



PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE MKHAMBATHINI MUNICIPALITY
AS REPRESENTED BY
THE MUNICIPAL MANAGER
(Duly authorised by Council)

MR S MNGWENGWE
850303 6087 083

And

MS PHUMELELE PURITY NGUBANE
770821 0235 082

DIRECTOR CORPORATE SERVICES
OF THE MUNICIPALITY

01 July 2022 – 30 June 2023

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Mkhambathini Municipality herein represented by **Mr S Mngwengwe** in his capacity as Municipal Manager (Hereinafter referred to as the **Mkhambathini Municipality or Supervisor**)

and

Director: Corporate Services Ms P.P Ngubane of the Municipality (Hereinafter referred to as the **Corporate Services Director**).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Mkhambathini Municipality has entered into a contract of employment with the **Director: Corporate Services** in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Mkhambathini Municipality** and the **Director: Corporate Services** 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 **Director: Corporate Services** to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2 specify objectives and targets defined and agreed with the **Director: Corporate Services** and to communicate to **Director: Corporate Services** the Mkhambathini Municipality's expectations of the **Director: Corporate Services** performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the performance agreement as the basis for assessing whether the **Director: Corporate Services** has met the performance expectations applicable to his or her job;

- 2.6 in the event of outstanding performance, to appropriately reward the **Director: Corporate Services**; and
- 2.7 give effect to the Mkhambathini Municipality's commitment to a performance-orientated relationship with its **Director: Corporate Services** in attaining equitable and improved service delivery.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **01 July 2022** and will remain in force until **30 June 2023** 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 review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the **Director: Corporate Services** contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4 PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure B) sets out-
- 4.1.1 the performance objectives and targets that must be met by the **Director: Corporate Services** ; and
- 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure C are set by the **Mkhambathini Municipality** in consultation with the **Director: Corporate Services** and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of **Mkhambathini Municipality**, and shall include key objectives; key performance indicators; target dates and weightings.
- 4.2.1 The key objectives describe the main tasks that need to be done.
- 4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 4.2.3 The target dates describe the timeframe in which the work must be achieved.
- 4.2.4 The weightings show the relative importance of the key objectives to each other.

- 4.3 The **Director: Corporate Services** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in **Mkhambathini Municipality's** Integrated Development Plan.

5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The **Director: Corporate Services** agrees to participate in the performance management system that the **Mkhambathini Municipality** adopts or introduces for the **Mkhambathini Municipality**, management and municipal staff of the **Mkhambathini Municipality**.
- 5.2 The **Director: Corporate Services** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the **Mkhambathini Municipality**, management and municipal staff to perform to the standards required.
- 5.3 The **Mkhambathini Municipality** will consult the **Director: Corporate Services** about the specific performance standards that will be included in the performance management system as applicable to the **Director: Corporate Services**
- 5.4 The **Director: Corporate Services** agrees to participate in the performance management and development system that the Employer adopts
- 5.5 The **Director: Corporate Services** undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the **Director: Corporate Services** responsibilities) within the local government framework.
- 5.6 The criteria upon which the performance of the **Director: Corporate Services** shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
- 5.6.1 The **Director: Corporate Services** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs) respectively.
- 5.6.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 5.6.3 KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 5.7 The **Director: Corporate Services** assessment will be based on his / her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (**Annexure B**), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the **Mkhambathini Municipality** and **Director: Corporate Services**

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Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	0 %
Municipal Institutional Development and Transformation	75 %
Local Economic Development (LED)	0 %
Municipal Financial Viability and Management	10 %
Good Governance and Public Participation	10 %
Cross Cutting	5 %
Total	100%

5.8 The CMC's will make up the other 20% of the **Director: Corporate Services** Assessment score. CMC's that are deemed to be most critical for **Director: Corporate Services** specific job should be selected (✓) from the list below as agreed to between **Mkhambathini Municipality** and **Director: Corporate Services**.

LEADING COMPETENCIES		
CORE MANAGERIAL COMPETENCIES (CMC)	COMPETENCY DESCRIPTION	WEIGHT %
1. Strategic Direction and Leadership	Impact and influence institutional Performance Management Strategic Planning and Management Organisational Awareness	10 %
2. People Management	Human Capital Planning and Development Diversity Management Employee Relations Management Negotiation and dispute Management	60 %
3. Programme and Project Management	Program and project Planning and Implementation Service Delivery Management Program and Project Management and Evaluation	0 %
4. Financial Management	Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring	10 %
5. Change Management	Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and Evaluation	0 %
6. Governance Leadership	Policy Formulation Risk and Compliance Management Cooperative Governance	0 %
CORE COMPETENCIES		
7. Moral Competencies	Able to identify triggers, apply reasoning that promotes honesty and integrity and consistency display behavior that reflects moral competence.	5 %
8. Planning and Organising	Able to plan, priorities and organize information and resources effectively to ensure the quality of service delivery and build efficient contingency Plans to manage risk	0 %
9. Analysis and Innovation	Able to critically analysis information challenges and trends to establish and implement fact based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.	0 %

10. Knowledge and Information Management	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.	10%
11. Communication	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.	5%
12. Results and Quality Focus	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.	0%
TOTAL		100%

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6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure B) to this Agreement sets out -
- 6.1.1 the standards and procedures for evaluating the **Director: Corporate Services** performance; and
 - 6.1.2 the intervals for the evaluation of the **Director: Corporate Services** performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the **Mkhambathini Municipality** may in addition review the **Director: Corporate Services** performance at any stage while the contract of employment remains in force.
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 The **Director: Corporate Services** performance will be measured in terms of contributions to the goals and strategies set out in the **Mkhambathini Municipality's** IDP.
- 6.5 The annual performance appraisal will involve:
- 6.5.1 **Assessment of the achievement of results as outlined in the performance plan:**
 - (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
 - (b) An indicative rating on the five-point scale should be provided for each KPA.
 - (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.
 - 6.5.2 **Assessment of the CCRs**
 - (a) Each CCR should be assessed according to the extent to which the specified standards have been met.
 - (b) An indicative rating on the five-point scale should be provided for each CCR.
 - (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
 - (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CCR score.
 - 6.5.3 **Overall rating**

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

6.6 The assessment of the performance of the **Director: Corporate Services** will be based on the following rating scale for KPA's and CCRs:

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of the Corporate Services Manager at this level. The appraisal indicates that the Corporate Services Acting Director 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 Corporate Services Acting Director 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 Corporate Services Acting Director has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the Corporate Services Acting Director has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the Corporate Services Acting Director has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The Corporate Services Acting Director 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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- 6.7 For purposes of evaluating the annual performance of the Municipal Manager, an evaluation panel constituted of the following persons must be established -
- 6.7.1 Executive Mayor or Mayor;
 - 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
 - 6.7.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;
 - 6.7.4 Mayor and/or Mayor from another municipality; and
 - 6.7.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.
- 6.8 For purposes of evaluating the annual performance of Directors directly accountable to the Municipal Manager, an evaluation panel constituted of the following persons must be established -
- 6.8.1 Municipal Manager;
 - 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
 - 6.8.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
 - 6.8.4 Municipal Manager from another municipality.
- 6.9 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

7. SCHEDULE FOR PERFORMANCE REVIEWS

- 7.1 The performance of **Director: Corporate Services** in relation to his / her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

QUARTER	MONTHS	REVIEW DATE
First quarter	July 2022– September 2022	Before the end of October 2022
Second quarter	October 2022– December 2022	Before the end of January 2023
Third quarter	January 2023– March 2023	Before the end of April 2023
Fourth quarter	April 2023– June 2023	Before the end of July 2023

- 7.2 The **Mkhambathini Municipality** shall keep a record of the mid-year review and annual assessment meetings.
- 7.3 Performance feedback shall be based on the **Mkhambathini Municipality's** assessment of **Director: Corporate Services** performance.
- 7.4 The **Mkhambathini Municipality** will be entitled to review and make reasonable changes to the provisions of Annexure "B" from time to time for operational reasons. The **Director: Corporate Services** will be fully consulted before any such change is made.
- 7.5 The **Mkhambathini Municipality** may amend the provisions of Annexure B whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the **Director: Corporate Services** will be fully consulted before any such change is made.

8. DEVELOPMENTAL REQUIREMENTS

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

9. OBLIGATIONS OF THE MKHAMBATHINI MUNICIPALITY

9.1 The Mkhambathini Municipality shall –

- 9.1.1 create an enabling environment to facilitate effective performance by the **Director: Corporate Services**
- 9.1.2 provide access to skills development and capacity building opportunities;
- 9.1.3 work collaboratively with the **Director: Corporate Services** to solve problems and generate solutions to common problems that may impact on the performance of the **Director: Corporate Services**;
- 9.1.4 on the request of the **Director: Corporate Services** delegate such powers reasonably required the **Director: Corporate Services** to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and
- 9.1.5 make available to the **Director: Corporate Services** such resources as the **Director: Corporate Services** may reasonably require from time to time to assist him / her to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

- 10.1 The **Mkhambathini Municipality** agrees to consult the **Director: Corporate Services** timorously where the exercising of the powers will have amongst others –
 - 10.1.1 a direct effect on the performance of any of the **Director: Corporate Services** functions;
 - 10.1.2 Commit the **Director: Corporate Services** to implement or to give effect to a decision made by the **Mkhambathini Municipality**; and
 - 10.1.3 a substantial financial effect on the **Mkhambathini Municipality**.
- 10.2 The **Mkhambathini Municipality** agrees to inform the **Director: Corporate Services** of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the **Director: Corporate Services** to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of the **Director: Corporate Services** Performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
 - 11.1.1 A performance bonus of between 5% to 14% of all-inclusive annual remuneration package may be paid to the **Director: Corporate Services** in recognition of outstanding performance to be constituted as follows:

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

11.1.3 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.

11.3 In the case of unacceptable performance, the **Mkhambathini Municipality** shall –

11.3.1 provide systematic remedial or developmental support to assist the **Director: Corporate Services** to improve his or her performance; and

11.3.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the **Mkhambathini Municipality** may consider steps to terminate the contract of employment of the **Director: Corporate Services** on grounds of unfitness or incapacity to carry out his or her duties.

12. DISPUTE RESOLUTION

12.1 Any disputes about the nature of the employees performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –

- (a) In case of the Municipal Manager, the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the employee; or any other person designated by the MEC; and
- (b) in the case of managers directly accountable to the municipal manager, the executive mayor or mayor within thirty (30) days of receipt of a formal dispute from the employee;

Whose decision shall be final and binding on both parties.

12.1.2 any disputes about the outcome of the employee performance evaluation must be mediated by:-

- (a) In case of the Municipal Manager, the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the employee; or any other person designated by the MEC; and
- (b) In the case of 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) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the **Director: Corporate Services**;

Whose decision shall be final and binding on both parties

13. GENERAL

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

13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Director: Corporate Services** in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

- 13.3 The performance assessment results of the Director: Corporate Services must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

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SIGNED AT CAMPERDOWN ON THIS THE 29 DAY OF July 2022.

AS WITNESSES:

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MS P.P. NGUBANE
DIRECTOR: CORPORATE SERVICES

AS WITNESSES:

1. 
2. 


MR S MNGWENGWE
MUNICIPAL MANAGER

Handwritten initials:
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Annexure B

ANNUAL PERFORMANCE PLAN, PERSONAL DEVELOPMENT PLAN AND REVIEW FOR MANAGERS

Entered into by and between

**THE MKHAMBATHINI MUNICIPALITY
AS REPRESENTED BY THE
MUNICIPAL MANAGER**

(Duly authorised by Council)

MR S MNGWENGWE

AND

MS P.P NGUBANE

DIRECTOR : CORPORATE SERVICES

[“the Employee”]

01 July 2022 – 30 June 2023

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Period Under Review	
Surname	Ngubane
Name	Phumelele P
Municipality	Mkhambathini
Department	Corporate services
Race	BLACK
Gender	Female
Employee Number	480
Date of Appointment	04/01/2021
Salary Package	R989 063

Performance Plan

Attached as Annexure C

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Core Management Criteria (CMC)

CMC's are based on the eleven core competencies – even Manager should be assessed against all those CMC that are applicable to his/her job. Compulsory CMC for Managers are highlighted below (NOTE: Weights should be taken from the signed performance agreement for the year under review).

CORE MANAGERIAL COMPETENCIES (CMC)	√ (Indicate Choice)	WEIGHT %	MILESTONES/COMMENTS
1 Strategic Direction and Leadership		10 %	
2. People Management		60 %	
3. Programme and Project Management		0 %	
4. Financial Management		10 %	
5. Change Management		0 %	
6. Governance Leadership		0 %	
7. Moral Competencies		5 %	
8. Planning and Organizing		0 %	
9. Analysis and Innovation		0 %	
10. Knowledge and Information Management		10 %	
11. Communication		5 %	
12. Results and Quality Focus		0 %	

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EVALUATION ON THE CORE OCCUPATIONAL COMPETENCY (COC)

COC's are based on the eleven core competences – every Manager should be assessed against all those COC's that are applicable to his/her job.
 (NOTE: Weight should be taken from the signed performance agreement for the year under review)

CORE OCCUPATIONAL COMPETENCIES (COC)	√ (Indicate Choice)	WEIGHT %	MILESTONES/ COMMENTS
1. Competence in Self-Management		10 %	
2. Interpretation of and implementation within the legislative and national policy framework		50 %	
3. Knowledge of Performance Management and Reporting		10 %	
4. Knowledge of global of South African specific political, social and economic contexts		10 %	
5. Competence in policy conceptualization, analysis and implementation		10 %	
6. Knowledge of more than one functional municipal field/discipline		0 %	
7. Skills in Mediation		0 %	
8. Skills in Governance		0 %	
9. Competence as required by other national line sector department		0 %	
10. Exceptional and dynamic creativity to improve the functioning of the municipality		10 %	
Total percentage	-	100%	

PERSONAL DEVELOPMENT PLAN

AREA TO BE DEVELOPED	TYPE OF INTERVENTION	TARGET DATE	PERFORMANCE REVIEW FOR PDP		
			Progress	Barriers	Action to Overcome Barriers
Leadership development	Leadership Programme	4 th Quarter			

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PERFORMANCE ASSESSMENT RATING

The Assessment Rating will be used to add the score and calculate a final KRA score (80%) and a final CMC and COC's score (20%).

The Table Below should be completed by the summarized total of each panel member (*Note: Weight should be taken from the signed performance agreement for the year under review*)

KPA	WEIGHT	RATING
1. Basic Service Delivery	0 %	
2. Municipal Institutional Development and Transformation	75 %	
3. Local Economic Development	0 %	
4. Municipal Financial Viability and Management	10 %	
5. Good Governance and Public Participation	10 %	
6. Cross Cutting Issues	5 %	
Total		
x 80%		

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Core Management Competencies	Weight	Rating
1. Strategic Capability & Leadership	10 %	
2. Programme & Project Management	0 %	
3. Financial Management	10 %	
4. Change Management	0 %	
5. People Management	60 %	
6. Governance Leadership	0 %	
Total		
x 20%		

Core Occupational Competencies	Weight %	Rating
1. Moral Competence	0 %	
2. Planning and Organizing	0 %	
3. Analysis and Innovation	0 %	
4. Knowledge and Innovation	10 %	
5. Communication	5 %	
6. Result and Quality Focus	0 %	
Total		
X 20%		

Key Results

KEY PERFORMANCE AREA	(A) Sub- Total	(B) % Of Assessment
KRA (Key Result Area)		80%
CC (Conduct Criteria)		20%
c) FINAL SCORE		
FINAL SCORE IN PERCENTAGE (C/5X100)		

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AGREEMENT TO PERFORMANCE AND DEVELOPMENT PLAN

I agree with the objectives as set out in the above Performance and Development Plan and undertake to achieve the objectives as agreed on.

SIGNATURE: .....

Name of Director Ms MP Ngubane

Date: 29/07/2022.....

I undertake to support **Ms MP Ngubane** (Director of Corporate Services) with the achievement of the above Performance and Development Plan .

SIGNATURE: .....

Municipal Manager Mr S Mngwengwe

Date: 13/07/2022.....

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Schedule 2

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS [Sch. 2 amended by s. 29 of Act No. 44 of 2003.] Wording of Sections

1. Definitions. — In this Schedule “partner” means a person who permanently lives with another person in a manner as if married.

General conduct

2. A staff member of a municipality must at all times—
 - (a) loyally execute the lawful policies of the municipal council;
 - (b) perform the functions of office in good faith, diligently, honestly and in a transparent manner;
 - (c) act in such a way that the spirit, purport and objects of section 50 are promoted;
 - (d) act in the best interest of the municipality and in such a way that the credibility and integrity of the municipality are not compromised; and
 - (e) act impartially and treat all people, including other staff members, equally without favour or prejudice.

Commitment to serving the public interest

3. A staff member of a municipality is a public servant in a developmental local system, and must accordingly:-
 - (a) implement the provisions of section 50 (2);
 - (b) foster a culture of commitment to serving the public and a collective sense of responsibility for performance in terms of standards and targets;
 - (c) promote and seek to implement the basic values and principles of public administration described in section 195 (1) of the Constitution;
 - (d) obtain copies of or information about the municipality’s integrated development plan, and as far as possible within the ambit of the staff member’s job description, seek to implement the objectives set out in the integrated development plan, and achieve the performance targets set for each performance indicator;
 - (e) participate in the overall performance management system for the municipality, as well as the staff member’s individual performance appraisal and reward system, if such exists, in order to maximise the ability of the municipality as a whole to achieve its objectives and improve the quality of life of its residents.

Personal gain

4. (1) A staff member of a municipality may not:-
 - (a) use the position or privileges of a staff member, or confidential information obtained as a staff member, for private gain or to improperly benefit another person; or
 - (b) take a decision on behalf of the municipality concerning a matter in which that staff member, or that staff member's spouse, partner or business associate, has a direct or indirect personal or private business interest.
- (2) Except with the prior consent of the council of a municipality a staff member of the municipality may not:-
 - (a) be a party to a contract for:-
 - (i) the provision of goods or services to the municipality; or
 - (ii) the performance of any work for the municipality otherwise than as a staff member;
 - (b) obtain a financial interest in any business of the municipality; or
 - (c) be engaged in any business, trade or profession other than the work of the municipality.

Disclosure of benefits

5. (1) A staff member of a municipality who, or whose spouse, partner, business associate or close family member acquired or stands to acquire any direct benefit from a contract concluded with the municipality must disclose in writing full particulars of the benefit to the council.
- (2) This item does not apply to a benefit which a staff member, or a spouse, partner, business associate or close family member, has or acquires in common with all other residents of the municipality.

Unauthorized disclosure of information

- 6.(1) A staff member of a municipality may not without permission disclose any privileged or confidential information obtained as a staff member of the municipality to an unauthorized person.
- (2) For the purpose of this item "privileged or confidential information" includes any information—
 - (a) determined by the municipal council or any structure or functionary of the municipality to be privileged or confidential;
 - (b) discussed in closed session by the council or a committee of the council;
 - (c) disclosure of which would violate a person's right to privacy; or
 - (d) declared to be privileged, confidential or secret in terms of any law.
- (3) This item does not derogate from a person's right of access to information in terms of national legislation.

Undue influence

7. A staff member of a municipality may not—
- (a) unduly influence or attempt to influence the council of the municipality, or a structure or functionary of the council, or a councillor, with a view to obtaining any appointment, promotion, privilege, advantage or benefit, or for a family member, friend or associate;
 - (b) Mislead or attempt to mislead the council, or a structure or functionary of the council, in its consideration of any matter; or
 - (c) be involved in a business venture with a councillor without the prior written consent of the council of the municipality.

Rewards, gifts and favours

8. (1) A staff member of a municipality may not request, solicit or accept any reward, gift or favour for —
- (a) persuading the council of the municipality, or any structure or functionary of the council, with regard to the exercise of any power or the performance of any duty;
 - (b) making a representation to the council, or any structure or functionary of the council;
 - (c) disclosing any privileged or confidential information; or
 - (d) doing or not doing anything within that staff member's powers or duties.
- (2) A staff member must without delay report to a superior official or to the speaker of the council any offer, which if accepted by the staff member, would constitute a breach of sub item (1).

Council property

9. A staff member of a municipality may not use, take, acquire, or benefit from any property or asset owned, controlled or managed by the municipality to which that staff member has no right.

Payment of arrears

10. A staff member of a municipality may not be in arrears to the municipality for rates and service charges for a period longer than 3 months, and a municipality may deduct any outstanding amounts from a staff member's salary after this period.

Participation in elections

11. A staff member of a municipality may not participate in an election of the council of the municipality, other than in an official capacity or pursuant to any constitutional right.

Sexual harassment

12. A staff member of a municipality may not embark on any action amounting to sexual harassment.

Reporting duty of staff members

13. Whenever a staff member of a municipality has reasonable grounds for believing that there has been a breach of this Code, the staff member must without delay report the matter to a superior officer or to the speaker of the council.

Breaches of Code

14. Breaches of this Code must be dealt with in terms of the disciplinary procedures of the municipality envisaged in section 67 (1) (h) of this Act.

Disciplinary steps

14A (1) A breach of this Code is a ground for dismissal or other disciplinary steps against a staff member who has been found guilty of such a breach.

(2) Such other disciplinary steps may include—

- (a) suspension without pay for no longer than three months;
- (b) demotion;
- (c) transfer to another post;
- (d) reduction in salary, allowances or other benefits; or
- (e) an appropriate fine.

[Item 14A inserted by s. 29 of Act No. 44 of 2003.]

ORGANISATIONAL SCORECARD FOR 2021/2022

CORPORATE SERVICES

SDBIP REPORT 2022/2023

MID	BIB	STRATEGIC OBJECTIVE	DETAILED PERFORMANCE MEASURE	DEMAND	BASELINE ANNUAL TARGET		QUARTER 1 TARGET	QUARTER 2 TARGET	QUARTER 3 TARGET	QUARTER 4 TARGET	BUDGET	KEY INFORMATION	MISSES OF INDICATOR (KPI)	RESPONSIBLE DEPARTMENT
					2021/2022	2022/2023								

MID	BIB	STRATEGIC OBJECTIVE	DETAILED PERFORMANCE MEASURE	DEMAND	BASELINE	ANNUAL TARGET	QUARTER 1 TARGET	QUARTER 2 TARGET	QUARTER 3 TARGET	QUARTER 4 TARGET	BUDGET	KEY INFORMATION	MISSES OF INDICATOR (KPI)	RESPONSIBLE DEPARTMENT	
MID1	B2B-5	A functional organizational structure	Number of reports on vacancies filed	4	4	4	1	1	1	1	N/A	Institutional	Reports on vacancies filed and appointment letters	Corporate Services	
MID2	B2B-5	To ensure sound human resource management	Number of leave reconciliation reports	12	12	3	3	3	3	3	N/A	Institutional	Monthly Leave reconciliation reports	Corporate Services	
			Number of trainings held on the staff retention policy	1	1	1	N/A	N/A	N/A	N/A	N/A	Institutional	Attendance registers and training reports	Corporate Services	
			Number of IPMS implementation reports	4	4	1	1	1	1	1	1	1	N/A	Institutional	Implementation reports
MID4	B2B-5	To ensure effective and efficient Library Services	Signed or attendance register and Monthly report on attendance	12	12	3	3	3	3	3	N/A	Institutional	Report and attendance register	Corporate Services	
			Number of BI Annual reports on outreach programmes	2	2	N/A	1	N/A	1	N/A	1	N/A	Institutional	Minutes and Attendance registers	Corporate Services
MID5	B2B-5	To ensure that municipal staff is skilled according to job requirements	Number of quarterly training reports on WSP implemented	4	4	1	1	1	1	1	N/A	Institutional	Training Reports on WSP implemented	Corporate Services	
			Submission of the WSP and ATR to LSSETA by 30 April 2022	30-Apr-2022	30-Apr-2023	N/A	N/A	N/A	N/A	N/A	30-Apr-23	N/A	Institutional	Acknowledgment of receipt from LSSETA	Corporate Services
MID7	B2B-5	To promote occupational health and safety in the workplace	Number of quarterly Health and Safety meetings	4	4	1	1	1	1	1	N/A	Institutional	OHS Committee Minutes and attendance registers	Corporate Services	
			Number of reports on time taken to repair the system, applications or network following a failure	New	New	3	3	3	3	3	3	R500 000.00	Institutional	Reports on hours taken to resolve ICT queries	Corporate Services
			Number of reports on time required to provide customer support or help ticket	New	New	3	3	3	3	3	3		Institutional	Report on the required time needed to provide customer support or help ticket	Corporate Services
MID9	B2B-5	To ensure effective and efficient ICT Management	Number of days elapsed between network, system or application failures or outages	New	New	3	3	3	3	3		Institutional	Report on number of days elapsed between network failure	Corporate Services	
			Number of reports on ICT expenditure costs	New	New	3	3	3	3	3	3	N/A	Institutional	ICT expenditure cost reports	Corporate Services
MID10	B2B-5	To promote healthy lifestyle amongst employees	Number of Wellness Programmes implemented	31-Dec-21 and 30-Jun-22	31-Dec-22 and 30-Jun-23	N/A	N/A	N/A	N/A	30-Jun-23	R150 000.00	Institutional	Attendance registers, pictures, and report	Corporate Services	
MID11	B2B-5	To ensure an effective and efficient Registry Management	Number of reports on municipal File Plan implementation	New	New	1	1	1	1	1	N/A	Institutional	Report and registry Plan	Corporate Services	
MID12	B2B-5	To ensure that employment equity targets are met	Submission of the Employment Equity Report to Department of Labour By 15 January 2023	15-Jan-22	15-Jan-23	N/A	N/A	N/A	N/A	N/A	N/A	Institutional	Acknowledgment of Receipt from the Department of Labour Employment Equity Report	Corporate Services	

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KEY PERFORMANCE AREA: MUNICIPAL INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION
 OUTPUT 1: IMPLEMENT A RENEWED APPROACH TO MUNICIPAL FINANCING PLANNING AND SUPPORT
 OUTCOME 1: A RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNMENT SYSTEM

MIDT13	B2B-5	To ensure skills development and training & improve access to economic growth opportunities for marginalised groups within the municipality	Inter-ship Programme	Number of Interns	1	1	N/A	N/A	N/A	1	N/A	N/A	1	Corporate Services
	B2B-5		Unemployed/ marginalised group trained	Submission of the Employment Equity Report to Department of Labour by 15 January 2023	New	1	N/A	N/A	N/A	1	N/A	N/A	1	Corporate Services

NIPA: FINANCIAL VIABILITY AND MANAGEMENT

FIN2	B2B-4	To ensure that the Budget is spent according to budget projection	Implementation of budget	Number of budget implementation reports	4	4	1	1	1	1	N/A	N/A	1	Corporate Services
			Inputs to Budget and Adjustment Budget submitted	Number of inputs submitted Bi Annually to finance	2	2	N/A	N/A	N/A	1	N/A	N/A	1	Corporate Services
FIN4	B2B-5	To ensure revenue enhancement	Revenue through learners licensing generated	Number of reports on revenue generated through learners and Drivers licensing	R1.4M	R4.8M	R1,200,000	R1,200,000	R1,200,000	R1,200,000	N/A	N/A	R1,200,000	Corporate Services
			Revenue through Motor Licensing generated	Number of reports on revenue generated through Motor licensing	R1.2M	R2.4M	R600,000	R600,000	R600,000	R600,000	N/A	N/A	R600,000	Corporate Services

NIPA: GOOD GOVERNANCE

GG1	B2B-3	To implement and maintain effective enterprise risk management system	Update and Report on the Risk Management Register/Action Plan	Number of risk management Registers Submitted to MANCO	4	4	1	1	1	1	N/A	N/A	1	Corporate Services
			Number of Full Council meetings held	Number of full council meetings held	11	11	3	2	3	3	N/A	N/A	3	Corporate Services
GG10	B2B-3	To transition the municipality into a performance driven institution.	Coordinate Meetings for 4 Portfolio Committees (Finance Committee, Infrastructure, Community services Portfolio, Corporate Services Portfolio)	Number of Portfolio Committees meetings held	16	16	1	1	1	1	N/A	N/A	1	Corporate Services
			Functional MPAC and LLF Committees	Number of MPAC and LLF Committee meetings held	8 (2 meetings per committee per quarter)	8 (2 meetings per committee per quarter)	2	2	2	2	N/A	N/A	2	Corporate Services
GG9	B2B-4	To ensure that services provided to the municipality by the service providers is of high quality	Quarterly Performance Reports on achieved and not achieved targets submitted to PMS Unit	Number of quarterly Performance Reports Submitted to PMS Unit	4	4	1	1	1	1	N/A	N/A	1	Corporate Services
			Assess and Report on Service Providers Performance	Number of Bi-Reports Presented to Municipal Manager on the assessment of service providers	2	2	N/A	N/A	N/A	1	N/A	N/A	1	Corporate Services

KEY PERFORMANCE AREA : CROSS CURRING ISSUES

CC1	B2B-2	To ensure that the budget, implementation and management of the municipality's integrated financial system is of high quality	Coordinate the IDP Representative Forum meetings	Number of IDP Representative Forum meetings	2	2	N/A	N/A	N/A	1	N/A	N/A	1	Corporate Services
			Update and report on Access control	Number of reports on security management.	4	4	1	1	1	1	N/A	N/A	1	Corporate Services
CC4	B2B-2	To enhance public safety control mechanisms	Update and report on Access control	Number of reports on security management.	4	4	1	1	1	1	N/A	N/A	1	Corporate Services
			Coordinate the IDP Representative Forum meetings	Number of IDP Representative Forum meetings	2	2	N/A	N/A	N/A	1	N/A	N/A	1	Corporate Services

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FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials) NGUBANE, P.P.

(Postal address) P.O. Box 30072, PLESSISLAER
3216

(Residential address) A1250 Ashdown Extension, BS Road
Pietermaritzburg, 3201

(Position held) DIRECTOR

(Name of Department) Corporate Services

Tel 031 785 9310 Fax 031 785 2121

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

1. Shares and other financial interests
See information sheet: note 1

Number of shares/Extent of financial interests	Nature	Nominal Value	Name of Company/Entity
/			
/			
/			
/			
/			

2. Directorships and partnerships
See information sheet: note 2

Name of corporate entity or partnership	Type of business	Amount of Remuneration
/		
/		
/		
/		
/		

CONFIDENTIAL

3. **Remunerated work outside the public service**
 Must be sanctioned by your Executing Authority. See information sheet: note ③

Name of Employer	Type of Work	Amount of remuneration

Name of Executing Authority _____ Portfolio _____

Signature of Executing Authority _____ Date _____

4. **Consultancies and retainerships**
 See information sheet: note ③

Name of client	Nature	Type of business activity	Value of any benefits received

5. **Sponsorships**
 See information sheet: note ③

Source of assistance/sponsorship	Description of assistance/sponsorship	Value of assistance/sponsorship

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6. Gifts and hospitality from a source other than a family member
See information sheet: note ⑥

Description	Value	Source

7. Land and property
See information sheet: note ⑦

Description	Extent	Area	Value



SIGNATURE OF DESIGNATED EMPLOYEE

DATE: 29/07/2022

PLACE: Camperdown

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OATH/AFFIRMATION

1. 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:
 - (i) Do you know and understand the contents of the declaration?
Answer yes
 - (ii) Do you have any objection to taking the prescribed oath or affirmation?
Answer No
 - (ii) Do you consider the prescribed oath or affirmation to be binding on your conscience?
Answer yes

2. 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 declaration in my presence.

11588-2
[Signature]

Commissioner of Oath /Justice of the Peace

Full first names and surname: Maria MANDIWE NDLAM

(Block letters)

Designation (rank) ATUPISI Ex Officio Republic of South Africa

Street address of institution 19 SHEPSTONE STREET
CAMPERDOWN

Date 2022-07-21 Place CAMPERDOWN

SOUTH AFRICAN POLICE SERVICE
CSC
2022 -07- 21
CAMPERDOWN SAPS
KWAZULU NATAL

CONTENTS NOTED: EXECUTING AUTHORITY

DATE: _____