

2023/2024

Performance Agreement

Directorate: Financial Services



Tokoloko
Local Municipality

Tokoloko Municipality
A Nation that Flies with Freedom!



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PERFORMANCE AGREEMENT

Made and entered into by and between:

The Municipality of Tokologo as represented by the

Acting Municipal Manager

M.A. SEHLOHO

(RSA identity number 871020 5770 080)

AND

T.D. MATILE

(RSA identity number: 850723 5717 085)

The employee of the municipality

For

FINANCIAL YEAR: 1 JULY 2023 - 30 JUNE 2024

PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Municipality of Tokologo Local Municipality herein represented by

M.A. SEHLOHO

(RSA identity number 871020 5770 080)

In his capacity as Acting Municipal Manager
(Hereinafter referred to as the Employer or Supervisor)
And

T.D. MATILE

(RSA identity number: 850723 5717 085)

Employee of the Municipality of Tokologo
(Hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Employer has entered into a contract of employment with the Employee in terms of section 56(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".
- 1.2 Section 56(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 56(4A), 56(4B) and 56(5) of the Systems Act.

2. PURPOSE OF THIS AGREEMENT

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The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 56(1) (b), (4A), (4B) and (5) of the Systems Act as well as the Contract of Employment entered into between the parties;
- 2.2 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;
- 2.3 specify accountabilities as set out in the Performance Plan (Annexure A); 2.4 monitor and measure performance against set targeted outputs;
- 2.4 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;
- 2.5 appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance; and
- 2.6 give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

3 COMMENCEMENTS AND DURATION

- 3.1 This Agreement will commence on the 1st July 2023 and will remain in force until 30th June 2024 where after a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next quarter or any portion thereof, if applicable
- 3.2 The parties will review the provisions of this Agreement at the end of each quarter. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least every quarter (if applicable) by not later than the beginning of each successive quarter.
- 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-
 - a) the performance objectives and targets that must be met by the Employee; and
 - b) The time frames within which those performance objectives and targets must be met.

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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 key objectives; key performance indicators; target dates and weightings.

4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe 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.

5 PERFORMANCE MANAGEMENT SYSTEMS

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

5.5 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.

- a) The Employee must be assessed against both components with a weighting of 80:20 allocated to the Key
- b) Performance Areas (KPAs) and the Core Managerial Competencies (CMCs) respectively.
- c) Each area of assessment will be weighted and will contribute a specific part to the total score.
- d) KPAs covering the main areas of work will account for 80% and CMCs 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 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 (80% of Total)	Weighting
Basic Service Delivery	5
Municipal Institutional Development and Transformation	20
Local Economic Development	5

Municipal Financial Viability and Management	10
Good Governance and Public Participation	60
Total	100%

5.8 The CMCs will make up the other 20% of the Employee's assessment score. CMCs 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 EMPLOYEES (CCR)		
CORE MANAGERIAL COMPETENCIES (CMC)	INDICATE CHOICE	WEIGHT
<i>Core Managerial Competencies:</i>		5
Strategic Capability		10
Programmed and Project Management		10
Financial Management	compulsory	
Change Management		
Knowledge Management		5
Service Delivery Innovation		10
Problem Solving and Analysis		
People Management and Empowerment	compulsory	10
Client Orientation and Customer Focus	compulsory	10
Communication		5
Honesty and Integrity		5
<i>Core Occupational Competencies:</i>		
Competence in self-management		5
Interpretation and implementation within the legislative and national policy frameworks		5
Knowledge of developmental local government		
Knowledge of performance management and reporting		
Knowledge of global and South African specific political, social and economic contexts		
Competence in policy conceptualization, analysis and implementation.		
Knowledge of more than one functional municipal field/ discipline		
Mediation skills		
Skills in governance		
Competence as required by other national line sector departments		
Exceptional and dynamic creativity to improve the functioning of the municipality		5
Advanced influencing skills		
Partnership and Stakeholder Relations		5
Supply Chain Management		5
		100%

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6. EVALUATING PERFORMANCE

6.1 The Performance Plan (Annexure A) to this Agreement sets out -

- a) the standards and procedures for evaluating the Employee's performance; and
- b) the intervals for the evaluation of the Employee's performance
- c)

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 well 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.

7. The quarterly performance appraisal will involve:

7.1 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 7.3 below) must then be used to add the scores and calculate a final KPA score.

7.2 Assessment of the CMCs

- a) Each CMC 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 CMC.
- c) The applicable assessment rating calculator (refer to paragraph (7.1) must then be used to add the scores and calculate a final CMC score.

7.3 Overall rating

- a) An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.
- b) The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:

LEVEL	TERMINOLOGY	DESCRIPTION	RATING				
			1	2	3	4	5
5	Outstanding 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 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 PA and Performance Plan.					

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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 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 employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA 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.	

7.4 For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established –

- 7.4.1 Member of the Executive Committee;
- 7.4.2 Chairperson/ Member of the Audit Committee;
- 7.4.3 Municipal Manager
- 7.4.4 Municipal Manager from another Municipality.

8. SCHEDULE FOR PERFORMANCE REVIEWS

8.1 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 second and third quarter may be verbal if performance is satisfactory:

- a) July to September 2023 for the First quarter;
- b) October to December 2023 for the Second quarter;
- c) January to March 2024 for the Third quarter;
- d) April to June 2024 for the Fourth quarter.

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

8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.

8.4 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.

8.5 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.

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9. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental.

10. OBLIGATIONS OF THE EMPLOYER

10.1 The Employer shall –

10.1.1 Create an enabling environment to facilitate effective performance by the employee;

10.1.2 Provide access to skills development and capacity building opportunities;

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

10.1.4 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

10.1.5 make available to the employee such resources as 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.

11. CONSULTATION

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

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

11.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer; and

11.1.3 A substantial financial effect on the Employer.

11.2 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. MANAGEMENT OF EVALUATION OUTCOMES

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

12.2 A performance bonus of 5% to 14% of the inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance.

12.3 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.

12.4 In the case of unacceptable performance, the Employer shall –

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12.4.1 Provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and

12.4.2 After appropriate performance counselling 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.

13. DISPUTE RESOLUTION

13.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by:

13.1.2 Any other person appointed by the MEC.

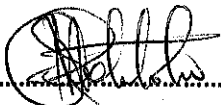
13.2 In the event that the mediation process contemplated above fails, clause 19.3 of the Contract of Employment shall apply.

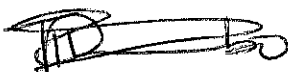
14. GENERAL


14.1 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.

14.2 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.

Signed at BOSHOFF On this day of 25th Month July 2023

As Acting Municipal Manager 

Chief Financial Officer 

Witness 1 

Witness 2 

ANNEXURE "A"

PERFORMANCE PLAN FOR

T.D MATILE (RSA identity number: 850723 5717 085)

CHIEF FINANCIAL OFFICER

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 - 3.2 CORE MANAGERIAL COMPETECIES OF THE CHIEF FINACIAL OFFICER
 - 3.3 DETAILED SCORECARD OF THE CHIEF FINACIAL OFFICER
4. ACCEPTANCE OF THE PLAN

ACRONYMS

CMC - CORE MANAGERIAL COMPETENCY

PDP - PERSONAL DEVELOPMENT PLAN

PP - PERFORMANCE PLAN

KPA - KEY PERFORMANCE AREA

1. PURPOSE

The performance plan defines the council's expectations Director Financial Services 'performance agreement to which this document is attached and section 56(5) of the municipal System Act, 32 of 2000, which provides that performance objectives and targets must be based on key performance indicators as set in the municipality's Integrated Development Plan and SDBIP, as reviewed annually.

2. OBJECTIVES OF LOCAL GOVERNMENT

The following objectives of local government informed the IDP of Tokologo Local Municipality and will inform the Director Financial Services 'performance against set performance indicators:

- 2.1 provide democratic and accountable government for local communities
- 2.2 ensure the provision of service to communities in a sustainable manner
- 2.3 promote social and economic development
- 2.4 promote a safe and healthy environment
- 2.5 encourage the involvement of communities and community organisations in the matters of local government

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3. SCORECARD OF THE DIRECTOR FINANCIAL SERVICES

3.1. The Tokologo Municipality Local municipality approved five (5) Key Performance Areas in the IDP of 2022-2027. The targets to achieve the objectives for the 2023/2024 were defined in the approved SDBIP 2023/2024. The Municipal Manager is required to ensure that all targets, programmes and project as committed in the IDP 2023/2024 are delivered according to the commitment of the Management, Section 79 Committee and Council.

A key principle is that the departmental heads must lead all programmes allocated to them in the SDBIP 2023/2024, and ensure that departmental units contribute, comply and report.

The scorecard of the Financial Services is made up of the following:

- Core managerial competencies of the Financial Services
- Core service delivery targets of the Financial Services

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3.2 CORE MANAGERIAL COMPETENCIES OF THE DIRECTOR FINANCIAL SERVICES

CORE MANAGERIAL COMPETENCIES	WEIGHT
Financial Management	10%

People Management and Empowerment	20%
Client Orientation and Customer Focus	10%
Strategic Capability and Leadership	10%
Problem Solving and Analytical thinking	10%
Service Delivery Innovation	20%
Competency in Policy Conceptualization and Implementation	10%
Honesty and Integrity	10%
TOTAL	100%

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3.3 DETAILED SCORECARD OF THE DIRECTOR FINANCIAL SERVICES

The outcome targets of Director Financial Service's scorecard are achieved only if the outputs of the SDBIP are achieved. However, for the purpose of measuring the performance of the Director Financial Services against entire SDBIP, the following KPAs totalling 80 points of Director Financial Service's scorecard will be used:

The detailed scorecard of the Director Financial Services summarises the specific requirements of Director Technical Services in 3.1 and 3.2 and indicates in detail how the items above are measured and scored.

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BUDGET AND TREASURY OFFICE'S SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN 2023/2024													
Key Performance Area	Focus Area	Strategic Objective	Key Performance Indicator	Baseline Indicator	Inputs	Annual Target	Q1 Original Target	Q2 Original Target	Q3 Original Target	Q4 Original Target	Portfolio of Evidence		
Municipal Financial Viability and Management	Revenue Management	Enhanced Revenue Collection	Approved tariff By-law	Draft tariff and property by-laws in place	Internal Municipal Resources	Approved tariff and property By-laws by June 2024	0	0	0	Approved tariff and property by-laws	Council resolution on the adoption of tariff and property-laws and government gazette		
			Application for Tariff increases (D7) at the end of 31 January 2023	2022/2023 Approved tariffs	Internal Municipal Resources	Submit Application for Tariff increases for (D7) to NERSA by 31st January 2024	0	0	Submit Application for tariff increase	0	0	Proof of submission and acknowledgement of receipts for tariff increase	
			Approved and updated indigent register	8.3% household registered during 2022/2023	Internal Municipal Resources	2 updates on the indigent register by 30th June 2024	0	0	1 indigent register updated	1 indigent register updated	1 indigent register updated	Quarterly updated Indigent register	
			Improvement in the Collection rate of the Municipality	43% revenue collected in 2022/2023	Internal Municipal Resources	65% revenue collected by the 30 th June 2024	0	0	0	0	0	65% Revenue collected	Proof of revenue collected
			Financial Management Grant Activity Plans submitted timeously	1 Financial Management Grant Activity Plans submitted in 2022/2023	Internal Municipal Resources	1 Financial Management Grant activity plan submitted to National Treasury by 30 th June 2024	0	0	0	0	0	1 Financial Management Grant Activity Plan	Proof of submission of a signed Municipal Financial Management Activity Plan
			FMG spend in accordance with DoRA and Grant Frameworks	98% expenditure for 2022/2023	Internal Municipal Resources	100% Expenditure on Grants as per DoRA conditions by 30 June 2024	0	0	0	0	0	100% Expenditure on Grants as per DoRA conditions	Allocation letter and proof of expenditure on Grants
	Reporting	Budgeting and reporting	Updated Conditional Grants Register	12 Updates of the Conditional Grants Register 2022/2023	Internal Municipal Resources	12 Updates of the Conditional Grants Register by 30 June 2024	3 monthly updated grant register report	3 monthly updated grant register report	3 monthly updated grant register report	3 monthly updated grant register report	3 monthly updated grant register report	Quarterly updated grant register	
			Annual Budget adopted by Council	Annual Budget adopted by Council in 2022/2023	Internal Municipal Resources	1 Annual budget adopted by council 30 th June 2024	0	0	0	0	0	Approved final Annual Budget	Council resolution and approved annual budget

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BUDGET AND TREASURY OFFICE'S SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN 2023/2024														
Key Performance Area	Focus Area	Strategic Objective	Key Performance Indicator	Baseline Indicator	Inputs	Annual Target	Q1 Original Target	Q2 Original Target	Q3 Original Target	Q4 Original Target	Portfolio of Evidence			
			Compilation and Submission of the Annual Financial Statements	Annual Financial Statements submitted in 2022/2023	Internal Municipal Resources	Compile and submit Annual Financial Statements by 31 st August 2023	Submission of 2021/2022 AFS to Auditor General by 31 st August 2022	0	0	0	0	Proof of submission and acknowledgement of receipts		
			Compilation of the 2022/2023 Adjustments Budget in line with the MBRR	2022/2023 Adjustment budget submitted	Internal Municipal Resources	Approved adjustment budget by 28 th February 2024	0	0	0	Approved adjustment budget	0	0	Council resolution on the adoption of adjustment budget	
			Number of budget related policies approved	5 Budget related policies approved for 2022/2023	Internal Municipal Resources	5 Budget related policies approved by 30 th May 2024 (Tariffs policy, Property policy, Investment policy, Credit and debt control policy, Assets and Vehmement policy)	0	0	0	Approved 5 Draft Budget Related Policies	Approved 5 Budget Related Policies	Approved 5 Budget Related Policies	Council resolution and approved Budget related policies	
			Number of budget public participation meetings	2 Meetings were held for 2022/2023	Internal Municipal Resources	2 Budget public participation meetings held by 30 th June 2024	0	0	0	1 Budget public participation meeting conducted	1 Budget public participation meeting conducted	1 Budget public participation meeting conducted	Notices and attendance registers	
			Number of Sec 52(d) reports approved and submitted Council	2022/2023 Sec 52 (d) reports submitted	Internal Municipal Resources	4 Sec 52(d) reports submitted to Council by June 2024	1 Sec 52 (d) report	1 Sec 52 (d) report	1 Sec 52 (d) report	1 Sec 52 (d) report	1 Sec 52 (d) report	1 Sec 52 (d) report	Council resolution and sec 52 (d) reports	
			Number of Sec 71 report submitted	2022/2023 sec 71 reports submitted	Internal Municipal Resources	12 Sec 71 monthly reports submitted to National Treasury by June 2024	3 sec 71 monthly reports	3 sec 71 monthly reports	3 sec 71 monthly reports	3 sec 71 monthly reports	3 sec 71 monthly reports	3 sec 71 monthly reports	Proof of submission and Acknowledgment of receipts	
			Improved demand and acquisition planning	New Indicator	Internal Municipal Resources	Approved procurement Plan by 30 th June 2024	0	0	0	Consolidate inputs from departments	Circulated the draft procurement Plan	Table and approve procurement plan in Council	Approved procurement Plan and Council resolution	
			To improve overall financial management											
			Supply Chain and Expen											

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BUDGET AND TREASURY OFFICE'S SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN 2023/2024														
Key Performance Area	Focus Area	Strategic Objective	Key Performance Indicator	Baseline Indicator	Inputs	Annual Target	Q1 Original Target	Q2 Original Target	Q3 Original Target	Q4 Original Target	Portfolio of Evidence			
Asset Management	Municipal Management	To improve overall financial management	Advertisement of procurement above R 30 000 within legislated timeframe	New indicator	Internal Municipal Resources	Advertise all procurements above R 30 000 for 7 days on the municipal website by 30 June 2024	100%	100%	100%	100%	Advert on Municipal website			
			Improved credit payment period	10% credit payment in 2022/2023	Internal Municipal Resources	100% creditors paid within 30 days of receipt of invoice by 30 th June 2024	25% payment of creditors within 30 days	25% payment of creditors within 30 days	25% payment of creditors within 30 days	25% payment of creditors within 30 days	25% payment of creditors within 30 days	Creditors payment Schedule		
			Number of Creditors reconciliation performed	12 Creditors reconciliations performed in 2021/2022	Internal Municipal Resources	12 Creditors reconciliations performed annually by 30 th June 2024	3 Creditors reconciliations performed	3 Creditors reconciliations performed	3 Creditors reconciliations performed	3 Creditors reconciliations performed	3 Creditors reconciliations performed	3 Creditors reconciliations performed	Reviewed and approved Creditors reconciliations	
			Number of reports on third party payments	4 quarterly reports on third party payments were made in 2022/2023	Internal Municipal Resources	4 quarterly reports on third party payments by the 30 th June 2024	1 Report	1 Report	1 Report	1 Report	1 Report	1 Report	Proof that UIF, Medical Aid, PAYE and SDL were paid	
			Expenditure classification for all expenditure incurred by the municipality per month	updated UIF&W registers in 2022/2023	Internal Municipal Resources	4 Updated Unauthorized, Irregular, fruitless and wasteful expenditure Registers by 30 June 2024	1 Updated Unauthorized, Irregular, fruitless and wasteful expenditure Registers	1 Updated Unauthorized, Irregular, fruitless and wasteful expenditure Registers	1 Updated Unauthorized, Irregular, fruitless and wasteful expenditure Registers	1 Updated Unauthorized, Irregular, fruitless and wasteful expenditure Registers	1 Updated Unauthorized, Irregular, fruitless and wasteful expenditure Registers	1 Updated Unauthorized, Irregular, fruitless and wasteful expenditure Registers	Quarterly updated UIF&W registers	
			Number of Supply Chain Management reports	4 Reports were prepared in 2022/2023	Internal Municipal Resources	4 Supply Chain Management Reports by 30 th June 2024	1 Report	1 Report	1 Report	1 Report	1 Report	1 Report	Supply Chain Management Reports	
			Number of approved Assets Registers in compliance with GRAP 17	1 Asset Register approved in 2022/2023	AFS compilation Budget - R	1 approved asset register in compliance with GRAP 17 by the 30 th June 2024	0	0	0	0	0	0	1 Approved Asset Register	Council resolution and Approved updated Assets Register compliant with GRAP 17
			Quarterly Movable and fixed asset verifications	Movable and fixed asset verifications were conducted on 2022/2023	Internal Municipal Resources	Conduct 4 movable and fixed asset verifications by June 2024	1 quarterly report on verification of assets	1 quarterly report on verification of assets	1 quarterly report on verification of assets	1 quarterly report on verification of assets	1 quarterly report on verification of assets	1 quarterly report on verification of assets	Quarterly assets verification report	

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BUDGET AND TREASURY OFFICE'S SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN 2023/2024											
Key Performance Area	Focus Area	Strategic Objective	Key Performance Indicator	Baseline Indicator	Inputs	Annual Target	Q1 Original Target	Q2 Original Target	Q3 Original Target	Q4 Original Target	Portfolio of Evidence
		To ensure a functional yellow and white fleet	Number of reports on fleet management on incidents, repairs, maintenance and licensing of fleet	Fleet management reports submitted in 2022/2023	Internal Municipal Resources	4 Quarterly fleet management reports by 30 th June 2024	1 Quarterly fleet management reports	1 Quarterly fleet management reports	1 Quarterly fleet management reports	1 Quarterly fleet management reports	Quarterly fleet management report

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4. ACCEPTANCE OF PLAN

Performance plan for T.D. MATILE: Director Financial Services for period 01 July 2023 to 30 June 2024

Signed and Accepted by:  _____

Date: 25/07/2023 _____

Signed by M.A. SEHLOHO: Acting Municipal Manager:  _____

Date: 25/07/2023 _____

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