PERFORMANCE AGREEMENT

2025/2026



Made and entered into by and between:

BOJANALA PLATINUM DISTRICT MUNICIPALITY

As represented by the Acting Municipal Manager

Ms B Makganye

and

Mr O Moremi

(in his capacity as the **Director: Economic Development, Tourism, Mining, Agriculture and Rural Development** and Employee of Bojanala Platinum District Municipality)

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The BOJANALA PLATINUM DISTRICT MUNICIPALITY herein represented by Ms B Makganye in her capacity as the Acting Municipal Manager (hereinafter referred to as the Accounting Officer)

and

Mr O Moremi in his capacity as Director: Economic Development, Tourism, Agriculture, Mining and Rural Development and an Employee of the BOJANALA PLATINUM DISTRICT MUNICIPALITY (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

INTRODUCTION

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 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".

- 1.1. 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.
- 1.2. 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.

The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

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2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to

- 2.1 comply with the provisions of Section 57(1) (b), (4A), (4B) and (5) of the Systems Act as well as the Contract of Employment entered into between the parties;
- comply with the provisions of Section 78(1)(a), (b), (c), (d), (e), (f) and (g) of the Municipal Finance Management Act 56 of 2003 as well as \$78(2);
- 2.3 specify objectives and targets established for the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance expectations and accountabilities;
- 2.4 specify accountabilities as set out in the Performance Plan (Annexure A);
- 2.5 monitor and measure performance against set targeted outputs;
- 2.6 use the Performance Agreement and Performance Plan as the basis for assessing the suitability of the Employee for permanent employment and/or to assess whether the Employee has met the performance expectations applicable to his/her job;
- 2.7 appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance; and
- 2.8 give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on 01 July 2025 and will remain in force until 30 June 2026 where after a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial

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year.

- 3.3 This Agreement will terminate on the termination of the Employee's 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 A) sets out
 - 4.1.1 the performance objectives and targets that must be met by the Employee; and
 - 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan and the Budget of the Employer, and shall include corporate objectives; key performance indicators; targets and weightings.
- 4.3 The corporate objectives describe the main tasks that need to be achieved by council. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The targets describe the timeframe, quality or quantity in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 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.

PERFORMANCE MANAGEMENT SYSTEM

5.1 The Employee agrees to participate in the performance management system that the

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Employer adopts or introduces for the Employer, management and municipal staff of the Employer.

- 5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer 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 agrees to participate in the performance management and development system that the Employer adopts.
- The Employee undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 5.6 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
 - 5.6.1 The Employee 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 Employee's assessment will be based on his/ her performance in terms of the outputs/ outcomes (performance indicators) identified as per attached Performance Plan (Annexure

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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;

Table 1: KPAs and weightings

WEIGHTING
10%
10%
70%
0%
10%
100%

5.8 The CCRs will make up the other 20% of the Employee's assessment score. CCRs that are deemed to be most critical for the Employee's specific job should be selected (✓) from the list below as agreed to between the Employer and Employee:

CORE COMPETENCY REQUIREMENTS FOR EMPLOY CORE MANAGERIAL AND CCUPATIONAL COMPETENCIES	INDICATE	WEIGHT
Core Managerial Competencies	<u> </u>	<u> </u>
Strategic Capability and Leadership	Х	10
Programme and Project Management	X	10
Financial Management (compulsory)	x	10
Change Management		
Knowledge Management		
Service Delivery Innovation		<u> </u>
Problem Solving and Analysis		
People Management and Empowerment (compulsory)	X	10
Client Orientation and Customer Focus	^	10
Communication	Х	10
Honesty and Integrity		10
Core Occupational Competencies		
Competency in Self Management		
Interpretation of and implementation within the legislative and national policy frameworks	Х	10
Knowledge of developmental Local Government	Х	10
Knowledge of Performance Management and Reporting	Х	10
Knowledge of global and South African specific political, social and economic contexts		
Competency in policy conceptualization, analysis and implementation	Х	10
Knowledge of more than one functional municipal fleld/discipline		
Skills in mediation		
Skills in Governance	х	10
Competency as required by other national line sector departments		
xceptional and dynamic creativity to improve the functioning of the municipality		
otal percentage		100%

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6. EVALUATING PERFORMANCE

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- 6.1 The Performance Plan (Annexure A) to this Agreement sets out -
 - 6.1.1 the standards and procedures for evaluating the Employee's performance; and
 - 6.1.2 the intervals for the evaluation of the Employee's performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as the actions agreed to and implementation must take place within set time frames.
- 6.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer'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 must then be used to add the scores and calculate a final KPA score

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6.5.2 Assessment of the CCRs

- 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) The applicable assessment rating calculator 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.

The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CCRs:

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Table 3: Performance Ratings

Level	Terminology	Description (275)	D.	 ating		_	
			1	2	3	4	5
	Outstanding	Performance far exceeds the standard expected of an employee at this	<u>.</u>				3
	performance	level. The appraisal indicates that the Employee has achieved above					
5		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.					
	Performance	Performance is significantly higher than the standard expected in the					 -
4	significantly	job. The appraisal indicates that the Employee has achieved above fully					
•	above	effective results against more than half of the performance criteria and					
	expectations	indicators and fully achieved all others throughout the year.					
	Fully effective	Performance fully meets the standards expected in all areas of the job.					
3		The appraisal indicates that the Employee has fully achieved effective					
		results against all significant performance criteria and indicators as					
,		specified in the PA and Performance Plan.					
	Not fully effective	Performance is below the standard required for the job in key areas.	-				
	1	Performance meets some of the standards expected for the job. The					
2		review/assessment indicates that the employee has achieved below fully					
	ľ	effective results against more than half the key performance criteria and					
		indicators as specified in the PA and Performance Plan.					İ
	Unacceptable	Performance does not meet the standard expected for the job. The				<u></u>	
	performance	review/assessment indicates that the employee has achieved below fully					
		effective results against almost all of the performance criteria and					Ì
		indicators as specified in the PA and Performance Plan. The employee					
i		has failed to demonstrate the commitment or ability to bring performance					
		up to the level expected in the job despite management efforts to					ļ
<u> </u>		encourage improvement.					

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- 6.7 For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established
 - 6.7.1 The Municipal Manager;
 - 6.7.2 Chairperson of the Audit Committee;
 - 6.7.3 Member of the Mayoral Committee;
 - 6.7.4 Municipal Manager from another Municipality; and
 - 6.7.5 Any other external expert as may be nominated by the Municipal Manager.

SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of each Employee 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:

First quarter

July-September (3rd week October)

Second quarter

October-December (3rd week January)

Third quarter

January-March (3rd week April)

Fourth quarter

April-June (3rd week July)

- 7.2 The Employee shall ensure that the relevant portfolio of evidence is submitted for audit purposes at least by the end of the 2nd week of the new Quarter.
- 7.3 The Employee shall ensure that in line with the MFMA, all fruitless and wasteful expenditure within his/her department/directorate is minimized. However, where such is occurs and is apparent, subject to necessary investigations and related processes the Employee shall be held liable.
- 7.4 The Employer shall keep a record of the mid-year review and annual assessment meetings
- 7.5 Performance feedback shall be based on the Employer's assessment of the Employee's performance.

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- 7.6 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.
 - 7.7 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.

8. DEVELOPMENTAL REQUIREMENTS

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

9. OBLIGATIONS OF THE EMPLOYER

- 9.1 The Employer shall -
 - 9.1.1 Create an enabling environment to facilitate effective performance by the employee;
 - 9.1.2 Provide access to skills development and capacity building opportunities;
 - 9.1.3 Work collaboratively with the Employee to solve problems and generate solutions to common problems that may Impact on the performance of the Employee;
 - 9.1.4 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
 - 9.1.5 Make available to the Employee such resources as the Employee may reasonably require from time to time, to assist him/ her to meet the performance objectives and targets established in terms of this Agreement.

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10. CONSULTATION

- 10.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others
 - 10.1.1 A direct effect on the performance of any of the Employee's functions;
 - 10.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer; and
 - 10.1.3 A substantial financial effect on the Employer.
- 10.2 The Employer agrees to inform the Employee 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 Employee to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating calculator; provided that:

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Table 4: 2006 Regulations score ratings & bonus applicable

Overall Score	Possible Performance Bonus Award
>129%	0 %
130% to 149%	5% to 9%
50%	
	10% to 14%

- 11.3 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of at least twelve months (12) service at the current remuneration package on 30 June (end of financial year) subject to a fully effective assessment.
- 11.4 In the case of unacceptable performance, the Employer shall
 - 11.4.1 Provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and
 - 11.4.2 After appropriate performance counseling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.

12. DISPUTE RESOLUTION

- 12.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methodsof assessment and/ or salary increment in the must be mediated by
 - 12.1.1 The MEC for Developmental Local Government and Traditional Affairs within thirty (30) days of receipt of a formal dispute from the Employee; or
 - 12.1.2 Any other person designated by the MEC for Developmental Local

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Government and Traditional Affairs

- 12.2 In the event that the mediation process contemplated above falls, clause 19.3 of the Contract of Employment shall apply.
- 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 Employer.
- 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.

Thus done and signed at Rustenburg on this the $\sqrt[3]{2}$ day of July 2025

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2 Notes

EMPLOYEE

ACTING MUNICIPAL MANAGER

Annexure A: 2025/26 Performance Plan for Director. Economic Development, Tourism, Mining, Agriculture and Rural Development

Key					•	5				
Performance Area	Strategic Objective	Key Performance Indicator		Annial Target			Quarienty Targets	sjet		Portfolio of
Local	To promote District	7	S reports	33	Budget	0	0.2	20		Evidence
Development	i ounsm development	District marketing programmes	Že	ng3 reports on Distriction in marketing programmes by 30 June 2026	R 1 000 000	Target applicable	ort Tig	onf report on f report on District marketing District programmes marketing District programmes	f report on g District marketing programmes	O1; Target not applicable O2;O3;O4
	·	Number of reports on 3 rel District Tourism support District Support	3 reports on District Tourism support in 24/25FY	2 reports on District Tourism support by 30 June 2026	R 500 000	Target n applicable	noff report ont District Tourism Support	repo District upport	ort onTarget na Tourismapplicable	Reports not01 - Target no applicable 02:03 Reports 04 - Target no Target no applicable
***************************************	·	Number of reports on the development of the District Tourism Masterplan	New	2 reports on fine flace by the District Tourism master by 30 June 2026	the R 500 000 fine sm	Target no	Target nor	1 report on development the Dis Fourism	elopri elopri rism	applicable on the C1;02 - Targer nert of not applicable District C3;04 Reports
		Number of District District Tourism Capacity but building programmes 2024/25FY conducted.	Tourism ilding in	District Tourism spacity building rogram conducted by 0 June 2026	R 400 000	Target no	1 District Target 1 District Target 1 Tourism applica noticepacity building programme	ir plan	masterplan notTarget no applicable	no'Q1; Target noi applicable Q2, Report Q3; Q4
<u> </u>	To provide and promote enterprise development initiatives	Number of reports on reports on SMME SMME and cooperatives and cooperative support 124/25FY	4 reports on SMME and cooperative4 reports on S support in 24/25FY cooperative st 30 June 2026	MME and Ipport by	7 1 500 000 71 S 9 9	1 report on/1 SMME andS cooperative o	report MME a ooperative upport	orton SMME cooperative ort	1 report SMME a cooperative support	andReports
		Number of reports on the New development of LED support policy and strategy		2 reports on the development of LED support policy and strategy by 30 June 2026	R 500 000	Target not	Target north	report on the development of LED support policy and strategy s	on thet report on the Q1;cert ordevelopment of A3;cert support D3;cert andpolicy and Repaired Strategy	01;02 – Target not applicable 03;04 Reports
Key	trategic Objective	Strategic Objective Key Performance		· · · · · · · · · · · · · · · · · · ·			Quarterly Targets			2
	\$ 90 G							2		יר שו גופווס סד
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Performance Area		Indicator		Annual Target			· 电对象 医克里特氏 计多位连续			
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	promote enterprise development initiatives	Development building pro conducted.	nent buildir nes	evelopmer apacity rogram cor		Target applicable	Target not no applicable	1 Enterprise Target Development applicates capacity building	Target applicable	notQ1;Q2 - Target not applicable Q3 - Report Q4
	To promote Number of I Agriculture and Rural Agricultural development support	reports on farmers'	reports or ultural ers' support ir 55FY	Additional farmers' Support by 30 June 2026	R 1 100 000	1 report on Agricultural farmers'	1 report on Agricultural farmers' support	ronducted Treport on Treport on Agricultural Farmers' supportfarmers' support	1 report on Agricultural farmers'	− larget not applicable Q1;Q2;Q3;Q4 − Reports
		Number of reports on the development of the District Agriculture Masterplan	New	2 reports on the development of the District Agriculture masterplan by 30 June 2026	R 500 000	Target not	Target not applicable	1 report on the development of the District Agriculture masterplan	Support 1 report on theQ1;Q2 development not a of the District Q3;Q4 Agriculture Reports masterplan	01;02 - Target not applicable 03;04 Reports
		Number of reports on the New development of the Spatial Development Framework		3 reports on the development of the Spatial Development Framework by 30 June 2026	3 200 000	Target not	not report on the development of the Spatial bevelopment Development Framework Framework		t = t	Q1; Target not applicable Q2;Q3;Q4
		of Agment pro	Agricultur nent buildir nes d	Agricultural Jevelopment capacity uilding programme onducted by 30th une 2026	300000	Target not	notTarget not applicable p	al nt Iding	1 10	01;02 - Target not applicable 03 - Report Q4 - Target not applicable
l l		n ne	New	1 Rural Development capacity building programme conducted by 30th June 2026		Target not applicable c	nof1 Rural Development a capacity building programme conducted.	Target not Target not applicable a	Target not applicable a RR	Q1 — Target not applicable Q2 — Report Q3,Q4 — Target not applicable
‡ <u>-</u>	Ę.	Number of reports onNew employment created through EPWP programme		4 reports on the Omployment created through EPWP submitted to the Accounting Officer by 30 June 2026	theOperational 1 in the MP cree the by Sub AO	1 report on the1 report on the employment employment created through created through EPWP submitted to the AO		ent tent trongh capacitation	ment Red to	'Q1,'Q2;'Q3;'Q4 – Report
S	Strategic Objective	Key Performance								

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erformance charge cujective	Indicator	Baseline	Annual Target	Budget		Quarterly Targets	Targets		Portfolio of
O. C.				Jahnn	Q1 Q2		Q3	94	Evidence
anizational formance	eminance of quarterly4 performance reportsp submitted to PMS Unit so	quarte erformance repo ubmitted 4/25FY	arly4 quarterlyOperational irtsperformance reports onsubmitted to the PMS Unit by 30 June 2026	perational	1 performance1 per	performance1 ort submittedre	1 performance report submitted to PMS	performance1 performanceQ1; Q2;Q3;Q4 t submittedreport Report Submitted to DMs	Q1; Q2;C Report
	of dep	department eetings 4/25FY	al8 departmentalOperational inmeetings by 30 June 2026		2 departmental2 meeting held depar meeti	2 2 departmental commeeting held m	2 departmental meetings held	2 departmental meetings held	Q1, Q2, Q3, Q ² Minutes Attendance register and
	of progress in the post audit	S	reports2 Progress reports on Operational inthe audit action plan submitted to the Accounting Officer by 30 June 2026		Target notTarget applicable applicable	not	Audit an pr port suk the Accc	Agenda t action1 Audit actionQ1; Q2; Targe progressplan progressnot applicable submittedreport Q3;Q4 – Signer scountingsubmitted to toPAAP Report: the Accounting&acknowledgm	Agenda Q1; Q2; Targe not applicable Q3;Q4 – Signec PAAP Report: &acknowledgm
To achieve a positiveNumber working relations coordinat heading stream s Accounting	eNumber of reports onNew coordination and heading of DDM work stream submitted to the Accounting Officer	New	4 reports on the Operoordination and heading of DDM work stream submitted to the Accounting Officer by 30 June 2026	the Operational 1 ork to	1 report on the1 report on the1 report on the1 report on the01,Q2,Q3,Q4 coordination and coordination and coordination and coordination and coordination and coordination Reports heading of DDM heading of DDM heading of DDM heading of DDM heading of Stream work stream work stream work stream work stream work submitted to the sub	ort on thelt regination and coordination and coordination of DDM headi streamwork tted to the submited to	Office 1 report on the rep coordination and coord heading of DDM and h work stream DDM submitted to the stream AO stream of the stream	Officer the1 report on the andcoordination DMand heading of eamDDM work thestream submitted to	ents by the AO Q1,Q2,Q3,Q4 Reports
	Number of reports onNew employee grievances resolved submitted to the Accounting Officer		4 reports on employeeOperational grievances resolved submitted to the Accounting Officer by 30 June 2026		report on1 ployee empl wances griev olved resol	report on 1 loyee er ances gr ved re	1 report on 1 employee en grievances griresolved res	S	onQ1,Q2,Q3,Q4 Reports to
To protect the municipality from potential risk	the Number of Departmental4 from risks management reports	reports in 24/25FY.	the Number of Departmental 4 reports in 24/25FY 4 Departmental risk Operational romrisks management reports submitted to Risk Unit by 30 June 2026		HO AO AO the AO	departmental1 registerrisk ort submittedsub	er report to the	artmental register	Q1, Q2, Q3, Q4 al — Departmenta terrisk registe report tolacknowledgmer
To strengthenNumber accountability withinimpleme the municipality council submitte	_ 0 _ 1	of reports on reports in 24/25FY4 reports intation of implementa council council submitted in Officer (AO) 30 June 202	on tion resoluti to Officer	the Operational 1 of imposes the construction of the construction	the Risk Unit t treport on the treport or	int on the reposition implem council council council council council council council council cons	the treport on the properties of the properties	s H fat L	1;02;03; gned Rep

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0.4	ize s	the AO the Treport on the Q1,Q2,Q3,Q4 ion of implementatio Reports audith of internal audit theresolutions	the 4 months of the Audit of th	non to	ОП	Target notQ1; Target applicable Report Q3;
03	report on uthorized, gular, wasteful irregulary anditure trad mitted to their states and their states are states and their states and their states are states are states are states and their states are states are states are states and their states are states are states are states are states are states are states and their states are states a	0 ~	report on the1 report on the1 report on the2,03,04 mplementation implementation of implementatioReports of the Audithe Audith of the Audit solutions the selutions the submitted to the submitted	L (1)	1 District LEDTarget Forum meetinglapplicable	not
0.2	report on authorized, isteful and gular, enditure isterul auditure isterul auditured to the	The AO In report on the I report on the I report on the AO In report on the I report on the I report on the AO In plementation implementation of implementation Reports In a resolution of internal auditinternal audit I resolutions and it resolutions are the submitted to the	T report on the treport of the Audithe Committee Co	AO Target applicable	1 District LED Forum meeting	no(1 District Mining Target Forum meefing applicable held
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Budget	on Operational and Indiana Ind	theOperational of of the operational of the operati	the operational the	Operational	Forum R 300 000 by 30	Mining Operational g held 6
Annual Target	4 reports on unauthorized, unauthorized, irregular, wasteful and irregular expenditue incurred submitted to the Accounting Officer by the 30 June 2026	4 reports on the implementation of internal audit resolutions submitted to the Accounting Officer by 30 June	sports on Commi Litions submil the Account	2 District Tourism Forum meetings held by 30 June 2026	2 District LED ForumR meetings held by 30 June 2026	1 District MiningOl Forum meeting held by 30 June 2026
Dascille	New York Table 1		New		meetings held ing	meeting held in 4/25FY
	strengthen Number of reports on New ity within unauthorized, irregular, ality wasteful and irregular expenditure incurred submitted to the Accounting Officer	Number of reports on the New implementation of internal audit resolutions submitted to the Accounting Officer	Number of reports on the New implementation of the Audit Committee resolutions submitted to the Accounting Officer	Number of reports on District Tourism Forum meetings held	priseNumber of reports on and District LED Forum and meetings held fling tions	Number of reports on1 meeti District Mining Forum24/25FY meetings held
	To strengthen accountability within the municipality w	∠. <u>≒.≒</u>	Z <u>. 5 4</u> 2 <u>5</u>	Good To promote DistrictNumber of reports on4 meetings held in governance and Tourism developmentDistrict Tourism Forum 24/25FY public meetings held participation	Enter t oort bui bora	n the District Nu Dis
Area	Muncipal institutional development and transformation			Good governance and public participation		

Quarterly Targets	- IL C	Target nof 1 Agriculture and 1 Agriculture and Target not applicable Rural Rural applicable applicable Q2; Development Development Development Form meeting Form meeting held applicable applicable
Baseline Annual Target Budget	New 4 District LEDOperational Technical Forum meetings held by 30 June 2026	SEY and inc District Agriculture Operational and Rural Development Forum meetings held by 30 June 2026
mance Strategic Objective Key Performance Indicator	Good To provide EnterpriseNumber of reports on governance and development and District LED Technical public mining support and Forum meetings held participation capacity building through collaborations in the District	To provide Agriculture Number of reports on a meetings held in District Agriculture and 24/25FY and Bural Development SupportRural Development SupportBural Development Solutions and capacity building Forum meetings held through collaborations in the District Annexure B:INDIVIDUAL LEARNING DIAN (1201:1200)

Gap)
Skills
(Include
PLAN
SNINS
LEAF
IDUAL
N D I N
nexure B:

	Economic Development, Tourism, Mining, Agriculture and	Rural Development
Employee No		Date:
Mr O Moremi	Director	Ms B Makganye
Director: EDTAR	Job Title:	Acting Accounting Officer:

	Support Person					
	Work opportunity created to practise	skill / development	area			
	Suggested Time Frames					
Comment	delivery					
Suddested training	and / or development activity					
Outcomes	Expected					
 Skills / Performance	Gap					

28 July 2005 Date Officer's Signature; Acting Accounting 3811/y 25 Date

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Director's Signature: