



PERFORMANCE AGREEMENT

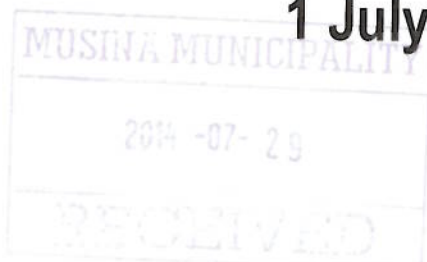
Made and entered into by and between

**Makondelele Johnson Matshivha
the Municipal Manager of
Musina Local Municipality
("the Municipal Manager")**

and

**Chuene Dinyake
the Acting General Manager: Technical
Services
of
Musina Local Municipality
("the Manager")**

**for the financial year:
1 July 2014 to 30 June 2015**



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WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Municipality has, in terms of Section 57(1)(a) of the Local Government: Municipal Systems Act, No. 32 of 2000 ("the Systems Act") entered into a contract of employment with the Manager for a period of 5 years, commencing on 08 October 2012
- 1.2 Section 57(1)(b) of the Systems Act, read with the contract of employment concluded between the Parties, require 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 Manager 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), (4B) and (5) of the Systems Act as well as the contract of employment entered into by the Parties.
- 1.5 In this Agreement the following words will have the meaning ascribed thereto:

"this Agreement" - means the performance agreement between the Municipality and the Manager and the annexures thereto.

"the Executive Authority" - means council of the Municipality constituted in terms of Section 43 of the Local Government: Municipal Structures Act as represented by its chairperson, the Mayor.

"the Manager" - means a General Manager directly accountable to the Municipal Manager appointed in terms of Section 56(a) of the Systems Act.

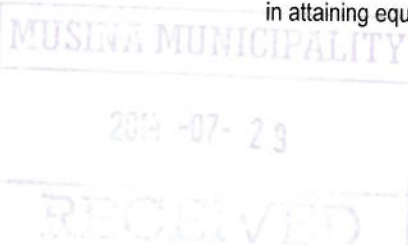
"the Municipal Manager" - means the Municipal Manager appointed in terms of Section 82 of the Local Government: Municipal Structures Act, No. 117 of 1998 as well as Section 54A of the Local Government: Municipal Structures Act, No. 117 of 1998.

"the Municipality" - means the Musina Local Municipality.

"the Parties" - means the Mayor / Municipal Manager and the Manager.

2. PURPOSE OF THIS AGREEMENT

- 2.1 The Parties agree that the purposes of this Agreement are to:
- 2.1.1 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;
- 2.1.2 specify objectives and targets defined and agreed with the Manager and to communicate to the Manager the Municipality's expectations of the Manager's performance and accountability in alignment with the Integrated Development Plan (IDP), the Service Delivery Business Implementation Plan (SDBIP) and the budget of the Municipality;
- 2.1.3 specify accountabilities as set out in Annexure A;
- 2.1.4 monitor and measure performance against targeted outputs and outcomes;
- 2.1.5 use Annexures A, B and C as a basis for assessing the Manager for permanent employment and/or to assess whether the Manager has met the performance expectations applicable to his/her job;
- 2.1.6 appropriately reward the Manager in accordance with the Municipality's performance management policy in the event of outstanding performance;
- 2.1.7 establish a transparent and accountable working relationship; and
- 2.1.8 give effect to the Municipality's commitment to a performance-orientated relationship with its Manager in attaining equitable and improved service delivery.



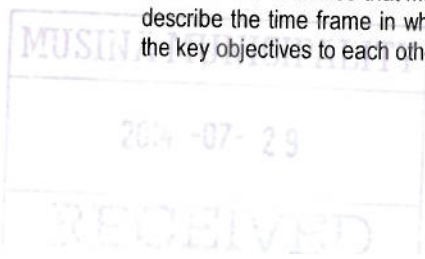
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3. COMMENCEMENT AND DURATION

- 3.1 Notwithstanding the date of signature this Agreement will commence on the **1st of July 2014** and will remain in force until a new performance agreement including a Performance Plan and Personal Development Plan is concluded between the Parties as contemplated in Clause 3.2
- 3.2 The Parties will review the provisions of this Agreement during June each year. The Parties will conclude a new performance agreement including a Performance Plan and Personal Development Plan that replaces this Agreement at least once a year by not later than the 31st of July each year.
- 3.3 The payment of the performance bonus is determined by the performance score obtained during the 4th quarter annual performance assessment as informed by the quarterly performance assessments.
- 3.4 The payment of a performance bonus for the year in which the Manager's contract of employment expires will be done as set out in clause 3.3 and the bonus so determined will be paid to the Manager on the last day of his/her employment or, subject to legal requirements, as soon as possible thereafter.
- 3.5 In the event of the Manager commencing or terminating his services with the Municipality during the validity period of this Agreement, the Manager's performance for the portion of the period referred to in clause 3.1 during which he was employed, will be evaluated and he will be entitled to a pro rata performance bonus based on his evaluated performance and the period of actual service.
- 3.6 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon by the Parties.
- 3.7 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.
- 3.8 This Agreement will terminate on the termination of the Manager's contract of employment for any reason.

4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan in **Annexure A** sets out:
- 4.1.1 the performance objectives and targets which must be met by the Manager; and
 - 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The Core Competency Requirements (CCRs) reflected in **Annexure B** set out those management skills regarded as critical to the position held by the Manager.
- 4.3 The Personal Development Plan in **Annexure C** sets out the Manager's personal developmental requirements in line with the objectives and targets of the Municipality.
- 4.4 The performance objectives and targets reflected in Annexure A are set by the Municipality in consultation with the Manager and based on the IDP, SDBIP and the budget of the Municipality, and include key objectives, key performance areas, target dates and weightings.
- 4.5 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 time frame in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.



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- 4.6 The Manager's performance will, in addition, be measured in terms of contributions to the development objectives and strategies set out in the Municipality's Integrated Development Plan.

5. PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The Manager agrees to participate in the performance management system that the Municipality adopts or introduces for the municipal management and municipal staff of the Municipality.
- 5.2 The Manager accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the municipal management and municipal staff to perform to the standards required.
- 5.3 The Executive Authority and/or Municipal Manager will consult the Manager about the specific performance standards that will be included in the performance management system as applicable to the Manager.
- 5.4 The Manager undertakes to actively focus towards the promotion and implementation of his/her Key Performance Areas as set out in Annexure A including special projects relevant to the Manager's responsibilities within the local government framework.

6. PERFORMANCE ASSESSMENT

The performance of the Manager will be assessed against the outputs and outcomes achieved in terms of his/her Key Performance Areas (KPA's) as fully described in Annexure A and his/her Core Competency Requirements (CCRs) determined at the commencement of this Agreement with a weighting of 80:20 allocated to the KPA's and CCRs respectively. Therefore the KPA's that refer to the main tasks of the Manager account for 80% of his/her assessment while the CCRs make up the other 20% of the Manager's assessment score.

The weightings agreed to in respect of the Manager's KPA's attached as Annexure A are set out in the table below:

KEY PERFORMANCE AREAS (KPA'S)	WEIGHT
KPA 1: Municipal Transformation and Institutional Development	10 %
KPA 2: Basic Service Delivery	40 %
KPA 3: Local Economic Development	15 %
KPA 4: Financial Viability	15 %
KPA 5: Good governance and public participation	10 %
KPA 6: Spatial Rationale	10 %
TOTAL PERCENTAGE	100%

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The weightings agreed to in respect of the CCRs considered most critical for the Manager's position and further defined in **Annexure C** are set out in the table below:

CORE COMPETENCY REQUIREMENTS - CCRs				
CORE MANAGERIAL COMPETENCIES (CMC)	CHOICE	WEIGHT	Current Level (1-3)	Desired Level
Strategic Capability and Leadership	X	5	3	3
Programme and Project Management	X	5	3	3
Financial Management	X	5	3	3
Change Management	X	5	3	3
Knowledge Management	X	5	3	3
Service Delivery Innovation	X	5	3	3
Problem Solving and Analysis	X	3	3	3
People Management and Empowerment	X	5	3	3
Client Orientation and Customer Focus	X	5	3	3
Communication	X	5	3	3
Honesty and Integrity	X	5	3	3
Competence in Self-Management	X	5	3	3
Interpretation of and implementation within the legislative and national policy frameworks	X	5	3	3
Knowledge of Developmental Local Government	X	3	3	3
Knowledge of Performance Management and Reporting	X	5	3	3
Knowledge of Global and SA specific political, social and economic contexts	X	3	3	3
Competence in Policy Conceptualisation, Analysis and Implementation	X	5	3	3
Knowledge of more than one functional municipal field or discipline	X	3	3	3
Mediation Skills	X	3	3	3
Governance Skills	X	5	3	3
Competence as required by other national line sector departments	X	5	3	3
Exceptional and dynamic creativity to improve the functioning of the Municipality	X	5	3	3
TOTAL PERCENTAGE		100		



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The assessment of the performance of the Manager will be based on the following levels for KPAs and CCRs:

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.					
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.					



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An indicative rating on the five-point scale should be provided for each KPA and CCR using the following as guidance:

1	Unacceptable
2	Not fully effective
3	Fully effective
4	Above expectations
5	Outstanding

Each KPA and CCR 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 to determine which rating on the five-point scale did the Manager achieved. The following criteria could assist:

Duration of task	<ul style="list-style-type: none"> - Was the target achieved within the projected time frame?
Level of complexity	<ul style="list-style-type: none"> - Required problem solving - Reconciling different perceptions - Innovative alternatives used
Cost	<ul style="list-style-type: none"> - within budget - saving - overspending
Constraints	<ul style="list-style-type: none"> - Did envisaged constraints materialise? - If so, were steps taken to manage/reduce the effect of the constraint? - If not, did it beneficially affect the completion of the target? - Any innovative/pro-active steps to manage the constraint

Annexure "B" may be used as the basis for progress discussions by the Municipality.

An applicable assessment rating calculator must be used to add the KPA and CCR scores and calculate final KPA and CCR percentages.



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7. PANEL AND SCHEDULE FOR PERFORMANCE ASSESSMENTS

An assessment panel consisting of the following persons must be established to evaluate the annual performance of the Manager at the end of the 4th quarter:

- Municipal Manager
- Chairperson of the Performance Audit Committee or the Audit Committee in the absence of a Performance Audit Committee
- A member of the Executive Committee and the relevant portfolio committee chairperson
- Municipal Manager of another municipality

In addition the following assessments may also form part of the annual performance evaluation at the end of the 4th quarter if so agreed between the Parties:

- Manager (own assessment)
- Fellow section 57 managers
- Divisional Head reporting to the manager.

The performance of the Manager will be assessed in relation to his/her achievement of:

- the targets indicated for each KPA in Annexure A;
- the CCRs as defined in Annexure C

on a date to be determined for each of the following quarterly periods:

1 st Quarter	-	July to September
2 nd Quarter	-	October to December
3 rd Quarter	-	January to March
4 th Quarter	-	April to June

Assessments in the first and third quarter may be verbal if the Manager's performance is satisfactory.

The Municipality will keep a record of the mid-year and annual assessment meetings.

The Municipality may appoint an external facilitator to assist with the annual assessment.

The manager responsible for the corporate services of the Municipality must provide secretariat services to the evaluation panel for the annual performance assessment.

8. EVALUATING PERFORMANCE

The Manager will submit quarterly performance reports and a comprehensive annual performance report prior to the performance assessment meetings to the Municipal Manager.

The Municipal Manager will give performance feedback to the Manager after each quarterly and the annual assessment meetings.

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

At the end of the 4th quarter, the Executive Authority will determine if the Manager is eligible for a performance bonus as envisaged in his/her contract of employment.



A performance bonus of between 5% and 14% of the all-inclusive remuneration package may be paid to the Manager in recognition of above average or outstanding performance, which is constituted as follows:

A score of 75% to 100% is awarded a performance bonus ranging from 10% to 14%; and
A score of 65% to 74% is awarded a performance bonus ranging from 5% to 9%

as further set out in **Annexure D** hereto.

The results of the annual assessment and the scoring report of the Manager for the purposes of bonus allocation, if applicable, will be submitted to the Executive Authority for a recommendation to the full Council.

Personal growth and development needs identified during any performance assessment discussion, must be documented in the Manager's Personal Development Plan as well as the action steps and set time frames agreed to.

Despite the establishment of agreed intervals for assessment, the Municipal Manager may, in addition, review the Manager's performance at any stage while his/her contract of employment remains in force.

The Municipal Manager will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The Manager will be fully consulted before any such change is made.

The provisions of Annexure "A" may be amended by the Executive Authority when the Municipality's performance management system is adopted, implemented and/or amended as the case may be subject to clause 5.3.

9. **OBLIGATIONS OF THE MUNICIPALITY**

The Municipality will create an enabling environment to facilitate effective performance by the Manager.

The Manager will be provided with access to skills development and capacity building opportunities.

The Municipality will work collaboratively with the Manager to solve problems and generate solutions to common problems that may impact on the performance of the Manager.

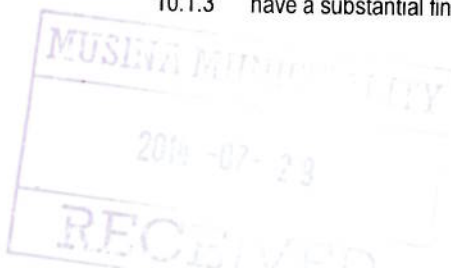
The Municipality will make available to the Manager such resources including employees as the Manager may reasonably require from time to time to assist him to meet the performance objectives and targets established in terms of this Agreement; provided that it will at all times remain the responsibility of the Manager to ensure that he complies with those performance obligations and targets.

The Manager will, at his request, be delegated such powers by the Municipality as may in the discretion of the Municipality be reasonably required from time to time to enable him to meet the performance objectives and targets established in terms of this Agreement.

10. **CONSULTATION**

10.1 The Executive Authority and / or Municipal Manager agrees to consult the Manager within a reasonable time where the exercising of the Executive Authority's and / or Municipal Manager's powers will –

- 10.1.1 have a direct effect on the performance of any of the Manager's functions;
- 10.1.2 commit the Manager to implement or to give effect to a decision made by the Executive Authority and/or Municipal Manager;
- 10.1.3 have a substantial financial effect on the Municipality.



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- 10.2 The Municipal Manager agrees to inform the Manager 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 Manager to take any necessary action without delay.

11. CONSEQUENCE OF UNACCEPTABLE OR POOR PERFORMANCE

- 11.1 Where the Municipal Manager is, at any time during the Manager's employment, not satisfied with the Manager's performance with respect to any matter dealt with in this Agreement, the Municipal Manager will give notice to the Manager to attend a meeting with the Municipal Manager.
- 11.2 The Manager will have the opportunity at the meeting to satisfy the Municipal Manager of the measures being taken to ensure that the Manager's performance becomes satisfactory in accordance with a documented programme, including any dates, for implementing these measures.
- 11.3 The Municipality will provide systematic remedial or developmental support to assist the Manager to improve his/her performance.
- 11.4 If, after appropriate performance counselling and having provided the necessary guidance and/or support as well as reasonable time for improvement in performance, the Municipal Manager holds the view that the performance of the Manager is not satisfactory, the Municipal Council will, subject to compliance with applicable labour legislation, be entitled by notice in writing to the Manager, to terminate the Manager's employment in accordance with the notice period set out in the Manager's contract of employment.
- 11.5 Where there is a dispute or difference as to the performance of the Manager under this Agreement, the Parties will confer with a view to resolving the dispute or difference.
- 11.6 Nothing contained in this Agreement in any way limits the right of the Municipality to terminate the Manager's contract of employment with or without notice for any other breach by the Manager of his obligations to the Municipality or for any other valid reason in law.

12. DISPUTES

- 12.1 In the event that the Manager is dissatisfied with any decision or action of the Executive Authority and/or Municipal Manager in terms of this Agreement, or where a dispute or difference arises as to the extent to which the Manager has achieved the performance objectives and targets established in terms of this Agreement, the Manager may meet with the Municipal Manager with a view to resolving the issue. At the Manager's request the Municipal Manager will record the outcome of the meeting in writing.
- 12.2 If any dispute about the nature of the Manager's performance agreement whether it relates to key responsibilities, priorities, methods of assessment or any other matter provided for cannot be resolved through an internal mechanism as contemplated above, the dispute will be mediated by the Mayor within thirty (30) days of receipt of a formal dispute from the Manager whose decision shall be final and binding on both Parties.
- 12.3 If any dispute about the outcome of the Manager's performance evaluation cannot be resolved through an internal mechanism as contemplated above, the dispute will be mediated by a member of the Council, provided that such member was not part of the evaluation panel provided for in clause 7.1, within thirty (30) days of receipt of a formal dispute from the Manager whose decision shall be final and binding on both Parties.
- 12.4 In the event that the mediation process contemplated above fails, the relevant arbitration clause of the contract of employment will apply.

13. GENERAL

- 13.1 The contents of this Agreement and the outcome of any review conducted in terms of Annexure "A" will not be confidential, and may be made available to the public by the Municipality.
- 13.2 Nothing in this Agreement diminishes the obligations, duties or accountabilities of the Manager in terms of his/her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

Signed at MUSINA on this 29 day of July 2014

As Witnesses:

1. [Signature]
2. [Signature]

[Signature]
Municipal Manager of
Musina Local Municipality

Signed at MUSINA on this 29 day of July 2014

As Witnesses:

1. [Signature]
2. [Signature]

[Signature]
Acting Technical General Manager of
Musina Local Municipality



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ANNEXURE A: PERFORMANCE PLAN FOR GENERAL MANAGER TECHNICAL SERVICES

1. Purpose

The performance plan defines the Council's expectations of the Managers performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan (IDP) and Service Delivery and Budget Implementation Plan as reviewed annually.

2. Key responsibilities

The following objects of local government will inform the top management (Section 57 Manager's) performance against set performance indicators:

- 2.1 Provide democratic and accountable government for local communities.
- 2.2 Ensure the provision of services 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.

3. Key Performance Areas

The following Key Performance Areas (KPA's) as outlined in the Local Government: Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers (2006), inform the strategic objectives listed in the table below:

- 3.1 Municipal Institutional Development and Transformation.
- 3.2 Basic Service Delivery.
- 3.3 Local Economic Development (LED).
- 3.4 Municipal Financial Viability and Management.
- 3.5 Good Governance and Public Participation.

For each of the Key Performance Areas there are a structured set of the Key Performance Indicators, Performance Objectives, Annual Performance Targets, as well as some quarterly performance target

Signed & accepted by Acting General Manager Technical Services

Date: 29.07.2014

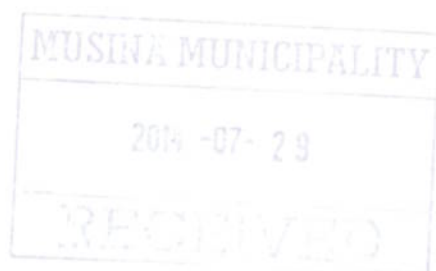
Signed & accepted by Municipal Manager: 

Date: 29.07.2014



ANNEXURE B: CORE COMPETENCY

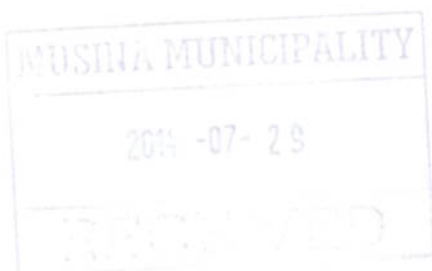
CORE MANAGERIAL COMPETENCIES (CMC)	CHOICE	WEIGHT	Current Level (1-3)	Desired Level
Strategic Capability and Leadership	X	5	3	3
Programme and Project Management	X	5	3	3
Financial Management	X	5	3	3
Change Management	X	5	3	3
Knowledge Management	X	5	3	3
Service Delivery Innovation	X	5	3	3
Problem Solving and Analysis	X	3	3	3
People Management and Empowerment	X	5	3	3
Client Orientation and Customer Focus	X	5	3	3
Communication	X	5	3	3
Honesty and Integrity	X	5	3	3
Competence in Self-Management	X	5	3	3
Interpretation of and implementation within the legislative and national policy frameworks	X	5	3	3
Knowledge of Developmental Local Government	X	3	3	3
Knowledge of Performance Management and Reporting	X	5	3	3
Knowledge of Global and SA specific political, social and economic contexts	X	3	3	3
Competence in Policy Conceptualisation, Analysis and Implementation	X	5	3	3
Knowledge of more than one functional municipal field or discipline	X	3	3	3
Mediation Skills	X	3	3	3
Governance Skills	X	5	3	3
Competence as required by other national line sector departments	X	5	3	3
Exceptional and dynamic creativity to improve the functioning of the Municipality	X	5	3	3
TOTAL PERCENTAGE		100		



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ANNEXURE C: PERSONAL DEVELOPMENT PLAN

Competency Profile of the jobs	Incumbent competency available	Skills/Performance Gap (in order of priority)	Suggested training and/or development activity	Suggested mode of delivery	Suggested Time Frames	Budget available for suggested training
		ADVANCED PROJECT MANAGEMENT				



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ANNEXURE D: CODE OF CONDUCT

SCHEDULE 2 CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

1. Definitions

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

2. General conduct

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.

3. Commitment to serving the public interest

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.

4. Personal gain

(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.



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5. Disclosure of benefits

- (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.

6. Unauthorised disclosure of information

- (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 unauthorised 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.

7. Undue influence

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.

8. Rewards, gifts and favours

- (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).

9. Council property

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.

10. Payment of arrears

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.

11. Participation in elections

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.

12. Sexual harassment

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

13. Reporting duty of staff members

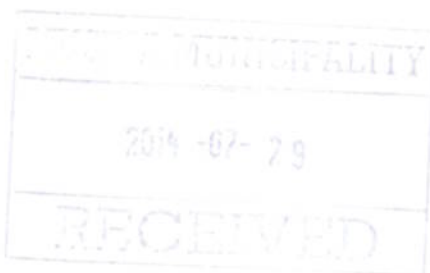
Whenever a staff member of a municipality has reasonable grounds for believing that there has been a breach of this Code, the staff member must without delay report the matter to a superior officer or to the speaker of the council.

14. Breaches of Code

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.

14A. Disciplinary steps

- (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.



[Handwritten signatures and initials]

ANNEXURE E: FINANCIAL DISCLOSURE FORM (CONFIDENTIAL)

I, GENE DINTAKE C the undersigned (surname and initials)
P.O. BOX of
BAKONE
0746
 (Postal address) and
20107 SEDIBA STREET
RETHABILE GARDENS PHASE 2
POLOKWANE (Residential address)
 employed as _____ at the _____

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

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

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

See information sheet: Note (1)

Number of shares / extent of financial interest Nature Nominal value Name of Company or entity

Number of shares / extent of financial interest	Nature	Nominal value	Name of Company or entity
NONE			

2. Directorships and Partnerships

See information sheet: Note (2)

Name of Corporate entity, partnership or firm	Type of business	Amount of Remuneration or Income
NONE		

MUSINA MUNICIPALITY

2014 -07- 29

RECEIVED

[Handwritten signature] C DM

3. **Remunerated work outside the Municipality** (As sanctioned by Council)

Name of Employer	Type of work	Amount of Remuneration or Income	Council sanction confirmed: Resolution
NONE			

See information sheet: Note (3)

Signature of Mayor: _____



Date: 29.07.2014

CONFIDENTIAL

4. **Consultancies and retainerships**

Name of client	Nature	Type of business activity	Value of benefits received
NONE			

See information sheet: Note (4)

5. **Sponsorships**

See information sheet: Note (5)

Source of sponsorship	Description of sponsorship	Value of sponsorship
NONE		




C. DM

6. Gifts and hospitality from a source other than a family member

Gift or Hospitality	Description	Value

See information sheet: Note (6)

Description	Value	Source

7. Land and property

See information sheet: Note (7)

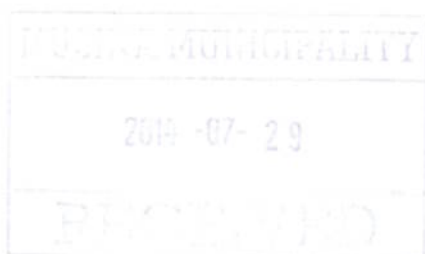
Description	Extent	Area Value
NONE		



 SIGNATURE OF EMPLOYEE

29.01.2014

 DATE



 C. DM

CONFIDENTIAL

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

- (iii) 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.

Commissioner of Oath /Justice of the Peace

Full first names and surname:

NICHOTHENI KENNEDY R

EX OFFICIO COMMISSIONER OF OATHS

Capacity: Manager: Human Resources

ID No: 740601 5345 087

Signature: [Signature]

Date: 29/07/2014

Musina Local Municipality
(Block letters)

Designation (rank): HR MANAGER
Republic of South Africa

Ex Officio

Street 21 CNZ

address TEWIN 9 SCHULTZ of MUSINA LM

institution:

MUSINA LOCAL MUNICIPALITY

29/07/2014

Date:

Musina

Place:



CONTENTS NOTED: MAYOR _____

DATE: 29.07.2014



[Signature]
NS C. DM

CONFIDENTIAL

INFORMATION SHEET FOR THE GENERIC FINANCIAL DISCLOSURE FORM

The following notes are a guide to assist with completing the Financial Disclosure form (Annexure E):

NOTE 1: Shares and other financial interests

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

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

NOTE 2: Directorships and partnerships

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

- The name and type of business activity of the corporate entity or partnership/s; and the amount of any remuneration received for such directorship or partnership/s.
- Directorship includes any occupied position of director or alternative director, or by whatever name the position is designated.
- Partnership is a legal relationship arising out of a contract between two or more persons with the object of making and sharing profits.

NOTE 3: Remunerated work outside the Municipality (As sanctioned by Council)

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

- The type of work;
- The name and type of business activity of the employer; and
- The amount of the remuneration received for such work.

Remuneration means the receipt of benefits in cash or kind, and work means rendering a service for which the person receives remuneration.

NOTE 4: Consultancies and retainerships

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

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

NOTE 5: Sponsorships

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

- The source of the sponsorship;
- The description of the sponsorship; and
- The value of the sponsorship.

NOTE 6: Gifts and hospitality from a source other than a family member

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

- A description and the value and source of a gift with a value in excess of R350.00;
- A description and the value of gifts from a single source which cumulatively exceed the value of R350.00 in the relevant 12 month period; and
- Hospitality intended as a gift in kind.

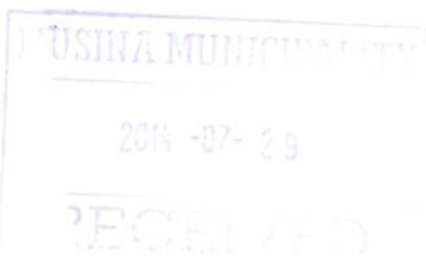


Designated employees must disclose any material advantages that they received from any source e.g. any discount prices or rates that are not available to the general public. All personal gifts within the family and hospitality of a traditional or cultural nature need not be disclosed.

NOTE 7: Land and Property

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

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



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TECHNICAL ADMINISTRATION SERVICES											
Key Performance Area (KPA) 5:				Basic Services Delivery							
Outcome 9:				Responsive, Accountable, Effective and Efficient Local Government System							
Outputs:				Improving access to basic services Provide electrical services within the licensed area Provide civil & mechanical engineering services Ensure an environment that is not harmful to health and wellbeing of the community. Address municipal infrastructure backlog Provide and maintain water and sanitation services.							
Strategic objectives				To initiate and improve the quantity and quality of municipal infrastructure and services							
Project No.	Priority area (IDP)	Project Name	Key performance indicator	Baseline	2014/15 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 target	2014/15 annual budget	Means of verification
		Management monthly meeting	Number of meetings	0	12	3	3	3	3	OPEX	Agenda Minutes Attendance register
		Establishment of call centre	Number of call centers established	New	1	0	0	0	1	R 250 000.00	Establishment Report. Call centre Register. Job Card Register
Repairs and maintenance (WATER AND SANITATION)											
1.	Basic service delivery	Sourcing of Operation & Maintenance supplies (water)	Number of maintenance works conducted	12	12	3	3	3	3	OPEX	Signed off job cards/progress reports Inventory list of supplies
2.	Basic service delivery	Sourcing of Operation & Maintenance supplies (Sanitation)	Number of maintenance works conducted	8	8	2	2	2	2	O & M budget	Signed off job cards/progress reports Inventory list of supplies

3.	Blue drop	Water quality sampling and monitoring	Number of microbiology and chemical samples collected	60	120	40	40	40	40	R100 000	Sample register Lab results
4	Green drop	Water quality sampling and monitoring	Number of microbiology and chemical samples collected	24	48	12	12	12	12	R40 000	Sample register Lab results
5.	Blue & green drop	Audit process for portable water system and waste water system	Number of Water & Waste Plants Assessed	0	3	0	0	3	0	R200 000	Assessment report.
6.	Blue & green drop	Proficiency testing	No of Standard Bodies participation rounds	8	12	3	3	3	3	R20 000	Test Samples Reports. Confirmation Report from Standard Bodies.
7.	Water Quality Management	Inline Disinfection Units installation	Number of Chlorination tests conducted.	240	240	60	60	60	60	OPEX	Test Sample Results.

Strategic objectives

Project No.	Priority area (IDP)	Project Name	Key performance indicator	Baseline	2014/15 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 target	2014/15 annual budget	Means of verification
REFUSE & WASTE MANAGEMENT SERVICES											
1	Waste Management	Vehicle and implements	Number of compactors purchased	2	1	0	0	1	0	R1,1 M	Delivery Note Asset Register
2.	Waste Management	Vehicle & implements	Number of skip trucks purchased	1	1	0	0	1	0	R900 000	Delivery Note Asset Register
3.	Waste Management	Machinery and equipment	Number of skip purchased	12	12	0	0	12	0	R131 000	Delivery Note Asset Register
4.	Waste Management	Establishment of Madimbo / Malale refuse site	Number of Landfill Site Licenced obtained	0	1	0	0	0	1	R159 000	Operating license Layout Plan Rehabilitation Plan

Project No.	Priority area (IDP)	Project Name	Key performance indicator	Baseline	2014/15 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 target	2014/15 annual budget	Means of verification
CEMETARY SERVICES											
1.	Provision of graveyard	Cemetery management system	Number of Running cemetery system	0	1	0	0	0	1	R 300 000	Electronic System Delivery / completion certificate
2.	Provision of graveyards	Construction and fencing of graveyards	Number of graveyards fenced	3	2	0	0	1	1	R 200 000	Period Reports Completion Certificate. Asset Register
ROADS & STORM WATER SERVICES											
1	Basic Service Delivery	To construct storm-water drainage in Musina	Kilometres of storm water drainage constructed	Storm water drainage blocked	2	0	0	0	2	R 1 000 000	Progress report/ completion certificate
2		Patching and fixing of potholes	m2 of Repaired potholes	0	1500m2	375m2	375m2	375m2	375m2	R1 000 000	Schedule Job Card Inventory of supplies Pictures
3		Clearing and cleaning of Streets and storm water channels	m2 Of Cleared and cleaned streets and storm water channels.	0	800m2	200m2	200m2	200m2	200m2	R1 000 000	Schedule Job Card Inventory of supplies Pictures
4	Basic Service Delivery	To coordinate maintenance and up keep of municipal roads	Kilometres of municipal roads maintained	1km	4km	1km	1km	1km	1km	R2 500 000	Schedule Job Card Inventory of supplies Pictures
CIVIL/WORKS SERVICES											
1	Roads	To coordinate purchase of a new Grader and implementation	Number of grader purchased	0	1	0	0	1	0	R 2 000 000	New grader Delivery Note Asset Register

Project No.	Priority area (IDP)	Project Name	Key performance indicator	Baseline	2014/15 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 target	2014/15 annual budget	Means of verification
2	Roads	To Re-gravel roads in Musina	Kilometres of road re-gravelled	0	1km	0	0	1km	0	OPEX	Re-gravelling report Pictures.
3	Roads	Construction of Speed humps	Number of speed humps constructed	New	20	5	5	5	5	R150 000	Progress Report. Locations Inventory register.
4	Roads	Maintenance, upgrading and refurbishment of municipal buildings	Number of repairs on municipal buildings	12	20	5	5	5	5	R 220 000	Maintenance schedule Completion report. Invoice.

Project No.	Priority area (IDP)	Project Name	Key performance indicator	Baseline	2014/15 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 target	2014/15 annual budget	Means of verification
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ELECTRICAL SERVICES

1.	Basic Service Delivery	Upgrading of Ext 7 MV line	Kilometres of feeder line upgraded	0	1 km	0	0	0	1 km	R 500 000	Upgraded feeder line Completion Certificate.
2	Basic Service Delivery	Upgrading of Ext 6 MV line	Kilometres of feeder line upgraded	0	1.5 km	0	0	1.5km	0	R 200 000	Upgraded feeder line Completion Certificate
3	Basic Service Delivery	Refurbishing and replacement of roughly 150 transmission poles in and around Nancefield	Number of electricity transmission poles replaced	120	150	0	50	50	50	R 240 000	Refurbished transmission poles Completion certificate. Asset register.
4	Basic Service Delivery	To coordinate purchase of a cable locator and implementation	Number of cable locator purchased	0	1	0	0	1	0	R 300 000	Cable locator Asset register Invoice / Delivery Note
5	Basic Service Delivery	To coordinate purchase of a cheri picker truck and implementation	Number of cheri picker truck procured	1	1	0	0	1	0	R 500 000	New cheri picker truck Delivery Note Invoice Asset Register
6	Basic Service Delivery	Electricity Reticulation Maintenance Plan	Number of Maintenance Plan Developed	0	1	0	0	0	1	0	Electricity Maintenance Plan

Project No.	Priority area (IDP)	Project Name	Key performance indicator	Baseline	2014/15 annual target	Quarter 1 target	Quarter 2 target	Quarter 3 target	Quarter 4 target	2014/15 annual budget	Means of verification
PROJECT MANAGEMENT											
1.	Community hall	Nancefield Ext 1 renovation of community hall	Number of community hall to be renovated	Dilapidated community hall	1	0	0	0	1	R 2.5 m	Progress report Occupancy certificate Close up report Site Visit Report
2.	Sport Centre	Nancefield ext 6 construction of phase 2; Pitch and grand stand	Number of Sports Centres to be construction	Incomplete sports centre	1	0	0	0	1	R 1.0 m	Progress report Occupancy certificate Close up report Site Visit Report
3.	Thusong centre	Traffic Department Client Office Centre	Number of client office centre to be constructed	New indicator	1	0	0	0	1	R 2.5 m	Progress report Occupancy certificate Close up report Site Visit Report
4.	Sports Centre	Madimbo Sports centre phase 2; construction of Grand stands	Number of sports centre constructed	1 existing sports centre	1	0	0	0	1	R3,2 m	Progress report Occupancy certificate Close up report Site Visit Report
5.	Community Lighting	Nancefield high mast community lighting	Number of high masts to be installed	15 existing high masts	10	0	0	0	10	R 1.5 m	Progress report Close up report Site Visit Report
6.	Thusong Centre	Domboni construction of Satellite office	Number of satellite office to be constructed	New indicator	1	0	0	0	1	R 0.8 m	Progress report Occupancy certificate Close up report Site Visit Report
7.	Thusong centre	Musina Madimbo extension of Thusong centre Additional office Space	Number of Thusong centre to be extended	Small Thusong centre facilities	1	0	0	0	1	R 1.2 m	Progress report Occupancy certificate Close up report Site Visit Report
8.	Sport Centre	Upgrade of Lesly	Number of Sports Centre	Upgraded sports centre	1	0	0	0	1	R 2.3 m	Progress report Occupancy certificate Close up report

