



PERFORMANCE AGREEMENT

2022/2023

Musina Municipality herein represented by

TSHIWANAMMBI THOVHEDZO NATHANIEL

in his capacity as the Mayor (hereinafter referred to as the Employer or Supervisor)

and

PANDELANI MIDAS MUDAU,

employee of the Municipality (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

- 3.3 The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than one month after the beginning of each successive financial year
- 3.4 This Agreement will **automatically terminate** on termination of the Employee's contract of employment for any reason
- 3.5 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon
- 3.6 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. Key Performance Areas that the employee should focus on
- 4.1.2. Core competencies required from employees
- 4.1.3. The performance objectives, key performance indicators, projects and targets that must be met by the Employee
- 4.1.4. The time frames within which those performance objectives and targets must be met
- 4.2. The performance objectives, key performance indicators and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Employer, and shall include strategic objectives; key performance indicators, targets, projects and activities that may include dates and weightings. A description of these elements follows:
- 4.2.1. The strategic objectives describe the strategic intent of the organisation that needs to be achieved
- 4.2.2. The performance indicators provide the measurement on how a strategic objective needs to be achieved
- 4.2.3. The target dates describe the timeframe in which the work must be achieved
- 4.2.4. The weightings show the relative importance of the key performance areas, key objectives, key performance indicators to each other
- 4.2.5. The activities are the actions to be achieved within a project

5. Performance Management System

- 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

COMPETENCES	
Leading Competencies	Weights
Strategic Capability and Leadership	5
Programme and Project Management	10
Financial Management(compulsory)	10
Change Management	5
Knowledge Management	5
Service Delivery Innovation	10
Problem Solving and Analysis	5
People Management and Empowerment(compulsory)	10
Client Orientation and Customer Focus(compulsory)	15
Core Competencies:	Weights
Interpretation of and implementation within the legislative and national policy frameworks	5
Knowledge of developmental local government	5
Knowledge of more than one functional municipal field/discipline	5
Competence as required by other national line sector Departments	5
Exceptional and dynamic creativity to improve the functioning of the municipality	5

6. Evaluating Performance

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
- 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

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The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:				
5	4	3	2	1
Outstanding Performance	Performance Significantly Above Expectations	Fully Effective	Not Fully Effective	Unacceptable Performance
Performance far exceeds the standard expected of an employee at this level.	Performance is significantly higher than the standard expected in the job.	Performance fully meets the standards expected in all areas of the job.	Performance is below the standard required for the job in key areas.	Performance does not meet the standard expected for the job.

6.7. For purposes of evaluating the annual performance of the Director, an evaluation panel constituted of the following persons must be established –

- 6.7.1. Municipal Manager
- 6.7.2. Chairperson of the Performance Audit Committee or a member of the Performance Audit Committee in the absence of the Chairperson of the Performance Audit Committee;
- 6.7.3. Member of the Executive Committee
- 6.7.4. Mayor or municipal manager from another municipality; and
- 6.7.5. The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

7. Schedule for Performance Reviews

7.1. The performance of each Employee in relation to his Performance Agreement shall be reviewed after the quarter has ended with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

- First quarter: July – September 2022
- Second quarter: October – December 2022
- Third quarter: January – March 2023
- Fourth quarter: April – June 2023

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

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

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.
- 11.2. A performance bonus of between 5% to 14% of the all-inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance to be constituted as follows:

% Rating Over Performance %	% Rating Over Performance % Bonus
130 - 133	5%
134 – 137	6%
138 – 142	7%
143 - 146	8%
147 – 149	9%
150 – 154	10%
155 – 159	11%
160 – 164	12%
165 – 169	13%
179 & above	14%

- 11.3. In the case of unacceptable performance, the Employer shall:
- 11.4. Provide systematic remedial or developmental support to assist the Employee to improve his performance
- 11.5. 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 duties

12. Dispute Resolution

- 12.1. Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/or salary increment in the agreement, must be mediated by:
- 12.1.1 In the case of the Municipal Manager, the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the employee, or any other person designated by the MEC; and
- 12.1.2 In the case of Managers directly accountable to the Municipal Managers, the executive Mayor or Mayor within thirty (30) days of receipt of a formal dispute from the employee, whose decision shall be final and binding on both parties.



PERSONAL DEVELOPMENT PLAN

2022/2023

Musina Municipality herein represented by

TSHIWANAMMBI NATHANIEL THOVHEDZO,

in his capacity as the Municipal Manager (hereinafter referred to as the Employer or Supervisor)

and

MUDAU PANADELANI MIDAS,

employee of the Municipality (hereinafter referred to as the Employee).

WHEREBY IT IS AGREED AS FOLLOWS:

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1. INTRODUCTION

The Aim of the Personal Development Plan (PDP) is to ensure that Employees are skilled to meet Objectives as set out in the Performance Management Agreement as prescribed by legislation. Successful career path planning ensures competent employees for current and possible future positions. It there for identifies, prioritise and implement training needs

Legislative needs taken into account comes from the Municipal Systems Act Guidelines: Generic senior management competency framework and occupational competency profiles, Municipal Finance Management Competency Regulations, such as those developed by the National Treasury and other line sector departments' legislated competency requirements need also be taken into consideration during the PDP process.

2. COMPETENCY MODELLING

The COGTA has decided that a competency development model will consist of both managerial and occupational competencies:

- Managerial competencies should express those competencies which are generic of all management positions.
- Occupational competence refers to competencies which are job/function specific.

3. COMPILING THE PERSONAL DEVELOPMENT PLAN ATTACHED AS THE APPENDIX

The Municipal Manager, in consultation with the employee is to compile a Personal Development Plan. The PDP has 7 columns that need to be completed. Appendix A serves as the Action Plan for the PDP

3.6. Column 7: Support Person

1. Skills /Performance Gap (in order of priority)	2. Outcomes Expected (measurable indicators: quantity, quality and time frames)	3.Suggested training and / or development activity	4.Suggested mode Of delivery	5.Suggested Time Frames	6. Work opportunity Created to practice skill / Development area	7.Support Person
			N/A			

This identifies a support person that could act as coach or mentor with regard to the area of learning for the employee.

3.4. Column 5: Suggested Time Lines

1. Skills /Performance Gap (In order of priority)	2. Outcomes Expected (measurable indicators: quantity, quality and time frames)	3.Suggested training and / or development activity	4.Suggested mode Of delivery	5.Suggested Time Frames	6. Work opportunity Created to practice skill / Development area	7.Support Person
			N/A			

An employee should on average receive at least five days of training per financial year and not unnecessarily be withdrawn from training interventions. The suggested time frames enable managers to effectively plan for the annum e.g. so that not all their employees are away from work within the same period and also ensuring that the PDP is implemented systematically.

Consideration must be given to the outcomes expected in column 2 so that once the intervention is completed the impact it had can be measured against relevant output indicators.

3.2. Column 3: Suggested training

1. Skills /Performance Gap (in order of priority)	2. Outcomes Expected (measurable indicators; quantity, quality and time frames)	3.Suggested training and / or development activity	4.Suggested mode Of delivery	5.Suggested Time Frames	6. Work opportunity Created to practice skill / Development area	7.Support Person
			NA			

Training needs must be identified with due regard to cost effectiveness and listed in column 3.

The suggested mode of delivery refers to the chosen methodology that is deemed most relevant to ensure transfer of skills. Mode of delivery consists of, amongst others, self-study, internal or external training provision; coaching and / or mentoring and exchange programmes.

1. Skills /Performance Gap (in order of priority)	2. Outcomes Expected (measurable indicators: quantity, quality and time frames)	3.Suggested training and / or development activity	4.Suggested mode of delivery	5.Suggested Time Frames	6. Work opportunity created to practice skill /development area	7.Support Person
E.g. 1. Appraise Performance of Managers	The Senior manager will be able to enter into performance agreements with all managers reporting to him /her, appraise them against set criteria, within relevant time frames	3.Suggested training and / or development activity	4.Suggested mode of Delivery	5.Suggested Time Frames	6. Work opportunity created to practice skill /development	7.Support Person

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PERFORMANCE PLAN
GENERAL MANAGER CORPORATE SERVICES: MUDAU PM
2022/23

1. LEGISLATION

The following legislation governs the development of the SDBIP and Performance management plan and functions within the Budget and Treasury Office.

- a. **Legislation Governing the Development of the SDBIP and Performance Contracts of Section 57 Managers**
 - **Municipal Finance Management Act 56 of 2003 (MFMA)**, requires municipalities to develop Service Delivery and Budget Implementation Plan (SDBIP) and must be signed by the Mayor within 28 days after the budget has been approved.
 - **Municipal Systems Act 32 of 2000**, requires municipalities to develop Performance Management Plan that must be reviewed quarterly. The performance management plan must be aligned to the IDP and indicate measurable and realistic targets for each Key Performance Indicator.
 - **Performance Regulations, 2006**, for managers reporting to the municipal manager and the municipal manager, outlines the process of the development of Performance agreements. The MFMA, 56 of 2003, further requires that Section 56 manager and municipal manager must develop performance agreement that must be signed by the municipal manager and the Mayor respectively. This Performance plans must be linked to the SDBIP, IDP and Budget.
- b. **Legislation Governing the departmental Functions:**
 - The Constitution
 - The Municipal System Act, 32 of 2000
 - The Municipal Structures Act
 - Municipal Finance Management Act 56 of 2003
 - Performance regulations of 2006

3. KPA 1: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT

KPA 1: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT; KPA WEIGHT =	
STRATEGIC OBJECTIVE: IMPROVED GOVERNANCE AND ADMINISTRATION	
OUTCOME NINE: RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNMENT SYSTEM	

KPI ID	Number of Litigation Register Developed for cases initiated or defended (Updated)									
DEPARTMENT / VOTE	Corporate Services									
FUNCTION / DIVISION	Legal Division									
SUB-FUNCTION / PROGRAMME	Not Applicable									
INDICATOR RESPONSIBILITY (OWNER)	General Manager Corporate									
INDICATOR TITLE	BASELINE	TARGET Q1 (JUL - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	ANNUAL TARGET 2022-2023	2022/2023BUDGET	BUDGET 2023-2024	BUDGET 2024-2025	
NUMBER OF LITIGATION REGISTER DEVELOPED FOR CASES INITIATED OR DEFENDED (UPDATED)	1	1	1	1	1	1	R 100 000	R900 000	R1 M	

KPI ID	Number of Policy handbook vetted									
DEPARTMENT / VOTE	Corporate Services									
FUNCTION / DIVISION	Legal Division									
SUB-FUNCTION / PROGRAMME	Not Applicable									
INDICATOR RESPONSIBILITY (OWNER)	General Manager Corporate									
INDICATOR TITLE	BASELINE	TARGET Q1 (JUL - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	ANNUAL TARGET 2022-2023	2022/2023BUDGET	BUDGET 2023-2024	BUDGET 2024-2025	
NUMBER OF POLICY HANDBOOK VETTED	1	Not Applicable	Not Applicable	Not Applicable	1	1	Opex	Opex	Opex	

KPI ID	Number of vacant posts filled									
DEPARTMENT / VOTE	Corporate Services									
FUNCTION / DIVISION	Human Resource Management									
SUB-FUNCTION / PROGRAMME	Not applicable									
INDICATOR RESPONSIBILITY (OWNER)	General Manager: Corporate Services									
INDICATOR TITLE	BASELINE	TARGET Q1 (JUL - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	ANNUAL TARGET 2022- 2023	2022/2023BUDGET	BUDGET 2023-2024	BUDGET 2024-2025	
NUMBER OF VACANT POSTS FILLED	3	3	1	Not Applicable	1	5	R290 000	R300 000	R320 000	

KPI ID	Number of Employees and Learners Trained as per Workplace skill plan									
DEPARTMENT / VOTE	Corporate Services									
FUNCTION / DIVISION	Human Resource Management									
SUB-FUNCTION / PROGRAMME	Not applicable									
INDICATOR RESPONSIBILITY (OWNER)	General Manager: Corporate Services									
INDICATOR TITLE	BASELINE	TARGET Q1 (JUL - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	ANNUAL TARGET 2022- 2023	2022/2023BUDGET	BUDGET 2023-2024	BUDGET 2024-2025	
NUMBER OF EMPLOYEES AND LEARNERS TRAINED AS PER WORKPLACE SKILL PLAN	61		Not Applicable	Not Applicable	Not Applicable		R1 220 000	R1 340 000	R 1 460 000	

KPI ID	Number of Employment Equity Report developed and submitted to Department of Labour									
DEPARTMENT / VOTE	Corporate Services									
FUNCTION / DIVISION	Human Resource Management									
SUB-FUNCTION / PROGRAMME	Not applicable									
INDICATOR RESPONSIBILITY (OWNER)	General Manager: Corporate Services									
INDICATOR TITLE	BASELINE	TARGET Q1 (JUL - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	ANNUAL TARGET 2022- 2023	2022/2023BUDGET	BUDGET 2023-2024	BUDGET 2024-2025	
NUMBER OF EMPLOYMENT EQUITY PLAN DEVELOPED AND SUBMITTED TO DEPARTMENT OF LABOUR	1	Not Applicable	Not Applicable	1	Not Applicable	1	Opex	Opex	Opex	

KPI ID	Number of organisational structure reviewed									
DEPARTMENT / VOTE	Corporate Services									
FUNCTION / DIVISION	Human Resource Management									
SUB-FUNCTION / PROGRAMME	Not applicable									
INDICATOR RESPONSIBILITY (OWNER)	General Manager: Corporate Services									
INDICATOR TITLE	BASELINE	TARGET (JUL - SEPT)	TARGET Q1 (OCT - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	2022/2023BU DGET	BUDGET 2023-2024	BUDGET 2024-2025	
NUMBER OF ORGANISATIONAL STRUCTURE REVIEWED	1	Not Applicable	Not Applicable	Not Applicable	Not Applicable	1	Opex	Opex	Opex	

KPI ID	Number of offices linked via MPLS									
DEPARTMENT / VOTE	Corporate Services									
FUNCTION / DIVISION	Information Technology									
SUB-FUNCTION / PROGRAMME	Not applicable									
INDICATOR RESPONSIBILITY (OWNER)	General Manager Corporate Services									
INDICATOR TITLE	BASELINE	TARGET Q1 (JUL - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	ANNUAL TARGET 2022- 2023	2022/2023BUDGET	BUDGET 2023-2024	BUDGET 2024-2025	
NUMBER OF OFFICES LINKED VIA MPLS	4	Not Applicable	Not Applicable	4	Not Applicable	4	R692 000	R35 000	R38 000	

4. KPA 1: MUNICIPAL FINANCE MANAGEMENT AND VIABILITY

KPA 1- MUNICIPAL FINANCE MANAGEMENT AND VIABILITY: KPA WEIGHT=???	
STRATEGIC OBJECTIVE: SOUND FINANCIAL MANAGEMENT AND VIABILITY	
OUTCOME NINE: RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNMENT SYSTEM	

KPI ID	Percentage of Municipality's budget actually spent on implementing its workplace skills plan									
DEPARTMENT / VOTE	Finance									
FUNCTION / DIVISION	Revenue									
SUB-FUNCTION / PROGRAMME	Revenue									
INDICATOR RESPONSIBILITY (OWNER)	CFO									
INDICATOR TITLE	BASELINE	TARGET Q1 (JUL - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	ANNUAL TARGET 2022-2023	2022/2023BUDGET	BUDGET 2023-2024	BUDGET 2024-2025	
PERCENTAGE OF MUNICIPALITY'S BUDGET ACTUALLY SPENT ON IMPLEMENTING ITS WORKPLACE SKILLS PLAN	100%	25%	50%	75%	100%	100%	Opex	Opex	Opex	

5. KPA 2: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

KPA 2: GOOD GOVERNANCE AND PUBLIC PARTICIPATION KPA WEIGHT	
STRATEGIC OBJECTIVE: IMPROVED GOVERNANCE AND ADMINISTRATION AND EFFECTIVE COMMUNITY PARTICIPATION	
OUTCOME NINE: RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNMENT SYSTEM	

KPI ID	Local labour forum meetings held									
DEPARTMENT / VOTE	Corporate Services									
FUNCTION / DIVISION	Human Resource Management									
SUB-FUNCTION / PROGRAMME	Not applicable									
INDICATOR RESPONSIBILITY (OWNER)	General Manager: Corporate Services									
INDICATOR TITLE	BASELINE	TARGET Q1 (JUL - SEPT)	TARGET Q2 (OCT - DEC)	TARGET Q3 (JAN - MAR)	TARGET Q4 (APR - JUN)	ANNUAL TARGET 2022- 2023	2022/2023BUDGET	BUDGET 2023-2024	BUDGET 2024-2025	
LOCAL LABOUR FORUM MEETINGS HELD	3	1	1	1	1	4	Opex	Opex	Opex	

6. PERFORMANCE WEIGHTINGS PER KEY PERFORMANCE AREAS

The criterion upon which the performance of the employee must be assessed consists of 2 components both of which must be contained in the performance agreement.

The employee will be assessed against both components, with a weight of 80:20 allocated to the Key Performance Areas (KPA's) and the Core Competency Requirements (CCRs), respectively. Each area of assessment will be weighted and will contribute a specific part to the total score. KPAs covering the main areas of work will account for 80% and CCR will account for 20% of final assessment.

Table B: WEIGHTING ON KPAs

KEY PERFORMANCE AREAS	WEIGHT
1.Municipal Transformation and Organisational Development	
2. Spatial Rationale	
3. Basic Service Delivery and Infrastructure Development	
4. Local Economic Development	
5. Municipal Finance Management and Viability	
6. Good Governance and Public Participation	
TOTAL WEIGHTING	100%

9. PERFORMANCE EVALUATION

Performance evaluation will be done in line with section 23(c) of the Performance Regulation of 2006: Performance Regulation of Managers Reporting to the Municipal Manager and the Municipal Manager.

10. PERFORMANCE ASSESSMENT

	Score	Definition
Outstanding Performance	5	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.
Performance Significantly Above Expectations	4	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.
Fully Effective	3	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.
Not Fully Effective	2	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.
Unacceptable Performance	1	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. 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.



MUSINA LOCAL MUNICIPALITY

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FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials) MUDAU P.M.

(Postal address) P.O. Box 2105

Tlohoanyane 0950

(Residential address) 311 MAKWARELA

SIBASA 0910

(Position held) GENERAL MANAGER

(Name of Municipality) Musina Local Municipality

Tel: 066 475 1473

EMAIL: Mudau@musina.gov.za

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.)

Number of shares/Extent of financial interests	Nature	Nominal Value	Name of Company/Entity
<u>Banking</u>	<u>Account Holder</u>	<u>N/A</u>	<u>First Capital</u>
<u>Bankers</u>	<u>Account Holder</u>		<u>Capitec</u>

2. Directorships and partnership

Name of corporate entity, partnership or firm	Type of business	Amount of Remuneration/ Income
<u>DDP Business Enterprise</u>	<u>Private Company</u>	<u>N/A</u>

3. Remunerated work outside the Municipality Must be sanctioned by Council.

Name of Employer	Type of Work	Amount of remuneration/ Income

	N/A	

Council resolution number

Signature Municipal Manager

Date

15/07/2022

4. Consultancies and retainerships

Name of client	Nature	Type of business activity	Value of any benefits received
	N/A		

5. Sponsorships

Source of assistance/sponsorship	Description of assistance/ Sponsorship	Value of assistance/sponsorship
	N/A	

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

Description	Value	Source
	N/A	

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7. Land and property

Description	Extent	Area	Value
Agricultural land	6 Lectors	2400/19	N/A
cornet		2400/19	

SIGNATURE OF OFFICIAL

DATE:

15/07/2022

SIGNATURE OF DEPARTMENTAL MANAGER

PLACE:

Mushma