

## MATATIELE

## PERFORMANCE PLAN

DEPARTMENT: COMMUNITY SERVICES

YEAR: 2019 - 2020

NAME: EMPLOYEE NO. JOB TITLE: DIVISION/BUSINESS-UNIT SITE RATING-SCAUE 1 1 2 3	SIYABULELA MZOBANZI MBEDLA 120001 GENERAL MANAGER COMMUNITY SERVICES 102 MAIN STREET, MATATIELE: 4730 Not meeting the standard Meet some of the standards Meet all the standards	LA LINE MANAGER: JOB TITLE: BUSINESS UNIT/SIT PERIOD: 4730 REVIEW DATE:	ER: DR DCT NAKIN MUNICIPALITY MANAGER 1 JULY 2019 – 30 JUNE 2020
RATING SCALE	TO MODEL TO THE TANK		
	Not meeting the standard		
2	Meet some of the standards		
	Meet all the standards		
4	Meet all and exceed some standards	ndards	
<b>u</b>	Meet & exceed all standards		
Key Performance Areas (KPAs)	it	Weight = 80%	
1. Basic Service Delivery	de adelegicio es pedes de la cue de color de de de estado de estado de destado de la conjecta con de color de conjectacion de conjectación d	90%	A W December 17 and 17 and 18
2. Municipal Institutional Development and Transformation	and Transformation		egija sedini na kontrole kontrole kontrole postani i produktiva se izvisa postani i produktiva se izvisa postani
3. Good Governance and Public Participation	pation	05%	
4. Municipal Financial Viability and Management	nagement		
5. Local Economic Development (LED)	e de la companya del companya de la companya del companya de la companya del la companya de la c	05%	
6. Spatial Development			

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LEADING COMPETENCIES (LC's)		CORE COMPETENCIES (CC's)	
1. Strategic Direction and Leadership	10%	1. Moral Competency	- 05%
2. People Management	- 10%	2. Planning and Organizing	- 15%
gement -	10%	3. Analysis and Innovation	encomparation of the State of the State of the State of the State of the second that should be second the state of the second that should be second to the state of the second that should be second to the second that should be second to the
_	05%	36	nt -10%
5. Change Leadership	15%	5. Communication	-10%
6. Governance Leadership -		6. Results and Quality Focus	-10%

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EF.	P R	IDI			06	25.0	G1	Р1									
	ing s Su		PERFOMA	KEY		y ar			vice Ir	Ser	isic	Ba					
		WE															
PROJECT	DESCRIPTION				Construction	of new block	of toilets										
MEASURABL	m	OBJECTIVE/O			Construction	of 3 new	DIOCKS OF	public tollets	town by 30	June 2020.							
KEY	PERFOMANC	MEASURE/IN	DICATOR		Number of	block of	toilets	constructed	by set date								
	QUARTER 1	TARGET			Drawing of	designs for 3	blocks of	public toilets	by 30	September	2019						
	R 1	A ACTU			N/A			i A	-								
***************************************	QUARTER2	TARGET			Appointme	nt of	service	provider	renovation	of Museum	by 31	December	2019 and	contractor	establishm	ent Stage 1	(10%)
	<b>R</b> 2	2 A			N/A												
JULY 2019-JUNE2020	QUARTER 3	TARGET			Stage 3	(50%)	Completio	n of the	31 March	2020							
JUNE 202		A ACTU			A/N				17 m								
	QUARTER-4	TARGET			Stage 7	(100%)	Completio	n of the	blocks of	public	toilets by	30 June	2020.	- ,			
		۾ ۾			N/A							Au					
	Progre	ss on the	Date of Review		N/A												
		Own			N/A												
	Rating	by Panel	er Memb		N/A												

μ	2	PROJECT NO
P1G106.01	P1G105.07	IDP REF
Basic Service Delivery and Infrastructure	Basic Service Delivery and Infrastructure	KEY PERFOMANCE AREA
		WEIGHT
Acquire weighbridge	Routinemain tenance of 11 public amenities and procurement of Museum artefacts and brush cutters. PLUS Q1-4 - Quarterly Progress Report to Council	PROJECT. DESCRIPTION
Installation of a landfill weighbridge by 30 June 2020	Undertake planned and routine maintenance of 12 public amenities and procuremen t of Museum artifacts and brush cutters by 30 June 2020	MEASURABL E OBJECTIVE/O UTPUT
Landfill weighbridge installed by set date	Number public facilities maintained by set date	KEY PERFOMANC E MEASURE/IN DICATOR
Process for the appointment of the service provider completed by 30 September 2019	1. Maintenance of the pool at ward 19 2. Replacement and repairs on Swimming Pool Pumps Plant at ward 19	QUARTER 1 TARGET
AN	X A	AL ACTU
Appointme nt of a Service provider and construct weighbridg e by 31 December 2019	3. Tennis Court Fence and Pitch repaired at ward 20, est 40m length, 20m width, 4m height at Ward 20 4. Netball Pitch repaired at Ward 19	QUARTER2 TARGET A
AN	N/A	ACTU AL
Constructi on of weighbrid ge continued by 31 March 2020.	5-8 Maintena nce of 4blocks of public toilets at ward 19 9. Procure Artefacts for the Museum at Ward 19	JULY 2019-JÜNE2020  QUARTER 3  TARGET ACTU  AL
A'N A	× ×	AL
Completio n of weighbrid ge by 30 June 2020	10-12 Routinema intenance of 3sport field and procurem ent of sport field brush cutters) at Ward 19, 20 and 16	O QUARTER 4 TARGET
N/A	A/N	AL ACTU
N/A	Z/A	Progre ss on the Date of Review
N/A	Z	Own Ratin
N/A	<u>Z.</u>	Rating. by Panel Memb

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'n	4.	PROJECT NO
P1G106.05	P1G106.03	IDP REF
Basic Service Delivery and Infrastructure	Basic Service Delivery and Infrastructure	KEY PERFOMANCE AREA
		WEIGHT
Donga rehabilitatio n	Alien plant Eradication	PROJECT DESCRIPTION
Rehabilitate dongas in 3 Wards (3, 10 and 18) by 30 June 2020	Eradication of 100m of Alien Plants in the Nature Reserve by 30 June 2020	MEASURABL E OBJECTIVE/O UTPUT
Number of wards with rehabilitated dongas by set date	Eradicated alien plants in Nature Reserve dam by set date	REY PERFOMANC E MEASURE/IN DICATOR
Process for the appointment of the service provider completed by 30 September 2019	Identification and assessment of Alien plants in the Nature Reserve by 30 September 2019	QUARTER TARGET
X A	N/A	AL AL
Appointme nt of service provider and donga rehabilitati on in ward 3 by 31 December 2019	Appointme nt of a Service provider and eradication of Alien Plants in the Nature by 31 December 2019.	QUARTER2 TARGET A
N A	V <sub>A</sub>	ACTU AL
Donga rehabilitat ion in ward 18 by 31 Marc 2020.	eradication  of Alien  Plants in  the  Nature by 31 March 2020.	TARGET ACTU
Z	N.	ACTU
Donga rehabilitati on in ward 10 by 30 June 2020.	of Alien Plants in the Nature Reserve eradicated by 30 June 2020.	QUARTER 4 TARGET
Z,	N/A	ACTIU ACTIU
Z/ >	N/A	Progre ss on the Date of Review
Z	Z >	Own Ratin g
Z.>	N/A	Rating by Panel Memb er

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EF	R	IDP	06.06	P1G10	P		-		07	26.0	G10	P1											
EΑ	ARI	KEY PERFOMANCE A		elivery		Serv	Basic		re	ctu	stru	nfras	nd II	y aı	iver	Deli	vice	: Ser	Basi				
нт	IGI	WEI						,															
PROJECT	DESCRIPTION		Maintenance and fencing	of cemeteries					Refuse	removal													
MEASURABL	m	OBJECTIVE/O UTPUT	Fencing of (2) municipal	cemeteries in wards 19	and 26 by 30 June 2020				Provide	waste	removal	services	twice a week	(in	residential	areas) and	daily (in the	CBD)	by 30 June	2020			
T.	PERFOMANC	E MEASURE/IN DICATOR	Number of reports	submitted to council by	set date				Number of	times waste	removal	nrovided by	set date										
	QUARTER	TARGET	Process for the	appointment of the service	provider	completed by	2019		24 days	quarterly	(twice a	week) waste	removal from	residential	areas and	-	91 days	(daily) from	the CBD by	30 September	2019		
	1	ACIIU	N/A						N/A														
	QUARTER2	TARGET	Appointme nt of	service provider	and fencing of	cemeteries	December	2019.	24 days	quarterly	(twice a	week)	waste	removal	from	residential	areas and	91 days	quarterly	(daily) from	the CBD by by 31	December 2019	
	ER2	ACTU AL							N/A														
JUBY ZULE-ETIONE ZUZU	QUARTER 3	TARGET	N/A						24 days	quarterly	(twice a	week)	waste	removal	from	residential	areas and	91 days	quarterly	(daily)	from the	March.	2020
-JOINEZUZ	ER3	ACTU AL	N/A						N/A											¥.			
	QUARTER 4	TARGET	Completio n of	fencing of cemeterie	s in wards 19 and 26	by 31	2020.	***************************************	24 days	quarterly	(twice a	week)	waste	removal	from	residential	areas and	91 days	quarterly	(Alleo)	from the CBD by by	30 June	
		AL AL	N/A						N/A				Ý										
	Progre	ss on the Date of Review	N/A			121			N/A	- Com Tie												<del></del>	
		Own Ratin 8	N/A	19 98 100 08 110 11 11 11 11 11 11 11 11 11 11 11 11					N/A														***************************************
	Rating	by Panel Memb er	N/A						N/A														

PROJECT NO				∞														
F	P RI	\IC		8	106.0	P1G										1.00.000		
Α	ARE	FOMANCE	KEY PERFO	е	ructur	Infrast	and	ivery	Del	vice	Ser	sic	Ва					
ΙT	EIGI	W																
PROJECT DESCRIPTION			Grass cutting	services														
MEASURABL		UTPUT		Provide	grass cutting	services in		areas at	Maluti	(Ward 1),	Matatiele	(Ward 19	and 20) and	Cedarville	(Ward 26) by	30 June	2020	
KEY	PERFOMANC	MEASURE/IN DICATOR		Grass cutting	services provided in	Maluti, Cedarville	and	set date	, maria (m. 1842)									
	QUARTER 1			N/A					<del>,, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,</del>									
	R1  -  -	<u> </u>		N/A										\$				
	QUARTER2			Grass	cutting in Wards, 1,	, થ		2019.									•	
	<b>3</b>	≥ }		N/A														
JULY ZULE-JUNEZUZU	1			Grass	cutting in Wards, 1,	19, 20 and	March .	2020.										
JUNEZUZ	QUARIER 3	2		N/A												F 3		
<b>O</b>	TARGET			N/A	THE PART OF THE PARTY OF THE PA	1 T Passen 1 11 12 10 10					age we were							
	ATT I	<u>^</u>		N/A														
	rs on	the Date of Review	Review	N/A														
	3			N/A			•	***************************************				*****						
	74 TE	Panel Memb er	e e	N/A														

ώ	PROJECT NO			
P1G106.09	IDP REF			
Basic Service Delivery and Infrastructure	KEY PERFOMANCE AREA			
	WEIGHT			
Developmen t of new Cemetery.	PROJECT DESCRIPTION			
Developmen t of a new cemetery in ward 19 by 30 June 2020	MEASURABL E OBJECTIVE/O UTPUT			
New Cemetery developed by set date	REY PERFOMANC E MEASURE/IN DICATOR			
Identification of cemetery site by Community Services and Town Planning section and council approval by 30 September 2019	QUARTER 1 TARGET			
N/A	ACTU AL			
Environme ntal Impact Assessment of identified site approved by the Departmen t of Environme ntal Affairs (DEA) by 31 December 2019.	QUARTER2 TARGET A			
N/A	ER2 ACTU AL			
Appointm ent of Service provider to prepare cemetery design by 31 March 2020.	JULY 2019-JUNE2020 QUARTER 3 TARGET ACTU AL			
N/A	JLY 2019-JUNE2024 QUARTER 3 RGET ACTU AL			
Handover of cemetery site by the Service Provider to the Matatiele Local Municipali ty by 30 June 2020.	O QUARTER 4 TARGET			
N/A	ACTU AL			
N/A	Progre ss on the Date of Review			
N/N	Own Ratin g			
N/A	Rating by Panel Memb er			

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اب اب	10.	PROJECT NO		
P1G7O7.05	P1G107.03	IDP REF		
Basic Service Delivery and Infrastructure	Basic Service Delivery and Infrastructure	KEY PERFOMANCE AREA		
		WEIGHT		
Fire Engine	Public knowledge and literacy awareness programmes	PROJECT DESGRIPTION		
Acquire a [one (1)] suitable fire engine by 30 June 2020.	Host 10 public knowledge and awareness programmes on library information and literacy by 30 June 2020.	E OBJECTIVE/O UTPUT		
Fire engine acquired by set date	Number of public knowledge and awareness programmes hosted by set date	KEY PERFOMANC E MEASURE/IN DICATOR		
Prepare a research for submission to MTM and prepare Terms of Reference.	2 Public knowledge and awareness programmes on Library Information and Literacy hosted by 30 Sept. 2019	QUARTER		
Z A		ACTU AL		
Process for the appointme nt of a service provider by 31 December 2 019.	Public knowledge and awareness programme s on Library Information and Literacy hosted by 31 Dec. 2019	QUARTER2 TARGET A		
N/A	AV	ACTU AL		
Appointm ent of the Service provider by 31 March 2020.	2 Public knowledg e and awareness programm es on Library Informatio n and Literacy hosted by 31 March 2020	JULY 2019-JUNE2020  QUARTER 3  TARGET  ACTU  AL		
N/A	N/A	AL		
Delivery of one fire engine by 30 June 2020.	2 Public knowledge and awareness programm e on Library Informatio n and Literacy hosted by 30 June 2020.	O QUARTER 4 TARGET AA		
N/A	AN	AL ACTION		
N/A	N/A	Progre ss on the Date of Review		
N/A	N/>	g Ratin		
N/A	N/A	Rating by Panel Memb er		

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m	12.	PROJECT NO
.P1G202	P1G7O7.06	IDP REF
Basic Service Delivery and	Basic Service Delivery and Infrastructure	KEY PERFOMANCE AREA
		WEIGHT
Traffic Law enforcement	Installation of traffic lights	PROJECT DESCRIPTION
Stop and check 15000 vehicles by 30 June 2020.	Installation of two sets of traffic lights (robots) in Matatiele town by 30 June 2020	MEASURABL E OBJECTIVE/O UTPUT
Number of vehicles stopped and checked by set date.	Number of traffic lights installed by set date	KEY PERFOMANC E MEASURE/IN DICATOR
Stop and check 3750 vehicles	Process for the appointment of the service provider completed by 30 September 2019	QUARTER 1 TARGET
00 A/A	for N/A	TER 1
Stop and check 3750 vehicles	Appointme nt of a Service provider and installation of traffic lights by 31 December 2019.	QUARTER2
N/A	NA A	ACTU AL
Stop and check 3750 vehicles	Installation of traffic lights continued by 31 March 2020.	₹
N/A	NA A	ACTU
Stop and check 3750 vehicles	Completion of installation of traffic lights by 30 June 2020	JLY 2019-JUNE2020  QUARTER 3  QUARTER 4  RGET  ALTU  TARGET  AL
N/A	AN	ACTU
N/A	N/N	Progre ss on the Date of Review
N/A	N/A	Own Ratin
N/A	N/A	Rating by Panel Memb er

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15	14	PROJECT NO
P1G707.05	P1202	IDP REF
	: Service Delivery and Infrastructure	KEY PERFOMANCE AREA
		WEIGHT
Creation of fire belts	By-law enforcement	PROJECT DESCRIPTION
To have 20kilomete rs of fire belts done at Cedarville, Mountain lake Nature reserve and Wilfred Bower Nature Reserve by June 2020.	ndu pec pec ding	MEASURABL E OBJECTIVE/O UTPUT
Number of kilometres of fire belts done by set date.	Number of inspections of street trading permits conducted by set date	KEY. PERFOMANC E MEASURE/IN DICATOR
Do 05 kilometres of fire belts at Cedarville, Mountain Lake Nature Reserve and Wilfred Bower Nature Reserve	Conduct inspections 75 street trading permits.	QUARTER
	N/A	ACTU
N/A	Conduct inspections 75 street trading permits.	QUARTER2 TARGET A
N/A	N/A	ER2 ACTU AL
N/A	Conduct inspection s 75 street trading permits.	TARGET ACTU
N A	N/A	ACTU AL
Do 1S kilometres of fire belts at Cedarville, Mountain Lake Nature Reserve and Wilfred Bower Nature Reserve Reserve	Conduct inspection s 75 street trading permits.	QUARTER 4 TARGET
	N A	ACTU AL
N/A	N	Progre ss on the Date of Review
N/A	Z/ Z	Own Ratin g
N/A	N/A	Rating by Panel Memb er

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10	T 1	PROJEC	16.	17.
EF	P R	ID	P1G707.05	P1G107.02
ΕA	AR	KEY PERFOMANCE	Basic Service Delivery and Infrastructure	Basic Service Delivery and Infrastructure
нт	IG	WE		
PROJECT	DESCRIPTION		Service and maintenance of fire extinguishers	Holding of Disaster Managemen t advisory Forum
MEASURABL	<b>.</b>	OBJECTIVE/O UTPUT	Services and maintain 102 fire extinguishe rs 30 June 2020	Hold two disaster manageme nt advisory forum meetings by 30 June 2020
줘	PERFOMANC	MEASURE/IN DICATOR	Number of fire extinguisher s serviced and maintained by set date.	Number of Disaster Managemen t Advisory Forum Meetings held by set date.
	QUARTER 1	TARGET	N/A	Hold one Disaster Management Advisory Forum meeting
	7	ACTU	NA Na sa	A/N
	QUARTER2	TARGET	Service and maintain 102 fire extinguishe	N/A
	:R2	ACTU AL	A A	N/A
JULY 2019-JUNE2020	QUARTER 3	TARGET	N/A	Hold one Disaster Managem ent Advisory Forum meeting
-JUNE202	ER:3	ACTU AL	N/A	N A
0	QUARTER 4	TARGET	N/A	N A
		yr. YCJU	Z/ A	N/A
	Progre	ss on the Date of Review	Z S	N/A
(*) N. (*)		Ratin	Z/ >	N/A
	Rating	by Panel Memb er	N/N	Z/A

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19.	PROJECT NO
P1G107.01 P1G107.02	IDP REF
Service Delivery and Basic Service Delivery and Infrastructure Infrastructure	RFOMANCE AREA
	WEIGHT
Procurement of Disaster relief material Provision of Learners Licences Testing services	PROJECT DESCRIPTION
Procure 50 blankets and 30 matrasses by 30 June 2020 100% processing of Learners licence test application by 30 June	MEASURABL E OBJECTIVE/O UTPUT
Number of blankets and matrasses procured by set date  Percentage of Learners licence test applications processed by set date.	KEY PERFOMANC E MEASURE/IN DICATOR
Submit items specifications to SCM  100% processing of Learners licence test applications	QUARTER :
X X	R1 ACTÚ
Appointme nt of service and delivery  100% processing of Learners licence test application s	QUARTER2 TARGET A
N N N N N N N N N N N N N N N N N N N	ER2 ACTU
Provide emergenc y disaster relief material as and when the need arises 100% processing of Learners licence test	JULY 2019-JUNE2020  QUARTER 3  TARGET ACTU  AL
N A N	
Provide emergenc y disaster relief material as and when the need arises  100% processing of Learners licence test	QUARTER 4 TARGET
N A A	AL. ACTIU
N N N	Progre ss on the Date of Review
Z Z Z Z	Own Ratin
, Z A	Rating by Panel Memb

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21.	20.	PROJECT NO
P1G1O7.01	P1G1O7.01	IDP REF
Basic Service Delivery and Infrastructure	Basic Service Delivery and Infrastructure	KEY PERFOMANCE AREA
		WEIGHT
Provision of Vehicle Testing Services	Provision of Driving Licences Testing services	PROJECT DESCRIPTION
100% Processing of Vehicle tested for roadworth y application by 30 June 2020	processing of Driving licence test application by 30 June 2020	MEASURABL E OBJECTIVE/O UTPUT
Percentage of vehicles tested for roadworthy processed by set date	Percentage of driving licence test applications processed by set date.	KEY PERFOMANC E MEASURE/IN DICATOR
processing of vehicle roadworthy test applications	100% processing of driving licence test applications	QUARTER 1 TARGET
N/A	N/A	ACTU AL
processing of vehicle roadworthy test application s	100% processing of driving licence test application s	QUARTER2 TARGET A
Š	ΝA	ACTU AL
100% processing of vehicle roadworth y test applications	100% processing of driving licence test applicatio ns	JULY 2019-JUNE2020  QUARTER 3  TARGET  ACTU  AL
N/A	N/A	ACTU ACTU
100% processing of vehicle roadworth y test applicatio ns	100% processing of driving licence test applicatio	OZO  QUARTER 4  J TARGET
N/A	N/A	ACTU AL
N/A	Z/A	Progre ss on the Date of Review
N/A	Z/A	Own Ratin g
Z/A	2/>	Rating by Panel Memb

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23.	22.	PROJECT NO
P1G107.01	P1G107.01	IDP REF
Basic Service Delivery and Infrastructure	Basic Service Delivery and Infrastructure	KEY PERFOMANCE AREA
		WEIGHT
Community Safety Forum	Provision of vehicle registering and licencing Authority Services (AR)	PROJECT DESCRIPTION
Conduct two community safety forum meetings by 30 June 2020	100% Processing of vehicle registering and licencing Authority Services	MEASURABL E OBJECTIVE/O UTPUT
Number of community safety forum meetings conducted by set date.	Percentage of vehicles registering and licencing processed by set date	KEY PERFOMANC E MEASURE/IN DICATOR
Conduct one community safety forum meeting	100% processing of wehicles registering and licencing applications	QUARTER 1 TARGET
N/A	N/A	R-1 ACTU AL
N/A	100% processing of vehicles registering and licencing application s	QUARTER2 TARGET A
A/N	N/A	RZ ACTU AL
Conduct one communit y safety forum meeting	100% processing of vehicles registering and licencing applicatio	JULY 2019-JUNE2020  QUARTER 3  TARGET ACTU  AL
AN	AN	-JUNE202 ER:3 ACTU AL
N/A	100% processing of vehicles registering and licencing applications	QUARTER 4  TARGET
N/A	N/A	AL
N/A	N/A	Progre ss on the Date of Review
N/A	Z/>	Own Ratin g
N/A	N/A	Rating by Panel Memb er

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24.	PROJECT NO
P3G4O11.01	IDP REF
Local Economic Development	KEY PERFOMANCE AREA
	WEIGHT
Public Employment Programme (Job creation through Expanded Public Works Programme (EPWP))	PROJECT DESCRIPTION
Create 415 Job Opportunitie s through EPWP by 30 June 2019	MEASURABL E OBJECTIVE/O UTPUT
Number of Job opportunitie s created through EPWP	KEY PERFOMANC E MEASURE/IN DICATOR
Create 415 job opportunities through EPWP. Orientation and Commencem ent of the programme by 30 September 2019.	QUARTER'1 TARGET
N/A	R-1 ACTÜ AL
1 Quarterly expenditur e Report submitted to Council by 31 December 2019	QUARTER2 TARGET A A
A/N	ER2 ACTU AL
Quarterly expenditu re Report submitted to Council by 31 January 2020.	JULY 2019-JUNE2020 QUARTER 3 ( TARGET ACTU 1 AL
AVA	ER 3 ACTU AL
1 Quarterly expenditur e Report submitted to Council by 30 June 2020.	O20  QUARTER 4  TARGET
N/A	ACTU
N/A	Progre ss.on the Date of Review
N/ N	Own Ratin 8
N/A	Rating by Panel Memb er

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25,	PROJECT NO
P6G9O22.07	IDP REF
Good Governance and Public	KEY PERFOMANCE AREA
Participation	
	WEIGHT
22. To Strengthen integrated planning, performance monitoring and evaluation of municipal programmes	PROJECT DESCRIPTION
Review of 12 policies and 10 SOPs by 31 MAY 2020.	MEASURABL E OBJECTIVE/O UTPUT
Number of Policies and by-laws approved/re viewed by set date.	KEY PERFOMANC E MEASURE/IN DICATOR
N/A	QUARTER 1 TARGET
N N N N N N N N N N N N N N N N N N N	ACTU ACTU
V/A	QUARTER2 TARGET A
N/A	L CIU
Presentati ons of the reviewed policies and SOPs at the Departme ntal and Annual Strategic Planning workshop	JÜLY 2019-JUNE2020  QUARTER:3  TARGET  AGTU TARGET  AL
N/A	JUNE202 ER:3 ACTU AL
Presentati ons of the reviewed policies and SOPs to the municipal governanc e structures.	<b>7</b>
A/N	ACTU
A/N	Progresss on the Date of Review
N/A	Own Ratin
N/A	Rating by Panel Memb er

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## LEADING COMPETENCIES

Core Management Criteria (CMC)	Weig ht %	Milestones	Comments Own Rating (By (B) (B) (A-5)	Rating (By Panel Member) (1-5)
<ol> <li>Strategic Direction and Leadership</li> </ol>	10%	Plan, structure, measure, control and pull information together in order to achieve prespecified goals.		
2. People Management	10%	Employee Relations Management.		
<ol><li>Program and Project Management</li></ol>	10%	Planning Programs and Projects implementation.		
4. Financial Management	05%	Budget Planning and Execution. Financial Reporting and Monitoring.		
5. Change Leadership	15%	Systematic approach to problem solving.		
6. Governance Leadership	1			
TOTAL	50%			

2. CORE COMPETENCY (CC)

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i d	6. Results and Quality Focus 10% Quality assurance	5. Communication 10% Communicate appropriate & useful information to others in order to provide optimal service delivery.	<ol> <li>Knowledge and Information</li> <li>Mew theories and conceptual models.</li> </ol>	3. Analysis & Innovation	<ol> <li>Planning and Organizing.</li> <li>15% Development of broad initiatives and action plans for the realization of municipal objectives</li> </ol>	<ol> <li>Moral Competency</li> <li>municipal values</li> </ol>	Core Occupational Competency Weight % Milestones
		opropriate & useful ers in order to provide very.	onceptual models.		oad initiatives and action salization of municipal	ice to	
							Comments Com

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PERSONAL DEVELOPMENT PLAN



I agree with the objectives as set out in the Performance Development Plan and undertake to achieve the objectives as agreed on.	
SIGNATURE: JUNES	
Name of the Manager: Siyabulela Mzobanzi Mbedia	
Designation : General Manager: Community Services	
Date	
I undertake to support the General Manager: Community Services , Siyabulela Mzobanzi Mbedla with the achievement of the above Performance Development Plan	t Plan
SIGNATURE:	
Name of the Municipal Manager: Dr. D.C.T Nakin	
Designation : Municipal Manager: Matatiele Local Municipality	
Date: S ) \ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\ \\	