

BELA-BELA LOCAL MUNICIPALITY



2019/2020

PERFORMANCE AGREEMENT

FOR

JB SELAPYANE

MANAGER CORPORATE SERVICES

I | Performance Agreement 2019-2020 Financial Year- Corporate Services

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PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE BELA-BELA LOCAL MUNICIPALITY

AS REPRESENTED BY THE MUNICIPAL MANAGER

SM MAKHUBELA

(Herein and after referred to as the Employer)

AND

JB SELAPYANE

(Herein and after referred to as the Employee)

FOR THE PERIOD

01 JULY 2019 TO 30 JUNE 2020 FINANCIAL YEAR

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 No. 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 "Core competencies" - means competencies that cut across all levels of work in a municipality and enhance contextualized leadership that guarantees service delivery impact;
- 1.5.2 "Leading competencies" - means competencies that are required to develop clear institutional strategy, initiate, drive and implement programs to achieve long-term sustainable and measurable service delivery performance results;
- 1.5.3 "this Agreement" - means the performance Agreement between the Employer and the Employee and the Annexures thereto;
- 1.5.4 "the Mayor" - means the Mayor of council appointed in terms of the Local Government: Municipal Structures Act No. 117 of 1998;
- 1.5.5 "the Employee" - means the Manager Corporate Services appointed in terms of Section 56 (1) (a) (ii) of the Local Government Municipal Systems Act No 32 of 2000
- 1.5.6 "the Parties" means the Employer and the Employee

1.5.7 Regulations

1.5.7.1 Local Government: Municipal Planning and Performance Management regulations, 2001

1.5.7.2 Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly Accountable to Municipal Managers, 2006

1.5.7.3 Local Government: Regulations on appointment and conditions of employment of senior managers. (17 January 2014)

1.5.7.4 Local Government: Municipal Regulations on minimum Competency Levels, 2007, issued in terms of the Municipal Finance Management Act, No. 56 of 2003, as published under Government Notice No. 493 in Government Gazette No. 29967 of 15 June 2007

1.5.8 "Senior Manager" – means a municipal manager or acting municipal manager, appointed in terms of section 54A of the Act, and includes a manager directly accountable to a municipal manager appointed in terms of section 56 of the Act.

1.5.9 "Evaluation Panel" - means the committee constituted for the purpose of evaluating performance of the Municipal Manager and Managers directly accountable to the Municipal Manager.

2. PURPOSE OF THE PERFORMANCE AGREEMENT

2.1 The purpose of this Agreement is to:

2.1.1 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;

2.1.2 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 accountability in alignment with the Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;

2.1.3 Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

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

2.1.5 Monitor and measure performance against set targeted outputs;

2.1.6 Use the Performance Agreement as the basis for assessing whether the employee has met the performance expectations applicable to his or her job;

2.1.7 Reward the Employee appropriately, in the event of outstanding performance;

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2.1.8 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 2019**, irrespective of the date on which it was signed by both Parties, and will remain in force until **30 June 2020** 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 than 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 Parties agree to review the provisions of this agreement during **June** each year

3.5 If at any time during the validity of this Agreement the work environment alters to the extent that the contents of this Agreement are no longer appropriate, the contents must, by mutual agreement between the Parties, immediately be revised.

4 PERFORMANCE OBJECTIVES

4.1 The Performance Plan (Annexure A) sets out-

4.1.1 The performance objectives, 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 Competencies comprising of the Leading Competencies and the Core Competencies

4.2 The performance objectives, and targets reflected in Performance Plan are set by the Employer in consultation with the Employee and based on the Approved 2019/2020 Integrated Development Plan, Draft 2019/2020 Service Delivery and Budget Implementation Plan (SDBIP) and Approved 2019/2020 Annual Budget of the Employer, and shall include:

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- 4.2.1 Key objectives: that describes the main tasks that need to be done;
- 4.2.2 Key performance indicators: that provides the details of the evidence that must be provided to show that a key objective has been achieved;
- 4.2.3 Target dates: that describes the time frame in which the targets must be achieved; and
- 4.2.4 Weightings: showing the relative importance of the key objectives to each other;
- 4.3 The Personal Development Plan (Annexure B) sets out the **Employee's** personal development requirements in line with the objectives and targets of the **Employer**; and
- 4.4 The **Employee's** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the **Employer's** Integrated Development Plan.
- 4.5 Disclosure of Financial Interests (Annexure C) set out the financial interests of the employee
- 5 PERFORMANCE MANAGEMENT SYSTEM**
- 5.1 The **Employee** agrees to participate in the performance management system that the **Employer** adopts or introduces for the municipality;
- 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 (KPIs), 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 Competencies: Leading- and Core Competencies, 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 Competencies: Leading- and Core Competencies 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 Competencies: Leading – and Core Competencies 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

Key Performance Areas		Weighting
1	Basic Service and Infrastructure Development	0%
2	Municipal Institutional Development and Transformation	83%
3	Local Economic Development (LED)	0%
4	Municipal Financial Viability and Management	5%
5	Good Governance and Public Participation	12%
6	Spatial Rationale	0%
Total		100%
The KPA must constitute 100% and be converted to 80%		

5.7 In the case of managers directly accountable to the municipal manager, KPAs related to the functional area of the relevant manager, must be subject to negotiation between the municipal manager and the relevant manager.

6. COMPETENCY FRAMEWORK

6.1 A person appointed as a senior manager must have the competencies as set out in this framework. Focus must also be placed on the following key factors:

- Critical leading competencies that drive the strategic intent and direction of local government;
- Core competencies which senior managers are expected to possess, and which drive the execution of the leading competencies; and
- The eight Batho Pele principles.

6.2 The competency framework consists of **six leading competencies** which comprise of twenty (20) driving competencies that communicate what is expected for effective performance in local government.

6.3 The competency framework further involves **six core competencies** that act as drivers to ensure that the leading competencies are executed at an optimal level.

6.4 Competency Framework Structure

6.4.1 The competencies that appear in the competency framework are detailed below:

CRITICAL LEADING COMPETENCIES	
Six (6) Leading Competencies	Twenty (20) driving competencies
Strategic Direction and Leadership	- Impact and Influence - Institutional Performance Management - Strategic Planning and Management - Organisational Awareness
People Management	- Human Capital Planning and Development - Diversity Management - Employee Relations Management - Negotiation and Dispute Management
Program and Project Management	- Program and Project Planning and Implementation - Service Delivery Management - Program and Project Monitoring and Evaluation
Financial Management	- Budget Planning and Execution - Financial Strategy and Delivery - Financial Reporting and Monitoring
Change Management	- Change Vision and Strategy - Process Design and Improvement - Change Impact Monitoring and Evaluation
Governance Leadership	Policy Formulation

1 This competency Framework replaces regulation 26 (8) of the Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Managers, (Government Notice No. 805) as published in Government Gazette No. 29089 of 1 August 2006.

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(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 under the KPA

(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

7.5.1 Assessment of the achievement of results as outlined in the Performance Plan

7.5 The Annual performance appraisal will involve:

objectives and strategies set out in the Employer's IDP.

7.4 The Employee's performance will be measured in terms of contributions to the strategic

implementation must take place within set time frames;

7.3 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

review the Employee's performance at any stage while the contract of employment remains in force;

7.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition

7.1.2 The intervals for the evaluation of the Employee's performance;

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

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

7. PERFORMANCE ASSESSMENT

CRITICAL LEADING COMPETENCIES	
Six (6) Leading Competencies	• Risk and Compliance Management • Cooperative Governance
SIX (6) CORE COMPETENCIES	
Moral Competence	
Planning and Organising	
Analysis and Innovation	
Knowledge and Information Management	
Communication	
Results and Quality Focus	

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.

7.5.2 Assessment of the Leading Competencies and Core Competencies:

(a) There is no hierarchical connotation to the structure and all competencies are essential to the role of a senior manager to influence high performance.

(b) All competencies must therefore be considered as measurable and critical in assessing the level of a senior manager's performance.

(c) The competency framework is underscored by four (4) achievement levels that act as benchmark and minimum requirements for other human capital interventions, which are, recruitment and selection, learning and development, succession and planning, and promotion.

7.5.3 Achievement Levels

7.5.3.1 The achievement levels indicated in the table below serves as a benchmark for the appointments, succession planning and development interventions.

7.5.3.2 Individuals falling within the Basic range are deemed unsuitable for the role of senior manager, and caution should be applied in promoting and appointing such persons.

7.5.3.3 Individuals that operate in the Superior range are deemed highly competent and demonstrate an exceptional level of practical knowledge, attitude and quality. These individuals should be considered for higher positions, and should be earmarked for leadership programs and succession planning.

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Achievement Levels	Description
Basic 1	Applies basic concepts, methods, and understanding of local government operations, but requires supervision and development intervention
Competent 2	Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and executes progressive analyses
Advanced 3	Develops and applies complex concepts, methods and understanding. Effectively directs and leads group and executes in-depth analyses
Superior 4	Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods.

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7.5.4 Competency Description: LEADING COMPETENCIES

Cluster	Leading Competencies	Competency Name	Competency Definition	ACHIEVEMENT LEVELS														
	Strategic Direction and Leadership		Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate.															
Weight	20%																	
				BASIC	COMPETENT	ADVANCED	SUPERIOR											
- Understand the institutional and departmental strategic objectives, but lacks ability to inspire others to achieve set mandate - Describe how specific tasks link to the institutional strategies but has limited influence in directing strategy - Has a basic understanding of institutional performance, but lacks the ability to integrate systems into a whole - Demonstrate a basic understanding of key decision makers				- Give direction to a team in realising the institution's strategic mandate and set objectives - Has a positive impact and influence on the morale, engagement and participation of team members - Develop actions plans to execute and guide strategy implementation - Assist in defining performance measures to monitor the progress and effectiveness of the institution - Displays awareness of institutional structures and political factors - Effectively communicate barriers to execution to relevant parties - Provide guidance to all stakeholders in the achievement of the strategic mandate - Understand the aim and objectives of the institution and relate it to own work					- Evaluate all activities to determine value and alignment to strategic intent - Display in-depth knowledge and understanding of strategic planning across all functional areas - Actively define performance measures to monitor the progress and effectiveness of the institution - Consistently challenge strategic plans to ensure relevance - Understand institutional structures and political factors, and the consequences of actions to empower others to follow strategic direction and deal with complex situations - Guide the institution through complex and ambiguous concern - Use understanding of power relationships and dynamic tensions among key players to frame communications and develop strategies, positions and alliances					- Structure and position the institution to local government priorities - Actively use in-depth knowledge and understanding to develop and implement a comprehensive institutional framework - Hold self-accountable for strategy execution and results - Provide impact and influence through building and maintaining strategic relationships - Create an environment that facilitates loyalty an innovation display a superior level of self-discipline and integrity in actions - Integrate various systems into a collective whole to optimise institutional performance - Uses understanding of competing interests to manoeuvre successfully to a win/win outcome				

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Cluster	Leading Competencies	Weight	Competency Name	Competency Definition
ACHIEVEMENT LEVELS				
		10%	People Management ²	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build nature relationships in order to achieve institutional objectives
BASIC	COMPETENT	ADVANCED	SUPERIOR	- Participate in team goal setting and problem solving - Interact and collaborate with people of diverse backgrounds - Aware of guidelines for employee development, but requires support in implementing development initiatives - Seek opportunities to increase team contribution and responsibility - Respect and support the diverse nature of others and be aware of the benefits of a diverse approach - Effectively delegate tasks and empower others to increase contribution and execute functions optimally - Apply relevant employee legislation fairly and consistently - Facilitate team goal-setting and problem solving - Effectively identify capacity requirements to fulfil the strategic mandate
				- Identify ineffective team and work processes and recommend remedial interventions - Recognise and reward effective and desired behaviour - Provide mentoring and guidance to others in order to increase personal effectiveness and learning needs - Identify development within the team and build a work environment conducive to sharing, innovation, ethical behaviour and professionalism - Inspire a culture of performance excellence by giving positive and constructive feedback to the team - Achieve agreement or consensus in adversarial environments - Lead and unite diverse teams across divisions to achieve institutional objectives
				- Develop and incorporate best practice people management processes, approaches and tools across the institution - Foster a culture of discipline, responsibility and accountability - Understand the impact of diversity in performance and actively incorporate a diversity strategy in the institution - Develop comprehensive integrated strategies and approaches to human capital development and management - Actively identify trends and predict capacity requirements to facilitate unified transition and performance management

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Cluster	Leading Competencies	Competency Name	Competency Definition	Weight		
		10%	Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives			
ACHIEVEMENT LEVELS						
BASIC		COMPETENT	• Initiate projects after approval from higher authorities • Understand procedures of program and project management • methodology, implications and stakeholder involvement • Understand the rational of projects in relation to the institution's strategic objectives • Document and communicate factors and risk associated with own work • Use results and approaches of successful project implementation as guide	• Establish broad stakeholder involvement and communicate the project status and key milestones • Define the roles and responsibilities of the project team and create clarity around expectations • Find a balance between project deadline and the quality of deliverables • Identify appropriate project resources to facilitate the effective completion of the deliverables • Comply with statutory requirements and apply policies in a consistent manner • Monitor progress and use of resources and make needed adjustments to timelines, steps, and resource allocation	• Manage multiple programs and balance priorities and conflicts according to institutional goals • Apply effective risk management strategies through impact assessment and resource requirements • Modify project scope and budget when required without compromising the quality and objectives of the project • Involve top-level authorities and relevant stakeholders in seeking project buy-in • Identify and apply contemporary project management methodology and influence project and motivate project team to deliver exceptional results • Monitor policy implementation and apply procedures to manage risks	• Understand and conceptualise the long-term implications of desired project outcomes • Direct a comprehensive strategic macro and micro analysis and scope projects to realise institutional objectives and consider and initiate projects that focus on the long-term objectives • Influence people in positions of authority to implement outcomes of projects • Lead and direct translation of policy into workable action plans • Ensures that programs are monitored to track progress and resource utilisation, and that adjustments are made as needed

Cluster	Competency Name	Competency Definition
Leading Competencies	Financial Management ⁴	Able to compile, and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner
Weight	10%	

Cluster	Competency	Name	Competency	Definition	ACHIEVEMENT LEVELS	
Leading Competencies	Change Leadership ⁵	10%		Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community		

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7.5.5 Competency Description: CORE COMPETENCIES

Cluster	Leading Competencies	Competency Name	Competency	Definition
		Governance Leadership ⁶		Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships
ACHIEVEMENT LEVELS				
BASIC			• Display a basic awareness of risk, compliance factors and governance factors but require guidance and development in implementing such requirements • Understand the structure of cooperative but government guidance on workable relationships between stakeholders • Provide input into policy formulation	
COMPETENT			• Display a thorough understanding of governance and risk and compliance factors and implement plans to address these • Demonstrate understanding of the techniques and processes for optimising risk taking decisions within the institution • Actively drive policy formulation within the institution to ensure the achievement of objectives	
ADVANCED			• Able to link risk initiatives into key institutional objectives and drivers • Identify, analyse and measure risk, create valid risk forecast, and map risk profiles • Apply risk control methodology and approaches to prevent and reduce risk that impede on the achievement of institutional objectives • Demonstrate a thorough understanding of risk retention plans • Identify an implement comprehensive risk management systems and processes • Implement and monitor the formulation of policies, constraints and challenges with implementations and provide recommendations for improvement	
SUPERIOR			• Demonstrate a high level of commitment in complying with governance requirements • Implement governance and compliance strategy to ensure achievement of institutional objectives within the legislative framework • Able to advise Local Government on risk management strategies, best practice interventions and compliance management relationships on governance level to enhance the effectiveness of Local Government • Able to forge positive relationships on governance level to enhance the effectiveness of Local Government • Able to shape, direct and drive the formulation of policies on a macro level	

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Cluster	Core Competencies	Competency Name	Competency Definition
		Moral Competence	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
- Realise the impact of acting with integrity, but requires guidance and development in implementing principles - Follow basic rules and regulations of the institution - Able to identify basic moral situations, but requires guidance and development in understanding and reasoning with moral intent.	- Conduct self in alignment with values of Local Government and the institution - Able to openly admit own mistakes and weaknesses and seek assistance from others when unable to deliver - Actively report fraudulent and activity of corruption within local government and understand the honour - Confidential nature of matters without seeking personal gain - Able to deal with situations of conflict of interest promptly and in the best interest of local government	- Identify, develop, and apply measures of self-correction - Able to gain trust and respect through aligning actions with commitments - Make proposals and recommendation that are transparent and gain the approval of relevant stakeholders - Present values, beliefs and ideas that are congruent with the institution's rules and regulations - Take an active stance against corruption and dishonesty when noted - Actively promote the value of the institution to internal and external stakeholders - Able to work in unity with a team and not seek personal gain - Apply universal moral principles consistently to achieve moral decisions	- Create an environment conducive of moral practices - Actively develop and implement measures to combat fraud and corruption - Set integrity standards and shared accountability measures across the institution to support the objectives of local government - Take responsibility for own actions and decisions, even if the consequences are unfavourable

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Cluster	Core Competencies	Competency Name	Competency Definition	ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR	• Able to follow basic plans and organise tasks around set objectives • Understand the process of planning and organising but requires guidance and development in providing detailed comprehensive plans • Able to follow existing plans and ensure that objectives are met • Focus on short term objectives in developing plans and actions • Arrange information and resources required for a task, but require further structure and organisation			
	• Actively and appropriately organise information and resources required for a task • Recognise the urgency and importance of tasks • Balance short and long-term plans and goals • Incorporate into the team's performance objectives • Schedule tasks to ensure they are performed within budget and with efficient use of time and resources • Measure progress and monitor performance results	• Able to define institutional objectives, develop comprehensive plans, integrate and coordinate activities, and assign appropriate resources for successful implementation • Identify in advance stages and actions to complete tasks and projects • Schedule realistic timelines, objectives and milestones for tasks and projects • Produce clear, detailed plans to achieve institutional objectives • Identify possible risk factors and design and implement appropriate contingency plans • Adapt plans in light of changing circumstances • Prioritise tasks and projects according to their relevant urgency and importance	• Focus on broad strategies and initiative when developing plans and actions • Able to project and forecast short, medium and long term requirements of the institution and local government • Translate policy into relevant projects to facilitate the achievement of institutional objective				
Weight	5%						

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Cluster	Competency Name	Competency Definition	ACHIEVEMENT LEVELS			
Core Competencies	Knowledge and Information Management ⁴	5%				
BASIC	Competency Definition	Able to Promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	ADVANCED			
			COMPETENT			
			SUPERIOR			
BASIC	Collect, categorise and track relevant information required for specific tasks and projects	Analyse and interpret information to draw conclusions from various sources of information to increase the knowledge base	Regularly share information and knowledge with internal stakeholders and team members	Use appropriate information systems and technology to manage institutional knowledge and information sharing	Effectively predict future information and knowledge management requirements and systems and develop standards and processes to meet future knowledge management needs	Create and support a vision and culture where team members are empowered to seek, gain and share knowledge and information across local government to facilitate knowledge management
COMPETENT	Use appropriate information systems and technology to manage institutional knowledge and information sharing	Evaluate date from various sources and use information to effectively influence decisions and provide solutions	Actively create mechanisms for sharing of information and structures and systems to elicit new ideas and share best practice approaches	Hold regular knowledge sharing sessions to elicit new ideas and share best practice approaches	Recognise and exploit knowledge points in interactions with internal and external stakeholders	Create and support a vision and culture where team members are empowered to seek, gain and share knowledge and information across local government to facilitate knowledge management
ADVANCED	Use appropriate information systems and technology to manage institutional knowledge and information sharing	Evaluate date from various sources and use information to effectively influence decisions and provide solutions	Actively create mechanisms for sharing of information and structures and systems to elicit new ideas and share best practice approaches	Hold regular knowledge sharing sessions to elicit new ideas and share best practice approaches	Recognise and exploit knowledge points in interactions with internal and external stakeholders	Create and support a vision and culture where team members are empowered to seek, gain and share knowledge and information across local government to facilitate knowledge management
SUPERIOR	Use appropriate information systems and technology to manage institutional knowledge and information sharing	Evaluate date from various sources and use information to effectively influence decisions and provide solutions	Actively create mechanisms for sharing of information and structures and systems to elicit new ideas and share best practice approaches	Hold regular knowledge sharing sessions to elicit new ideas and share best practice approaches	Recognise and exploit knowledge points in interactions with internal and external stakeholders	Create and support a vision and culture where team members are empowered to seek, gain and share knowledge and information across local government to facilitate knowledge management

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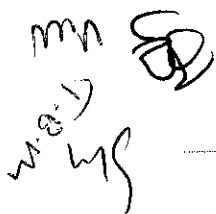
Cluster	Competency Name	Competency Definition	ACHIEVEMENT LEVELS		
Core Competencies	Communication ⁵	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome			
BASIC			COMPETENT	ADVANCED	SUPERIOR
• Demonstrate an understanding for communication levers and tools appropriate for the audience, but in utilising such requires guidance in utilising such tools • Express ideas in a clear and focused manner, but does not always take the needs of the audience into consideration and disseminate and convey information and knowledge adequately	• Express ideas to individuals and groups in formal and informal settings in a manner that is interesting and motivating • Able to understand, tolerate and appreciate diverse perspectives, attitudes and beliefs • Adapts communication content and style to suit the audience and facilitate optimal information transfer • Deliver content in a manner that gains support, commitment and agreement from relevant stakeholders • Compile clear, focused, concise and well-structures written documents	• Effectively communicate high-risk and sensitive matters to relevant stakeholders and develop a well-defined communication strategy • Balance political perspectives with institutional needs when communicating viewpoints on complex issues • Able to effectively direct negotiations around complex matters and arrive at a win-win situation that promotes Batho Pele principles • Market and promote the institution to eternal stakeholders and seek to enhance a positive image of the institution • Able to communicate with the media with high levels of moral competence and discipline	• Regarded as a specialist in negotiations and representing the institution and able to inspire and motivate others through positive communication that is impactful and relevant • Creates an environment conducive to transparent and productive communication and critical conversations and appreciative • Able to coordinate negotiations at different levels within local government and externally		

for KPIs and Leading Competencies and Core Competencies:

8. The assessment of the performance of the Employee will be based on the following rating scale

Cluster	Core Competencies	Competency Name	Competency Definition	ACHIEVEMENT LEVELS			
	Results and Quality Focus ⁶	5%	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards, Further, to actively monitor and measure results and quality against identified objectives				
BASIC	COMPETENT	ADVANCED	SUPERIOR	• Understand quality of work but requires guidance in attending to important matters • Show a basic commitment to achieving the correct results • Produce the minimum level of results required in the role • Produce outcomes that is of a good standards • Focus on the quantity of output but requires development in incorporating the quality of work • Produce quality work in general circumstances, but fails to meet expectation when under pressure			
	• Focus on high priority actions and does not become distracted by lower-priority activities • Display firm commitment and price in achieving the correct results • Set quality standards and design processes and tasks around achieving set standards • Produce output of high quality • Able to balance the quantity and quality of results in order to achieve objectives • Monitors progress, quality of work, and use of resources; provide status updates, and make adjustments as needed	• Consistently verify own standards and outcomes to ensure quality output • Focus on the end result and avoids being distracted • Demonstrate a determined and committed approach to achieving results and quality standards • Follow task and projects through to completion • Set challenging goals and objectives to self and team • Set quality standards and display commitment to achieving expectations • Maintain a focus on quality outputs when placed under pressure • Establishing institutional systems for managing and assigning work, defining responsibilities, tracking, monitoring and measuring success, evaluating and valuing the work of the institution	• Coach and guide others to exceed quality standards and results • Develop challenging, client-focused goals and sets high standards for personal performance • Commit to exceed the results and quality standards, monitor own performance and implement remedial interventions when required • Work with team to set ambitious and challenging team goals, long-term and short term expectations • Take appropriate risks to accomplish goals • Overcome setbacks and adjust action plans to realise goals • Focus people on critical activities that yield a high impact				

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the absence of a performance audit committee

8.1.2. Chairperson of the Performance Audit Committee (PAC) or the Audit Committee (AC) in

8.1.1 Municipal Manager

8. 1. 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:

Level	Rating	Terminology	Description
5	1 2 3 4 5	Outstanding	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		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 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 Performance Agreements 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 performances criteria and indicators as specified in the Performance Agreements 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 below fully effective results against almost all of the performance criteria and indicators as specified in the Performance Agreements 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.

from 4.2.20 13.00

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.

10. DEVELOPMENTAL REQUIREMENTS

9.5 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.

9.4 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;

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

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

Quarter	Review Period	Anticipated Review Dates
1	01 July 2019 – 30 September 2019	31 October 2019
2	01 October 2019 – 31 December 2019	31 January 2020
3	01 January 2020 – 31 March 2020	30 April 2020
4	01 April 2020 – 30 June 2020	31 July 2020

9.1 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 third quarter may be verbal if performance is satisfactory:

9. SCHEDULE FOR PERFORMANCE REVIEWS

- 8.1.3 Member of the Mayoral or Executive Committee or in respect of a plenary type municipality, another member of Council.
- 8.1.4 Municipal Manager from another municipality; and
- 8.1.5 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels.

11. OBLIGATIONS OF THE EMPLOYER

11.1 The Employer shall:

11.1.1 Create an enabling environment to facilitate effective performance by the Employee;

11.1.2 Provide access to skills development and capacity building opportunities;

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

11.1.4 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

11.1.5 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.

12. CONSULTATION

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

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

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

12.1.3 A substantial financial effect on the Employer

12.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 11.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

12.3 MANAGEMENT OF EVALUATION OUTCOMES

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

12.3.2 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:

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

and

for 5.3.2
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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.

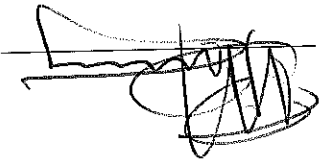
13. GENERAL

- i. Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/or salary increment in the agreement must be mediated by-
- a) In the case of the Managers directly accountable to the Municipal Manager the Executive Mayor or Mayor within 30 days of receipt of a formal dispute from the employee, whose decision shall be final and binding on both parties.
- ii. Any disputes about the outcome of the Employee's performance evaluation must be mediated by-
- b) In the case of the Managers directly accountable to the Municipal Manager a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub regulation 27 (4) (e), within 30 (Thirty) days of receipt of a formal dispute from the Employee, whose decision shall be final and binding on both Parties.

12.4 DISPUTE RESOLUTION

- grounds of unfitness or incapacity to carry out his or her duties.
- Employer may consider steps to terminate the contract of employment of the Employee on guidance and/ or support as well as reasonable time for improvement in performance, the
- 12.3.4 A score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
 - 12.3.5 In the case of unacceptable performance, the Employer shall:
 - 12.3.6 Provide systematic remedial or developmental support to assist the Employee to improve his or her performance;
 - 12.3.7 After appropriate performance counselling and having provided the necessary

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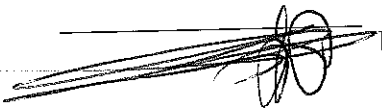
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AS WITNESSES:

.....2019

Thus done and signed at Bela-Bela on this the 24 day of

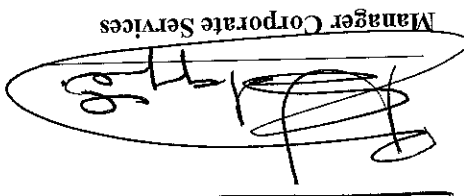
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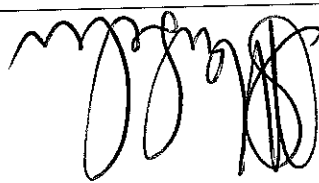
AS WITNESSES:

.....June 2019

Thus done and signed at Bela-Bela on this the 24 day of

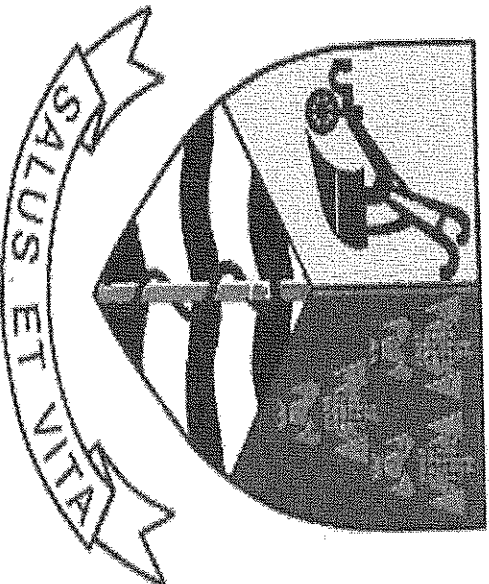


Manager Corporate Services



Municipal Manager

2019/2020 PERFORMANCE PLAN



NAME	JB SELAPYANE
POSITION	MANAGER CORPORATE SERVICES
SUPERVISOR	MUNICIPAL MANAGER
INSTITUTION	BELA-BELA LOCAL MUNICIPALITY
PERIOD	01 JULY 2019 TO 30 JUNE 2020

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COMPONENTS OF THE PERFORMANCE PLAN

1. PURPOSE

The performance plan outlines the Council's performance expectations of the employee and the is a strategic intent to ensure that the development priorities and objectives as set in the Municipal Approved 2019/2020 Integrated Plan (IDP) and the Key Performance Indicators and targets in the Municipal Approved 2019/2020 Service Delivery and Budget Implementation Plan (SDBIP) are achieved through operational initiatives.

2. KEY PERFORMANCE AREAS

The strategic Objectives of the Municipality are informed by the following Key Performance Areas as outlined in the Local Government: Municipal Planning and Performance Management Regulations (2001)

- 2.1 Basic Service Delivery and Infrastructure Development
- 2.2 Local Economic Development
- 2.3 Municipal Financial Viability
- 2.4 Municipal Institutional Development & Transformation
- 2.5 Good Governance and Public Participation
- 2.6 Spatial Rationale (Added)

3. STRATEGIC INTENT

Vision:

"We are the prime agricultural hub and eco-tourism destination of choice"

Mission:

Our mission is to constantly strive towards the achievement of:

- An effective and efficient service delivery underpinned by
- Stakeholder driven economic development and growth that fosters
- Sustainable job creation opportunities of communities within
- A safe, healthy and prosperous environment.

Values:

Bela-Bela municipality commits itself to adhere to the municipal core policies and values which are:

- Accountability
- Fairness
- Effectiveness
- Commitment
- Honesty and sincerity

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4. KEY PERFORMANCE INDICATORS AND SERVICE DELIVERY TARGETS: ANNEXURE A

Key Performance Area	Strategic Objectives	Project/Programme	Key Performance Indicator (KPI)	Weights	KPI Code	Unit of measure (UoM)	Baseline 2018/2019	Annual Targets 2019/2020	Quarterly Targets				Evidence Required	Department
									1 st Quarter Targets	2 nd Quarter Targets	3 rd Quarter Targets	4 th Quarter Targets		
Priority Area: Municipal Institution Development and Transformation 83%														
Good Governance and Public Participation	To Improve Administrative and Governance Capacity	Corporate Governance	Number of Council meetings convened by 30 June 2020	6%	KPI 1	#	7 X Council meetings	4 X Council meetings to be convened	1 X Council Meeting	1 X Council Meeting	1 X Council Meeting	1 X Council Meeting	Signed Attendance Registers	Corporate Services
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Council Administration	Number of Section 79 Committee meetings convened by 30 June 2020	6%	KPI 2	#	33 X Section 79 Committee meetings convened	33 X Section 79 Committee meetings to be convened	9 X Section 79 Committee meetings	6 X Section 79 Committee meetings	9 X Section 79 Committee meetings	9 X Section 79 Committee meetings	Signed Attendance Registers	Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Corporate Governance	Number of ICT Policies and Standards Procedures reviewed and approved by Council by 30 June 2020	6%	KPI 3	#	8 X ICT Policies Reviewed	8 X ICT Policies to be reviewed	2 X ICT Policies reviewed	2 X ICT Policies reviewed	2 X ICT Policies reviewed	2 X ICT Policies reviewed	Council Resolution	Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Corporate Governance	Number of ICT Steering Committee meetings convened by 30 June 2020	5%	KPI 4	#	4 X Steering Committee meetings	4 X ICT Steering Committee meetings to be convened	1 X ICT Steering Committee meetings	1 X ICT Steering Committee meetings	1 X ICT Steering Committee meetings	1 X ICT Steering Committee meetings	Attendance Registers	Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Corporate Governance	Develop Integrated ICT	6%	KPI 5	#	Payday and Munssoft	Integrated ICT systems	Development of terms of reference	N/A	N/A	Integrate d ICT systems	Integrated ICT systems	Corporate Service

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Key Performance Area	Strategic Objectives	Project/Programme	Key Performance Indicator (KPI)	Weights	KPI Code	Unit of measure (UoM)	Baseline 2018/2019	Annual Targets 2019/2020	Quarterly Targets				Evidence Required	Department
									1 st Quarter Targets	2 nd Quarter Targets	3 rd Quarter Targets	4 th Quarter Targets		
Institutional Development	Relative and Governance Capacity		systems by 30 June 2020				Integrated ITC System	to be developed	and submit to SCM					
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Human Resources	Number of training in labour relations held by 30 June 2020	5%	KPI 6	#	25 X officials trained on Labour matters	4 X Labour workshops to be conducted	1 X Disciplinary policy workshop	1 X Disciplinary policy workshop	1 X Disciplinary policy workshop	1 X Disciplinary policy workshop	Signed Attendance Register	Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Human Resources	Number of Employee Wellness Programmes held by 30 June 2020	6%	KPI 7	#	1 X Employee Wellness Programme	1 X Employee Wellness Programme	N/A	1 X Employee Wellness	N/A	N/A	Signed Attendance Registers	Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Human Resources	Number of Wellness campaigns and workshops held by 30 June 2020	6%	KPI 8	#	4 X Employee Wellness Campaigns	4x Employee Wellness Campaigns	1x Employee wellness Campaign	1x Employee wellness Campaign	1x Employee wellness Campaign	1x Employee wellness Campaign	Signed Attendance Registers	Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Human Resources	Number of Hazard Identification and Risk Assessment to be conducted by 30 June 2020	5%	KPI 9	#	4 X Hazard Identification and Risk Assessment	4x Hazard Identification and Risk Assessment	1x Hazard Identification and Risk Assessment	1x Hazard Identification and Risk Assessment	1x Hazard Identification and Risk Assessment	1x Hazard Identification and Risk Assessment		Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative and Governance Capacity	Human Resources	Number of Evacuation Plan by 30 June 2020	5%	KPI 10	#	1 X Draft Evacuation Plan	1x Approved Evacuation Plan	Layout Assessment	1x Approved Evacuation Plan	N/A	N/A	Layout Assessment report, Evacuation Plan	Corporate Service

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Key Performance Area	Strategic Objectives	Project/Programme	Key Performance Indicator (KPI)	Weights	KPI Code	Unit of measure (UoM)	Baseline 2018/2019	Annual Targets 2019/2020	Quarterly Targets				Evidence Required	Department
									1 st Quarter Targets	2 nd Quarter Targets	3 rd Quarter Targets	4 th Quarter Targets		
Municipal Transformation and Institutional Development	To Improve, Attract, Develop and Retain Human Capital	Human Resources	Number of Employment Equity Report compiled and submitted to Department of Labour by 31 January 2020	5%	KPI 11	#	1 X Employment Equity Report	1 X Employment Equity Report	N/A	N/A	1 X Employment Equity Report	N/A	Copy of the Report and the Proof of Submission	Corporate Service
Municipal Transformation and Institutional Development	Development of HRM and HRD Strategy	Human Resources	Number of WSP reviewed and submitted to LGSETA by 30 April 2020	5%	KPI 12	#	2018/2019 WSP	1 X 2019/2020 WSP Developed and submitted by June 2020	N/A	N/A	N/A	1 X 2019/2020 WSP Developed and submitted by June 2020	A copy of WSP and Proof of submission	Corporate Service
Municipal Transformation and Institutional Development	Development of HRM and HRD Strategy	Human Resources	Number of Official and Councilors trained by 30 June 2020	5%	KPI 13	#	90 officials and 2 trained	73 Train Officials and 17 Councilors (90)	20	20	25	25	Signed Attendance Registers and Report	Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative Governance	Human Resources	Number of Panel of Medical Specialists to be appointed by 30 June 2020	5%	KPI 14	#	None	Panel of Medical Specialists to be appointed	N/A	Panel of Medical Specialists appointed	N/A	N/A	Appointment Letters and Service Level Agreement	Corporate Service
Municipal Transformation and Institutional Development	To Improve Administrative Governance	Human Resources	Number of LLF meetings held by 30 June 2020	1%	KPI 15	#	8 X LLF Meetings	8 X LLF Meetings	2 X LLF Meetings	2 X LLF Meetings	2 X LLF Meetings	2 X LLF Meetings	Signed Attendance Registers	Corporate Service

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Key Performance Area	Strategic Objectives	Project/Programme	Key Performance Indicator (KPI)	Weights	KPI Code	Unit of measure (UoM)	Baseline 2018/2019	Annual Targets 2019/2020	Quarterly Targets				Evidence Required	Department
									1 st Quarter Targets	2 nd Quarter Targets	3 rd Quarter Targets	4 th Quarter Targets		
Municipal Transformation and Institutional Development	To Improve, Attract, Develop and Retain Human Capital	Human Resources	Number of Organogram Reviewed and approved by 30 June 2020	5%	KPI 16	#	1 X 2019/2020 Approved Organogram	1 X 2020/2021 Organogram reviewed and approved by June 2020	N/A	N/A	N/A	1 X 2020/2021 Organogram reviewed and approved	Approved 2020/2021 Organogram with council resolution	Corporate Service
Priority Focus Area: Good Governance and Public Participation 12%														
Good Governance and Public Participation	To improve administrative and governance capacity	Corporate Governance	Number of Audit Committee meetings to be attended as per the invitation by 30 June 2020	3%	KPI 17	#	2 X Audit Committee Meetings	4 X Audit Committee Meetings to be attended	1 X Audit Committee Meeting	1 X Audit Committee Meeting	1 X Audit Committee Meeting	1 X Audit Committee Meeting	Signed Attendance Registers and Minutes	Corporate Service
Good Governance and Public Participation	To improve administrative and governance capacity	Corporate Governance	Number of Performance Audit Committee meetings attended as per invitation by 30 June 2020	3%	KPI 18	#	2 X Performance Audit Committee Meetings	2 X Performance Audit Committee Meetings to be attended	1 X Performance Audit Committee Meeting	N/A	1 X Performance Audit Committee Meeting	N/A	Signed Attendance Registers and Minutes	Corporate Service
Good Governance and Public Participation	To improve administrative and governance capacity	Corporate Governance	Number of Risk Management meetings attended as per invitation by 30 June 2020	3%	KPI 19	#	4 X Risk Management meetings	4 X Risk Management Meetings to be attended	1 X Risk Management Meeting	1 X Risk Management Meeting	1 X Risk Management Meeting	1 X Risk Management Meeting	Signed Attendance Registers	Corporate Service
Good Governance and Public Participation	To improve administrative and governance capacity	Council Administration	Number of MPAC meetings attended as per invitation by 30 June 2020	3%	KPI 20	#	4 X MPAC meetings	4 X MPAC meetings	1 X MPAC meetings	1 X MPAC meetings	1 X MPAC meetings	1 X MPAC meetings	Signed Attendance Registers	Corporate Service

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Key Performance Area	Strategic Objectives	Project/Programme	Key Performance Indicator (KPI)	Weights	KPI Code	Unit of measure (UoM)	Baseline 2018/2019	Annual Targets 2019/2020	Quarterly Targets				Evidence Required	Department
	Process capacity													
Priority Focus Area: Municipal Financial Viability 5%														
Municipal Financial Viability and Management	To Improve financial viability	Corporate Governance	Percentage of AG queries related to Corporate Services resolved as per the Action Plan by 30 June 2020	5%	KPI 21	Number	90 % of AG findings resolved for 2018/2019	95% of AG queries to be resolved	N/A	N/A	70% of queries resolved	95% of queries resolved	Progress Report on the implementation of the Action Plan	Corporate Service

6. ASSESSMENT RATING SCALE

5	4	3	2	1
Outstanding Performance	Performance Significantly Above Expectations	Fully Effective	Not Fully Effective	Unacceptable 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	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above 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	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective

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all performance criteria and indicators as specified in the PA and Performance Plan and maintained this in all areas of responsibility throughout the year.	results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.	against all significant performance criteria and indicators as specified in the Performance Agreements and Performance Plan.	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 Performance Agreements and Performance Plan.	results against almost all of the performance criteria and indicators as specified in the Performance Agreements 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.
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7. PERFORMANCE ASSESSMENT PROCESS

The following steps will be followed to ensure a fully participative and complaint performance assessment process is adhered to:

1. Performance Assessments

- 1.1 Formal assessments between employee and employer will take place twice a year to measure the performance of the employee against the agreed performance targets.
- 1.2 Progress against the targets will be captured in preparation for the assessments.
- 1.3 Scores of 1-5 will be calculated based upon the progress against targets.
- 1.4 Key Performance Indicators (KPI's) and targets are audited and copied to the performance plan before the assessment date.
- 1.5 The employer must keep records of the assessment meetings.

2. The employee being assessed will compile a portfolio of evidence confirming the level of performance achieved for a given assessment period and made available to the panel on request.
3. The process determining employee rating is as follows:

- 3.1 The employee to motivate for a higher rating where applicable
- 3.2 The panel to rate the achievements for the KPI are on a 5 point scale. Decimal places can be used.
- 3.3 The panel to rate the employee's core competency requirements (CCR) on the 5 point scale. Decimal places can be used.
- 3.4 The panel scores are averaged to arrive at a total score per KPI / CCR. Overall scores are calculated by taking weights into account where applicable.
- 3.5 The final KPA's rating will account for 80% of the final assessment total. The CCR are to account for 20% of the final assessment total.

4. The five point rating scale referred to in regulation 805 correspond as follows:

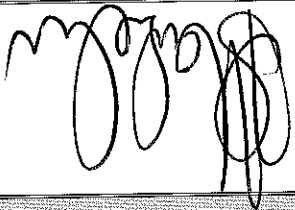
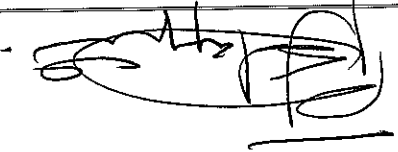
Rating	1	2	3	4	5
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5. The assessment rating calculator is used to calculate the overall % for performance.
6. The personal development plan can be (PDP) can be reviewed after the performance assessments had been finalised in case where more clarity has been established on what the essential development needs for the relevant employee will be.

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8. APPROVAL OF THE PERFORMANCE PLAN

This serves as a commitment between the employer and the employee that they will work together and support each other while struggling to achieve the goals of the Municipality as well as the personnel growth and development of the employee.

Undertaking by the Employer/ Supervisor	On behalf of the Municipality, I undertake to ensure that a work environment conducive for excellent employee performance is established and maintained. As such, I undertake to lead to the best of my ability, communicate comprehensively, and empower managers and employees. Employees will have access to ongoing learning, will be coached, and will be assisted to clearly understand what is expected of them, and herewith approve this performance plan.
Signed and accepted by the Supervisor on behalf of Council:	
Date:	24/06/2019
Undertaking of the Employee	I herewith confirm that I understand the strategic importance of my position within the broader organisation. I furthermore confirm that I understand the purpose of my position, as well as the criteria on which my performance will be evaluated at least twice per annum. As such I therefore commit to do my utmost to work up to these expectations. I hereby accept this plan.
Signed and accepted by the employee:	
Date:	24/06/2019

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9. PERSONAL DEVELOPMENT ACTION PLAN: ANNEXURE B

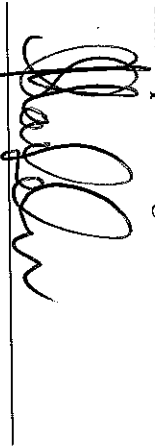
Skills Performance Gap	Outcomes Expected	Suggested Mode of Delivery	Suggested Time Frames	Support Person
Executive Leadership Programme	Improve Leadership Skills	Block Release	6 months	Municipal Manager

Manager Corporate Services



Date 24/06/2019

Municipal Manager



Date 24/06/2019

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DISCLOSURE OF FINANCIAL INTERESTS FORM: ANNEXURE C

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44 | Performance Agreement 2019-2020 Financial Year- Corporate Services

Hereby certify that the following information is complete and correct to the best of my knowledge:

Telephone Number -079 733 3538
Fax Number - 086 710 8822

Bela-Bela Local Municipality

Name of Municipality

Manager Corporate Services

Position held

377 B Masakhane Street, Lulekani, 1392

Residential Address

1390

Phalaborwa

1618

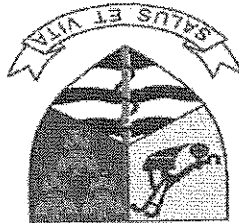
Postal Address

JB Selapanye

I, the undersigned (surname and initials)

FINANCIAL DISCLOSURE FORM FOR 2019/2020 FINANCIAL YEAR

CONFIDENTIAL



BELA-BELA LOCAL MUNICIPALITY

1. Shares and other financial interests (Not bank accounts with financial institutions.)

See information sheet: note (1)

Number of shares/Extent of financial interests	Not Applicable	Not Applicable	Not Applicable
Nature	Not Applicable	Not Applicable	Not Applicable
Nominal Value	Not Applicable	Not Applicable	Not Applicable
Name of Company/Entity	Not Applicable	Not Applicable	Not Applicable

2. Interest in a Trust

Name of Trust	Not Applicable	Not Applicable
Amount of Remuneration / Income	Not Applicable	Not Applicable

3. Directorships and partnerships

See information sheet: note (3)

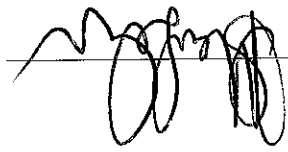
Name of corporate entity, partnership or firm	Not Applicable	Not Applicable
Type of business	Not Applicable	Not Applicable
Amount of Remuneration/Income	Not Applicable	Not Applicable

4. Remunerated work outside the Municipality

Must be sanctioned by Council. See information sheet: note (4)

Name of Employer	Not Applicable	Not Applicable
Type of Work	Not Applicable	Not Applicable
Amount of Remuneration/Income	Not Applicable	Not Applicable

Council
Signature by Council



Date 24/06/2019

5. Consultancies and relationships

See information sheet: note (5)

Name of client	Nature	Type of business activity	Value of any benefits received
Not Applicable	Not Applicable	Not Applicable	Not Applicable

6. Sponsorships

See information sheet: note (6)

Source of assistance/sponsorship	Description of assistance/Sponsorship	Value of assistance/sponsorship
Not Applicable	Not Applicable	Not Applicable

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Commissioner of Oath / Justice of the Peace

declaration in my presence.

I certify that the deponent has acknowledged that she/he knows and understands the contents of this declaration. The deponent utters the following words: "I swear that the contents of this declaration are true, so help me God." / "I truly affirm that the contents of the declaration are true". The signature/mark of the deponent is affixed to the

2.

Answer

(iii) Do you consider the prescribed oath or affirmation to be binding on your conscience?

Answer

(ii) Do you have any objection to taking the prescribed oath or affirmation?

Answer

(i) Do you know and understand the contents of the declaration?

I certify that before administering the oath/affirmation I asked the deponent the following questions and wrote down her/his answers in his/her presence:

1.

OATH/AFFIRMATION

PLACE: Beth - Beth

DATE: 24/08/2019

SIGNATURE OF EMPLOYEE

Masakhane Street, Lulekani	Ext B	Phalaborwa	500 000
Guinia Grass Crescent, Pretoria, Montana	Ext 77	Pretoria	1 500 000.
Description	Extent	Area	Value

See information sheet: note (8)

8.

Land and Property

Not Applicable	Not Applicable	Not Applicable
Description	Value	Source

See information sheet: note (7)

7.

Gifts and hospitality from a source other than a family member

Full first names and surname:

Phisoa Tawana

(Block letters)

Designation (rank) SJO-72-af-12

Ex Officio Republic of South Africa

Street address of institution

S2 Christ van Rood

BEU - BEU

0480

Date 20-07-2019 Place BEU - BEU

CONTENTS NOTED: JB SELPVANE

MANAGER CORPORATE SERVICES

DATE: 20/07/2019

Signature:

Name in print: 72560000

Handwriting: 72560000

Signature no: 00009917

Handwriting no: 00009917

INFORMATION SHEET FOR THE FINANCIAL DISCLOSURE FORM

NOTE 1

SHARES AND OTHER FINANCIAL INTERESTS

Designated employees are required to disclose the following details with regard to shares and other financial interests held in any private or public company or any other corporate entity recognized by law:

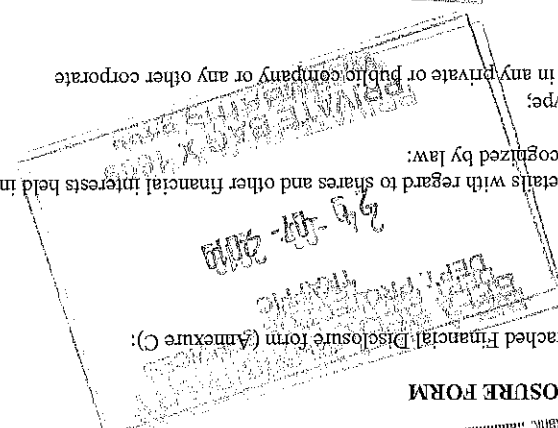
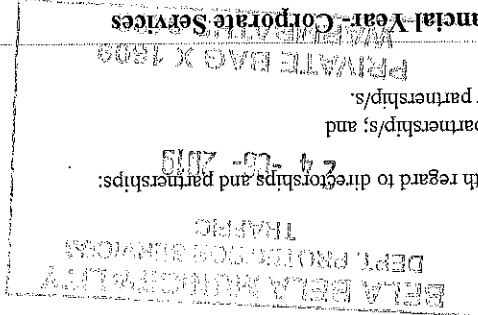
- The number, nature and nominal value of shares of any type;
- The nature and value of any other financial interests held in any private or public company or any other corporate entity; and
- The name of that entity.

NOTE 2

DIRECTORSHIPS AND PARTNERSHIPS

Designated employees are required to disclose the following details with regard to directorships and partnerships:

- The name and type of business activity of the corporate entity or partnership/s; and
- The amount of any remuneration received for such directorship or partnership/s.



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Directorship includes any occupied position of director or alternative director, or by whatever name the position is designated.

Partnership is a legal relationship arising out of a contract between two or more persons with the object of making and sharing profits.

NOTE 3

REMUNERATED WORK OUTSIDE THE PUBLIC SERVICE (ALL REMUNERATED EMPLOYMENT MUST BE SANCTIONED PRIOR TO THE WORK BEING DONE.)

Designated employees are required to disclose the following details with regard to remunerated work outside the public service.

- The type of work;
 - The name and type of business activity of the employer; and
 - The amount of the remuneration received for such work.
- Remuneration means the receipt of benefits in cash or kind.

Work means rendering a service for which the person receives remuneration.

NOTE 4

CONSULTANCIES AND RETAINERSHIPS

Designated employees are required to disclose the following details with regard to consultancies and retainerships:

- The nature of the consultancy or retainerhip of any kind;
- The name and type of business activity, of the client concerned; and
- The value of any benefits received for such consultancy or retainerships.

NOTE 5

SPONSORSHIPS

Designated employees are required to disclose the following details with regard to sponsorships:

- The source and description of direct financial sponsorship or assistance; and
- The value of the sponsorship or assistance.

NOTE 6

GIFTS AND HOSPITALITY FROM A SOURCE OTHER THAN A FAMILY MEMBER

Designated employees are required to disclose the following details with regard to gifts and hospitality:

- A description and the value and source of a gift with a value in excess of R350;
 - A description and the value of gifts from a single source which cumulatively exceed the value of R350 in the relevant 12 month period; and
 - Hospitality intended as a gift in kind.
- Designated employees must disclose any material advantage that they received from any source e.g. any discount prices or rates that are not available to the general public.
- All personal gifts within the family and hospitality of a traditional or cultural nature need not be disclosed.

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Designated employees are required to disclose the following details with regard to their ownership and other interests in land and property (residential or otherwise both inside and outside the Republic):

- A description and extent of the land or property;
- The area in which it is situated; and
- The value of the interest.

LAND AND PROPERTY

NOTE 7