in January to Council	1	1					1
17	D	Municipal Transformation and Institutional Development	To ensure municipal transformation and institutional development by creating a staff structure that would adhere to the principles of employment equity and promote skills development	Conclude performance agreements for all direct reportees by 30 July of each year.	% of performance agreements concluded.	1 = <75% of direct reportees agreements concluded by 30 July and later; 2 = >75% and <100% of direct reportees agreements concluded by 30 July; 3 = 100% of direct reportees agreements concluded by 30 July; 4 = 100% of direct reportees agreements concluded by 25 July; 5 = 100% of direct reportees agreements concluded by 20 July	100	100	100				2
18	D	Municipal Transformation and Institutional Development	To ensure municipal transformation and institutional development by creating a staff structure that would adhere to the principles of employment equity and promote skills development	Conduct mid-year evaluation of performance of all direct reportees by 31 January of each year.	% of mid-year performance evaluations conducted.	1 = <75% of direct reportees evaluations conducted by 31 January and later; 2 = >75% and <100% of direct reportees evaluations conducted by 31 January; 3 = 100% of direct reportees evaluations conducted by 31 January; 4 = 100% of direct reportees evaluations conducted by 29 January; 5 = 100% of direct reportees evaluations conducted by 27 January	100	100			100		2

19	D	Municipal Transformation and Institutional Development	To ensure municipal transformation and institutional development by creating a staff structure that would adhere to the principles of employment equity and promote skills development	Conduct year-end evaluation of performance of all direct reportees by 29 August of each year.	% of year-end performance evaluations conducted.	1 = <75% of direct reportees evaluations conducted by 29 August and later; 2 = >75% and <100% of direct reportees evaluations conducted by 29 August ; 3 = 100% of direct reportees evaluations conducted by 27 August; 4 = 100% of direct reportees evaluations conducted by 25 August	100	100	100	100	100	2
20	D	Municipal Transformation and Institutional Development	To ensure municipal transformation and institutional development by creating a staff structure that would adhere to the principles of employment equity and promote skills development	Submit skills gap and training needs to the SDF.	Skills gaps analysis and training needs submitted by 31 January.	1 = No Skills gaps analysis and training needs submitted; 2 = Skills gaps analysis and training needs submitted after 31 January; 3 = Skills gaps analysis and training needs submitted by 31 January ; 4 = Skills gaps analysis and training needs submitted by 31 December; 5 = Skills gaps analysis and training needs submitted by 30 November	1	1	1	1	2	
21	D	Good Governance and Public Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Address Council Resolutions within three months after approval (Total executed/total resolutions assigned to the directorate on a specific period)	% of Council resolutions addressed per annum	1 = Council resolutions not addressed; 2 = Less than 100% of Council resolutions addressed; 3 = 100% Council resolutions Addressed within 3 months; 4 = All resolutions addressed within two months; 5 = All resolutions implemented within one months	100	100	100	100	100	2

22	D	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines (SG4)	Review quarterly the Directorate risk register at a Line Management meeting	Number of reviews executed per annum	1 = Only at one Quarterly meeting reviewed; 2 = 2 - 3 quarterly reviews of risk register at line management meeting; 3 = Review quarterly directorate risks at line management meeting; 4 = Review bi-monthly directorate risk register at line management meeting; 5 = Review monthly directorate risk register at line management meeting	4 per annum	4	1	1	1	1	2
23	D	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines (SG4)	Spent 90% of the Directorate capital budget according to the capital project plan by June (Actual amount spent on capital/total capital budget of directorate)	% of Capital budget actually spent	1 = Less than 67.5% of capital budget spent; 2 = >67.5% - 89.99% of capital budget spent; 3 = 90% of capital budget spent; 4 = >90% and = 96% of capital budget spent; 5 = >96% of capital budget spent	80	90				90	1
24	D	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Effective directing and supervision of the Roads Department.	90% of the KPI's of the Department have been met (Total KPI's met on year-to-date/Total KPI's)	1 = Less than 67.5% of the KPI's of the Department have been met; 2 = >67.5% - 89.99% of the KPI's of the Department have been met; 3 = 90% of the KPI's of the Department have been met; 4 = >90% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	90% per annum	90	90	90	90	90	2
25	D	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Effective directing and supervision of the Department Environmental Health	90% of the KPI's of the Department have been met (Total KPI's met on year-to-date/Total KPI's)	1 = Less than 67.5% of the KPI's of the Department have been met; 2 = >67.5% - 89.99% of the KPI's of the Department have been met; 3 = 90% of the KPI's of the Department have been met; 4 = >90% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	90% per annum	90	90	90	90	90	2

26	D	Good Governance and Community Participation	To ensure good governances practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Effective directing and supervision of the Department Municipal Health	90% of the KPI's of the Department have been met (Total KPI's met on year-to-date/Total KPI's)	1 = Less than 67.5% of the KPI's of the Department have been met; 2 = >67.5% - 89.99% of the KPI's of the Department have been met; 3 = 90% of the KPI's of the Department have been met; 4 = >90% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	90% per annum	90	90	90	90	2
27	D	Good Governance and Community Participation	To ensure good governances practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Effective directing and supervision of the Department LED & Resorts	90% of the KPI's of the Department have been met (Total KPI's met on year-to-date/Total KPI's)	1 = Less than 67.5% of the KPI's of the Department have been met; 2 = >67.5% - 89.99% of the KPI's of the Department have been met; 3 = 90% of the KPI's of the Department have been met; 4 = >90% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	90% per annum	90	90	90	90	2
28	D	Good Governance and Community Participation	To ensure good governances practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Effective directing and supervision of the Department Emergency Services	90% of the KPI's of the Department have been met (Total KPI's met on year-to-date/Total KPI's)	1 = Less than 67.5% of the KPI's of the Department have been met; 2 = >67.5% - 89.99% of the KPI's of the Department have been met; 3 = 90% of the KPI's of the Department have been met; 4 = >90% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	90% per annum	90	90	90	90	2

The following KPIs are linked to the Director Community Services while serving as Acting Municipal Manager from 1 March 2026 to 30 June 2026.

No.	SDBIP KPI No.	National KPA [R]	Strategic Objective [R]	KPI	Unit of Measurement	Performance Standards	Baseline	Annual Target	Target Q1	Target Q2	Target Q3	Target Q4	Weight
29	TL2	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines (SG4)	Percentage Capital budget actually spend on capital projects by 30 June (Reg)	% of capital budget actually spent on capital projects for the annum (Actual spent on capital projects/Total capital budget)	1 = Less than 67.5% of capital budget spent; 2 = >67.5% - 89.99% of capital budget spent; 3 = 90% of capital budget spent; 4 = >90% and = 96% of capital budget spent; 5 = >96% of capital budget spent	85.12%	90	0	0	0	90	2
30	TL3	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures (SG5)	Coordinate the functioning of the Audit & Performance Audit Committee during the financial year	Number of meetings held per annum	1 = No meetings held; 2 = 1 meeting held; 3 = 2 meetings per annum; 4 = 2 meetings held with one additional meeting; 5 = 2 meetings held with two additional meetings	4	2	0	0	1	1	1
31	TL4	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures (SG5)	Develop a Risk-based Audit Plan for the next financial year and table to the Audit & Performance Audit Committee by 30 June	Risk-based audit plan developed and tabled	1 = No RBAP tabled; 2 = Draft risk based audit plan; 3 = Risk based audit plan tabled; 4 = RBAP approved by June; 5 = RBAP approved with no changes	1	1	0	0	0	1	1
32	TL5	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures (SG5)	Execute audit projects in terms of the Risk Base Audit Plan (RBAP)	Number of audits executed per annum	1 = Less than 3 quarterly audits executed in terms of RBAP; 2 = 3 audits executed in the 4th quarter in terms of the RBAP; 3 = 4 audits executed in the 4th quarter in terms of the RBAP; 4 = 5 audits executed in the terms of RBAP including ad hoc audits; 5 = Above 5 Audits executed in terms of RBAP including ad hoc audits	21	4	0	0	0	4	1

33	TL5	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures (SG5)	Facilitate IDP Awareness initiatives in the district	Number of IDP awareness initiatives facilitated per annum	1 = No awareness campaign; 2 = N/A; 3 = 1 awareness campaign; 4 = N/A; 5 = Plus 1 additional awareness campaigns	2	1	0	0	0	0	1	1
34	TL7	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures (SG5)	Facilitate District IGR (IDP Managers & PPComm) engagement with Local Municipalities	Number of engagements facilitated per annum	1 = Less than 3 engagements; 2 = 3 engagements; 3 = 4 engagements; 4 = 4 plus 1 additional engagement; 5 = 4 plus 2 additional engagement	8	4	0	0	2	2	2	2
35	TL8	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures (SG5)	Publishing quarterly an External Newsletter to stakeholders.	Number of External Newsletters published per annum	1 = Zero quarterly external newsletters; 2 = 1 quarterly external newsletters; 3 = 2 quarterly external newsletters; 4 = 2 quarterly external newsletter plus 1 additional news publication; 5 = 2 quarterly external newsletter plus 2 additional news publication	2	2	0	0	1	1	1	1
36	D	Good Governance and Public Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Report quarterly to Council on the progress of Council resolutions not finalised	Number of reports submitted	1 = Zero quarterly reports to Council; 2 = 1 quarterly reports to Council; 3 = 2 quarterly reports to Council; 4 = N/A; 5 = All resolutions finalised	4 per annum	2	0	0	0	1	1	2

37	D	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Submit quarterly SCM report to Council	Number of reports submitted per annum	1 = No reports to Council; 2 = 1 quarterly reports to Council; 3 = 2 quarterly reports to Council; 4 = N/A; 5 = Report deviations to the first Council meeting after approval of deviation	4 reports	2	0	0	0	1	1	0
38	D	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Report by June to the Mayco on any acts of financial misconduct or an offence in terms of Chapter 15 of the MFMA during the year.	Report submitted to Mayco	1 = No report submitted to a Mayco; 2 = N/A; 3 = Report submitted to Mayco; 4 = N/A; 5 = Report submitted and all financial misconduct cases investigated	1 Per annum	1	0	0	0	0	1	0
39	D	Municipal Transformation and Institutional Development	To ensure municipal transformation and institutional development by creating a staff structure that would adhere to the principles of employment equity and promote skills development	Sign-off annual training Plans/Workplace Skills Plan (WSP) by 30 April	WSP Signed	1 = WSP not signed; 2 = WSP signed after 30 April; 3 = WSP signed by 30 April; 4 = WSP workshop with labour and signed by 30 April; 5 = WSP workshop with labour and signed by 15 April	1	1	0	0	0	0	1	1
40	D	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Address the audit action plan and audit commitments by 30 June	% of the audit action plans and audit commitments addressed	1 = >75%; 2 = 75%-<100%; 3 = 100% actions addressed; 4 = 100% actions addressed and report to the APAC; 5 = 100% actions addressed and report to the APAC and AG	100%	100%	0	0	0	0	100	2

41	D	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through existing IDP structures	Effective directing and supervision of Department Internal Audit from 1 March	90% of the KPI's of the Department have been met (Total KPI's met on year-to-date/Total KPI's)	1 = Less than 67.5% of the KPI's of the Department have been met; 2 = >67.5% - 89.99% of the KPI's of the Department have been met; 3 = 90% of the KPI's of the Department have been met; 4 = >90% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	90% per annum	0	0	90	90	2
42	D	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through existing IDP structures	Effective directing and supervision of Department IDP and Communications from 1 March	90% of the KPI's of the Department have been met (Total KPI's met on year-to-date/Total KPI's)	1 = Less than 67.5% of the KPI's of the Department have been met; 2 = >67.5% - 89.99% of the KPI's of the Department have been met; 3 = 90% of the KPI's of the Department have been met; 4 = >90% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	90% per annum	0	0	90	90	2
43	D	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through existing IDP structures	Effective directing and supervision of Department Performance and Risk Management from 1 March	90% of the KPI's of the Department have been met (Total KPI's met on year-to-date/Total KPI's)	1 = <67.5% of the KPI's of the Department have been met; 2 = 67.5% - <90% of the KPI's of the Department have been met; 3 = 90% of the KPI's of the Department have been met; 4 = >90% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	90% per annum	0	0	90	90	2
44	D	Good Governance and Community Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through existing IDP structures	Effective directing and supervision of the Corporate Services Directorate from 1 March	80% of the KPI's of the Directorate have been met (Total KPI's met on year-to-date/Total KPI's)	1 = < 60% of the KPI's of the Department have been met; 2 = 60% - <80% of the KPI's of the Department have been met; 3 = 80% of the KPI's of the Department have been met; 4 = >80% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	80% per annum	0	0	80	80	2

45	D	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Effective directing and supervision of the Finance Directorate from 1 March	80% of the KPI's of the Directorate have been met (Total KPI's met on year-to-date/Total KPI's)	1 = < 60% of the KPI's of the Department have been met; 2 = 60% - <80% of the KPI's of the Department have been met; 3 = 80% of the KPI's of the Department have been met; 4 = >80% and <100% of the KPI's of the Department have been met; 5 = 100% of the KPI's of the Department have been met	80% per annum	80% per annum	0	0	80	80	2
												Total	80


 Signed and accepted by the Acting Municipal Manager

13 APRIL '26.
 Date


 Signed and accepted by the Executive Mayor

14/04/2026
 Date

