# **PERFORMANCE AGREEMENT**

# **BETWEEN**

THE MUNICIPALITY OF RAMOTSHERE MOILOA LOCAL MUNICIPALITY,

AS REPRESENTED BY THE ACCOUNTING OFFICER

# **MATLAKALA MATTHEWS**

(IN HER CAPACITY AS THE ACTING MUNICIPAL MANAGER OF RAMOTSHERE MOILOA LOCAL MUNICIPALITY)

("EMPLOYER")

AND

MORAKE KITH KGOKOTLI

IN HIS CAPACITY AS THE <u>ACTING CHIEF FINANCIAL OFFICER OF</u>

RAMOTSHERE MOILOA LOCAL MUNICIPALITY

("EMPLOYEE")

**FOR THE** 

FINANCIAL YEAR: 1 JULY 2017 - 30 JUNE 2018

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### PERFORMANCE AGREEMENT

#### **ENTERED INTO BY AND BETWEEN:**

The Municipality of <u>Ramotshere Moiloa Local Municipality</u> herein represented by <u>Matlakala Matthwes</u> in her capacity as the <u>Acting Municipal Manager of Ramotshere</u> <u>Moiloa Local Municipality</u> (hereinafter referred to as the Employer or Reporting Officer)

and

<u>Morake Kgokgotli</u> in her capacity as the <u>Acting Chief Financial Officer</u> and an <u>Employee of Ramotshere Moiloa Local Municipality</u> (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 57(1) (a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Employer** and the **Employee** are hereinafter referred to as "the Parties".
- **1.2** Section 57(1)(b) of the Systems Act, read with the Contract of **Employment** concluded between 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 57(4A), 57(4B) and 57(5) of the Systems Act.

### 2. PURPOSE OF THIS AGREEMENT

The Purpose of this Agreement is to:

- 2.1 Comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the 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;
- 2.5 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;
- **2.6** Appropriately reward the **Employee** in accordance with the **Employer's** performance management policy in the event of outstanding performance; and

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**2.7** Give effect to the **Employer's** commitment to a performance-orientated relationship with the **Employee** in attaining equitable and improved service delivery.

#### 3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on <u>01 July 2017</u> and will remain in force until <u>28</u>

  <u>September 2017</u> where after a new <u>Performance Agreement</u>, <u>Performance Plan</u>

  and <u>Personal Development Plan</u> shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new **Performance Agreement and Performance** Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- **3.3** This Agreement will terminate on the termination of the **Employee's** contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

#### 4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure A) sets out
  - **4.1.1** The **performance objectives and targets** that must be met by the **Employee**; and
  - **4.1.2** The time frames within which those performance objectives and targets must be met
- 4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan and the Budget of the Employer, and shall include key objectives; key performance indicators; target dates and weighting.
- 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 (IDP).

#### 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

system dards to

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- 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 standard that will be included in the Performance Management System as applicable to the Employee.
- 5.4 The **employee** undertakes to actively focus towards the promotion and the implementation of the Key Performance Areas (KPAs) (including special projects relevant to the **employee's** responsibilities) within the local government framework;
- 5.5 The criteria upon which the performance of the employee shall be assessed and shall consist of two components, both of which shall be contained in the performance agreement.
- 5.5.1 The employee must be assessed against both components, with a weighing of 80:20 allocated to the **Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs)** respectively.
- **5.5.2** Each area of assessment will be weighted and will contribute a specific part to the total score.
- **5.5.3** KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment;
- The **Employee's** assessment will be based on his performance in terms of outputs (performance targets) reflected on the Performance Plan which are linked to relevant KPAs, key objectives and key performance indicators (KPIs) as agreed to between the Employer and the Employee;

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	-
Municipal Institute Development Transformation	-
Municipal Financial Viability and Management	100
Good Governance and Public Participation	-
Local Economic Development and Spatial Rationale	-
Community & Social Development Services	-
Total	100%

5.7 The CMC's will make up the other 20% of the Employee's assessment scorecard. CMC's that are deemed to be most critical for the Employee's specific job should be selected (✓) from the list in Annexure A as agreed to between the Employer and Employee.

Core Competency Requirements (CCR's):	Select applicable	Weighting
Core Managerial Competencies:		
Strategic Capability and Leadership		
Program and Project Management		
Financial Management		
Change Management		·
Knowledge Management		
Service Delivery Innovation		
Problem Solving and Analysis		

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People Management and Empowerment	
Client Orientation and Customer Focus	
Communication	
Honesty and Integrity	
Team building	
Core Occupational Competencies:	
Competence in Self-Management (Setting and	
agreeing on service delivery standards)	
Interpretation of and	
implementation within the	
Knowledge of developmental local government	
Knowledge of Performance	
Management and Reporting	
Knowledge of global and South	
African specific political, social	
Competence in policy conceptualization, analysis and	
Knowledge of more than one functional municipal field /	
Negotiation and conflict resolution skills (Mediation and	
Skills in governance, public mobilization and participation	
Competence as required by	
other national line sector	
Exceptional and dynamic creativity to improve the	
functioning of the municipality	
Total	20%

#### 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; and
  - **6.1.2** The intervals for the evaluation of the Employee's performance.
- **6.2** Despite the establishment of agreed intervals for evaluation, the **Employer** may in addition review the **Employee's** performance at any stage while the contract of employment remains in force.
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a **Personal Development Plan**. 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.
- **6.5** The annual performance appraisal will involve:
  - **6.5.1** Assessment of the achievement of results as outlined in the performance plan:
  - a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.

- b) An indicative rating on the five-point scale should be provided for each KPA.
- c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.
- **6.5.2** Assessment of the CMC's
- a) Each CMC must 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 6.5.1) must then be used to add the scores and calculate a final CMC score.

#### 6.5.3 Overall Rating

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

The assessment of the performance of the **Employee** will be based on the following rating scale for KPA's, CMC's and COC's:

Level	Terminology	Description	Rating
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 Performance Agreement 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 Performance Agreement 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 Performance Agreement 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 Performance Agreement 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	- A

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Level	Terminology	Description	Rating
		management efforts to encourage improvement.	

- For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established:
  - 6.7.1 Municipal Manager;
  - **6.7.2** Chairperson of the Audit and Risk Committee;
  - 6.7.3 Ward Committee Member as nominated by the Mayor;
  - 6.7.4 Member of the Mayoral Committee; and
  - **6.7.5** Mayor and/or Municipal Manager from another Municipality.

#### 7. SCHEDULE FOR PERFORMANCE REVIEWS

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

1.	First quarter	2 <sup>nd</sup> week of October 2017
2.	Second quarter	2 <sup>nd</sup> week of January 2018
3.	Third quarter	2 <sup>nd</sup> week of April 2018
4.	Fourth quarter	2 <sup>nd</sup> week of July 2018

- **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.
- 7.4 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 must be fully consulted before any such change is made.
- 7.5 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.

#### 8. OBLIGATIONS OF THE EMPLOYER

- 8.1 The Employer shall:
- **8.1.1** Create an enabling environment to facilitate effective performance by the **employee**;
- **8.1.2** Provide access to skills development and capacity building opportunities;
- **8.1.3** Work collaboratively with the **Employee** to solve problems and generate solutions to common problems that may impact on the performance of the **Employee**.
- **8.1.4** 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
- **8.1.5** Make available to the **Employee** such resources as the **Employee** may reasonably require from time to time to contribution him/her to meet the performance objectives and targets established in terms of this Agreement.

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#### 9. CONSULTATION

- **9.1** The **Employer** agrees to consult the Employee timeously where the exercising of the powers will have amongst others:
  - **9.1.1** A direct effect on the performance of any of the Employee's functions;
  - **9.1.2** Commit the **Employee** to implement or to give effect to a decision made by the **Employer**; and
  - **9.1.3** A substantial financial effect on the **Employer**.
- 9.2 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.

#### **10.MANAGEMENT OF EVALUATION OUTCOMES**

- **10.1** The evaluation of the **Employee's** performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- **10.2** A performance bonus of 5% to 14% of inclusive annual remuneration package may be paid to the **Employee** in recognition of outstanding performance.
- **10.2.1** In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating calculator; provided as follows:
  - (a) a score of 130% to 149% is awarded a performance bonus of 5% to 9%; and
  - (b) a score of 150% and above is awarded a performance bonus of 10% to 14%.
- 10.3 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of least twelve (12) service at current remuneration package 30 June (end of financial year) subject to a fully effective assessment.
- **10.4** In the case of unacceptable performance, the **Employer** shall:
- **10.4.1**Provide systematic remedial or developmental support to assist the **Employee** to improve his or her performance; and
- 10.4.2 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.

#### 11.DISPUTE RESOLUTION

- **11.1** 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 :
- **11.1.1** The MEC for Local Government and the Province within thirty (30) days of receipt of a formal dispute from the Employee; or
- 11.1.2 Any other person appointed by the MEC.
- 11.1.3 In the event that the mediation process contemplated above fails, clause 19.3 of the Contract of Employment shall apply.

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#### 12.GENERAL

- **12.1** 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.
- 12.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

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Thus done and signed at	on this t	the! day ot	
(Month)2001			1

AS WITNESSES:

Mr Morake Kgokotli **Acting Chief Financial Officer** RAMOTSHERE MOILOA LOCAL MUNICIPALITY

Thus done and signed at amortice on this the 21st day of August (Month). (Year)

**AS WITNES** 

**MS MATLAKALA MATHEWS ACTING MUNICIPAL MANAGER:** 

RAMOTSHERE MOILOA LOCAL MUNICIPALITY

## **ANNEXURE A:**

PERSONAL DEVELOMENT PLAN KEY PERFORMANCE INDICATORS

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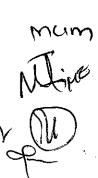
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Annexure A:			Expected  Advanced	Leadership and Governance	Skills	
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NATION AL LG PRIORI TIES	KPA	OUTCO MF 0		b	/3 <i>V</i> 71	FUNCTION				Budget and	Treasury					



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		IPPORT IS		2NE 3E 107	EVIDE SOCI BOKU		financial viability	ratios	,		financial viability	ratios			financial viability
		FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	<u>a</u>	7.702.	QUAKIEKLY TARGETS		None	5	Мопе	5	None	5	None	5	None
		NG, PLA	HANCE	0,000	TARGI		70	65	63	2	70	65	63	64	70
		INANCI	AREEN		SAA - VEK		None				None				None
ls:		CIPAL F	ALTTES	TES	VSI OS		None				None				None
IND USE	EMENT	O MUNI	UNICIP	5 CONCRETES	RH		None				None				None
EMENT !	MANAG	OACH T	ESOFM	2(	а 51Л	٠. ٠	Non				Non	)			Non
WANAGE	Y AND	A TED APPROAC IMPLEMENTED	BILITI		TOA		None				None				None
OURCE	TABILL	ENTIATE IMF	TAL CAP	13:	9ana		OPEX				OPEX				OPEX
ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	R A DIFFER	ND FINANC	13 7V/	NNA BAAT			7	sv days			,	2 months		1.5
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ENSUR	MUN	A POLICY FRAMEWORK THAT PROVIDES	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED	KEY PERFORMA	NCE INDICATO R			Net Debtors	Vays by 30 June 2018			Cash/Cost	Сомегаде		Current ratio
		AMEWORI				Backlo g (MFMA Circula r 63)		7/21/9	allow !			,	None		
		POLICY FR			BASELINE 2016/17	Demand (MFMA Circular 63)		, ,	so vays				o months		0.79
		₹			BASELIN	Current status (Progre ss to date)		17. day	170 days			1-3	months		1.5-2.1
		OUTPUT 1	оитрит 6	SA		MUNICIPAL SOITONUT &				35					
		OUT.	TUO			STRATEGIC	To provide	financia /	excellen	}	To provide	financia /	excellen	<u></u>	70
NATION AL LG PRIORI TIES	KPA	ουτσο	ME 9	Budget FUNCTIONAL AREA				Treasury			Budget	Treasury	- <del>-</del>		Budget and

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		PPORT IS			2N2 31: 10:2	PORTI EVIDI EVIDI		ratios report			financial viability	ratios report				financial	viability
		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS			,	S.		5	None	5	None	5	None	5	25%	50%	75%
		IG, PLAN		4ANCED		QUAK IEKL T TARGETS		70	69	40	7 70	70	63	20	70	65	63
		TNANCIN		ARE ENI		VVS			<u> </u>	<u> </u>	None	<u> </u>				<i>әио</i> м	
bì		CIPAL F.		ALITIES	TES	KO KO SO					None				Accel erate	d infras	tructu re
AND US	EMENT	O MUNI		IUNICIP	5 CONCRETES	RH					None				None		
EMENT.	MANAG	OACH 1	721	ES OF A	5(	SLA		Э			Mon				Non		
MANAG	TY AND	D APPR	IMPLEMENTED	4811.171		TON					None				None		
SOURCE	VIABILI	ENTIATI	ILAIT	.IAL CAP.	13.	9an <b>s</b>					OPEX				R45 03 3 000		
ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	OR A DIFFER		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED		NNA BAAT						)ò¢	70%		100 % of MIG	expenditur e by 30	June 2018
E SUST,	ICIPAL	TDES R		ATTVE	∃dX	L IdX							וחנ	dan0		ndįno	· ·
ENSUR	MUN	K THAT PROV		ADMINISTR	KEY PERFORMA	NCE INDICATO R						Outstanding	revenue		% spending of MIG	grants by 30 June 2018	
		AMEWOR					Backlo g (MFMA Circula r 63)					Mond	NON		None		
		POLICY FR				BASELINE 2016/17	Demand (MFMA Circular 63)					707	%		100 % of MIG	expenditu re by 30	June 2018
		<b>Y</b>				BASELIN	Current status (Progre ss to date)						40%		100 % of MIG	expendit ure by 30	June 2017
		OUTPUT 1	,   	оитрит 6	SA		MUNICIPAL SOLTONUT &							e consider Land to the			
		7110		OUT			STRATEGIC OBJECTIVE	provide financia	, excellen	ж	To provide	financia I	excellen Ce		To provide	financia /	excellen
NATION AL LG PRIORI TIES	KPA		OUTCO MF 9	)	ı	/38V 7I	/NOILONN	Treasury			Budget and	Treasury			Budget and	Treasury	

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		PPORT IS		ONE EOT	PORTI PORTI		ratios	nodar	financial viability	ratios report				4 reports
		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	g:	TEDIO	TARGETS		%001		None	10% of own revenue growth by 31 December	2017	None	20% of own revenue growth by 30 June 2017	1 report
		NG, PL	HANCI	7110	TARGETS		<i>50</i>	·	īò	62		છ	70	70
		WANCI	ARE EN		BEK				None					None
		IPAL FI	LTTES	ES	KO KO SO		devel	nt nt	Reve	enha ncem ent				None
VD USE.	MENT	MUNIC	INICIP/	5 CONCRETES	R				None					None
WENT A	ANAGE	4 <i>CH TG</i> ED	SOFM	50	a SLA				Non					Non
IANAGEI	Y AND M	ATED APPROAC IMPLEMENTED	BILITIE		TOA				None				, .	None
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ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	R A DIFFER	IND FINANC		NNA BRAT				20% of own	revenue growth by 31 March 2018				4 reports on efforts
SUSTA	CIPAL I	IDES FO	4TTVE A	∃dX	KPI T						andanc)	2		uO uqi
ENSURE	MON	« THAT PROVI	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED	KEY PERFORMA	NCE INDICATO R				Percentage of revenue	growth				KPI 14
		AMEWORI				Backlo g (MFMA Circula r 63)			None			,		None
		POLICY FR			BASELINE 2016/17	Demand (MFMA Circular 63)			% of own revenue	growth by 31 March 2018				Preventio n of
		<b>T</b>			BASELINI	Current status (Progre ss to date)			2% of own	revenue growth by 30 June	707/			New
		W7.1	оитрит 6	SY		MUNICIPAL & FUNCTION				i de 176 ju				
	ООТРИТ					STRATEGIC STRATEGIC			To provide	financia				
NATION AL LG PRIORI TIES	KPA	ούτο	ME 9		<i>1989</i> 7	ANOITONUA			Budget and	Treasury				Good governan

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		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	<u> 0</u> 2		ÇUAKIEKLY TARGETS		1 report	1 report	1 report	None	100% of UIF addressed	100% of UIF addressed
		ING, PL	VHANC				<i>65</i>	63	94	70	65	63
		IL FINANCI	IES ARE EI		NEK - - -							
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CE MAN.	ILTY AN	A TED APPROAC IMPLEMENTED	APABIL		TON							
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ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	OR A DIFF	AND FINA		UNNA IDRAT		made to Preventing	UIF&W by 30 June	2018			
E SUST,	ICIPAL	TDES F	24TTVE.	∃dX	1 IdX							
ENSUR	WOW.	K THAT PROI	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED	KEY PERFORMA	NCE INDICATO R		Number of reports on	efforts made to	Preventing UIF&W			
		MEWOR				Backlo g (MFMA Circula r 63)						
		POLICY FI			BASELINE 2016/17	Demand (MFNA Circular 63)	UIF&W					
					BASELINI	Current status (Progre ss to date)						
		оитрит.1	оитеит 6	SY	NS DOME	MUNICIPAL & FUNCTIO						
						STRATEGIC OBJECTIVE				To provide financia	excellen	&
NATION AL LG PRIORI TIES	KPA	OUTCO	MES		/ <i>384</i> 71	MOILONN	ce and public	participat ion		Budget and Treasury		,

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		PPORT IS		<i>ON3</i> 10€ 1007	PORT IO G		:	financial viability	ratios report			financial viability	ratios	nchon:
		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	a	reo. v	7.2 7.2		100% of UIF addressed	25%	20%	75%	100% OPEX spending	None	None	None
		VG, PLA	HANCE	OUABTEBLY	TARGETS		50	70	02	63	20	īò	65	83
		VANCIN	ARE EN		<i>V7</i> V				í a	DUON	1		 Әио <sub>М</sub>	
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ID USE.	1ENT	MUNIC	NICIPA	5 CONCRETES	US B H			None				None ,	-, 0	
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4 <i>NAGEN</i>	AND M	'ATED APPROA( IMPLEMENTED	armes	  -	TOA			None				None		
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ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	IR A DIFFERI	IND FINANC		NNA ƏRAT			100% of OPEX	spent by 30 June	2018		100.% of repairs and	maintenanc e by 30	June 2018
SUSTA	CIPAL	DES FC	TTVEA	∃d.k.	L IdX				חנ	dạno		L	വപവ	0
ENSURE	MUNI	K THAT PROVI	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED	KEY PERFORMA	NCE INDICATO R			Percentage of OPEX	spent		-	Percentage of repairs	and maintenance	spent
		AMEWOR				Backlo g (MFMA Circula r 63)		None				None		
		POLICY FR			BASELINE 2016/17	Demand (MFMA Circular 63)		100% of OPEX	spent by 30 June	2018		100.% of repairs	and maintena	nce by 30 June
		<b>T</b>			BASELIN	Current status (Progre ss to date)		100% of OPEX	spent by 30 June	2017		100.% of repairs	and maintena	nce by 30 June
		יעדנו	UT 6	SY		MUNICIPAL REUNCTION								
	. *	OUTPUT 1	оитрит 6			STRATEGIC OBJECTIVE	and the state of t	To provide	financia /	ce		To provide	financia /	ce
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		PPORT IS		<i>⊃N:</i> ∃: 70:	17809 10 01 10 01 13 01 14 01 15 01 16 01 17 01					financial viability	ratios			Meter Audit	Report, Council
		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	ED.		QUARTERLY TARGETS		100% Repairs	maintenance	spending	None	None	None	100% CAPEX spending	None	None
		ING, PL	WHANC				20			īô	65	63	\$	70	05
		TINANC	SAREE		SAA REK					None				əι	10N
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4ND US	EMENT	O MUN.	IONICI	S CONCRETES	RH					None				None	
EMENT,	MANAG	OACH 1	ESOFA	5	SIA					Non				Non	
MANAG	VAND	A TED APPROAC IMPLEMENTED	4BILITI		TOA					None				None	
OURCE !	<b>ИАВ</b> П.П	ENTIATE IMI	747 CAP)	13	อดกล					None				2 000 000	
ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENI	OR A DIFFER	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED		UNNA IBAAT					100% of CAPEX	spent by 30 June	2018		1 Meter Audit	conducted and
E SUST,	ICIPAL	TDES F	ATTVE.	∃d∧	KbI L						בחב	dINO	l	מחג	thnO
ENSUR	NUM	K THAT PROV	ADMINISTR	KEY PERFORMA	NCE INDICATO R					Percentage of CAPEX	spent			Number of	Meter Audits conducted
		ZAMEWORI				Backlo 9 (MFMA Circula r 63)				None				Nii	
		H JOTTCK H			BASEL INE 2016/17	Demand (MFWA Circular 63)	2017			100% of CAPEX	spent by 30 June	2017		Meter Audit to	be conducte
					BASELIN	Current status (Progre ss to date)	2017			100% of CAPEX	spent by 30 June	2017		New	
		WT1	ООТРОТ 6	Sì		MUNICIPAL & FUNCTION								Municip al:	Planni g
		OUTPUT 1	OUT			STRATEGIC				To provide	financia /	ce		To provide	financia /
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		PPORT IS		E OE LEOT	IOA IO BOB		Resolution				Арргоиед	Kevenue Enhancem	ent Strategy and Council - Resolution		
		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	CED	QUARTERLY	TARGETS		None		conducted and	completed by 31 June 2018	None	None	1 Revenue Enhancement Strategy Developed and approved BY	1	None
		CING, P	ENHAN	OUA	AA2		63	64			70	65	05	63	64
		FINAN	ES ARE		- BEK								<i>әио</i> үү		
Ä,		IICIPAL	PALTTI	ETES	NST SO		ent				Reve	enha	ent		
AND US	SEMENT	TO MUN	MUNICI	5 CONCRETES	HA R						None				
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OURCE	VIABILI	ENTIATI IMI	14L CAP	139	ans						200 00	٥			
ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	IR A DIFFER	IND FINANC	135 10VT	ANA JAAT		completed by 31 June	2018			1 Revenue	Enhanceme nt Strategy	Developed and approved by 31 June 2018		
E SUSTA	ICIPAL	IDES FL	ATTVE,	3d).	IdX						Out	nd			
ENSUR	MUN	K THAT PROV	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED	KEY PERFORMA NCE	INDICATO R						0.000	Enhancemen	t suareyy Developed and approved		
		MEWOR				Backlo g (MFNA Circula r 63)					////			·	
		POLICY FI		BACELTWE 2016/17	77 /0707 <del>-</del>	Demand (MFMA Circular 63)	d and complete	d by 31	2018	0707	Revenue	ment	Juneary		
				PA CE! 78		Current status (Progre ss to date)					New				
		שהיו	UTG	SNE		MUNICIPAL 8 FUNCTION					Municip	Plannin	5.14 (16.15)		
		OUTPUT	ОИТРИТ 6			STRATEGIC OBJECTIVE	excellen	u 1963 (1963)	A 740 (182)		To	e e e	collectio n	***************************************	
NATION AL LG PRIORI TIES	KPA	OUTCO	ME9	V.	ול עצו	INOILION!					Budget	and Treasury			0

Ramotshere Moiloa Local Municipality SDBIP 2017/18

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		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	JED.	7,0110	QUAKI EKLT TARGETS		3 Sec 71	submitted to	and NT	3 Sec 71 Reports	submitted to the Mayor, PT and NT	3 Sec 71	Reports	the Mayor, PT and NT	3 Sec 71	Reports	the Mayor, PT and NT
		ING, PL	NHANC	1,70			τô		,	65		03			20	ı	
		WANC	AREE		EK -						:	None					
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D USE.	ENT	MUNIC	VICIPA	S CONCRETES	R HR			•				None					
NT AN	VAGEM	сн то	оғ ми	200	a				<del>.</del>		Non						
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ESOUR	VIAB	RENTI	CIAL C	13:	9ana							Z LX				<del></del>	
ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	OR A DIFFE	IND FINAN	13 14/1	NNA BRAT					12 monthly	71 Reports submitted	to the	and NT by	30 June 2018			
SUSTA	CIPAL	DES FC	171VE /	∃d.A.	L IdX						Out	put					
ENSURE	MUNI	( THAT PROVI	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED	KEY PERFORMA	NCE INDICATO R					Minnehouse	MFMA Sec 71 reports	compilea	allu submitted to	the Mayor, PT and NT			
		AMEWORN				Backlo g (MFMA Circula r 63)				•••		///					
		POLICY FR			BA <i>SELINE 2016/17</i>	Demand (MFMA Circular 63)			12	monthly MFMA	Sec 71 Reports submitte	d to the	Mayor, PT and	NT by 31 June	2018		
		<b>7</b>			BASEL INI	Current status (Progre ss to date)			12	monthly MFMA	Sec 71 Reports submitte	d to the	Mayor, PT and	NT by 31 June	2017		
		OUTPUT 1	ООТРИТ 6	SY		MUNICIPAL R FUNCTION	- Manicip 3/	Plannin g	<b>1</b>			100					
		TUO	σοσπ			STRATEGIC OBJECTIVE	To comoty	with legislati	ou	-							
NATION AL LG PRIORI TIES	KPA	OUTCO	11E 3	Þ	/3 <i>86</i> 71	FUNCTION	Budget	Treasury									

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		PPORT IS		ENC OE LEOT	ENID IO ( boki			Draft 2018/2019	Annual Budget and Council	Resolution			Physical Verificatio n Report	
		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	٥	TERLY	<i>SI</i>		None	None	1 2018/2019 draft Budget tabled by 31	NONE	1 physical verification of	assers conducted	1 physical verification of assets conducted	1 physical verification of assets
		VG, PLA.	HANCE	011487	TARGETS		īò	65	63	64	10		65	63
		INANCII	AREEN		SVV - - EEK			1.	NONE			•	None	
1.5		CIPAL F.	4LTTES	7ES	OS VSI			Impr	servic es deliv	ì _	Acco	tillity	and prud ent utilis	auon of funds
IND USE	EMENT	INOM O	UNICIP	5 CONCRETES	RH				NONE				None	
MENT A	VANAGI	OACH T TED	ES OF M	2(	a SLA				non e				Non	
MANAGE	YAND	A TED APPROAC IMPLEMENTED	BILITI		TON				NONE				None	
OURCEI	TABILLI	ENTIATE IMF	TAL CAP,	135	oana			Total	arait budget amoun t				OPEX	
ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	R A DIFFER	ND FINANC		NNA ƏRAT			1 2018/2019	draft Budget Tabled by 31 March	2018		4 physical verification	of assets to be conducted by 30 Tune	2018
SUSTA.	CIPALI	rDES FO	4 <i>TTVE A</i>	∃d.X.	KPI T				Out					
ENSURE	MUNI	K THAT PROVI	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED	KEY PERFORMA	NCE INDICATO R				Number of 2018/2019 draft Budget Tabled			Number of	physical verification of assets to	conducted
		IMEWORI				Backlo g (MFMA Circula r 63)			, lin				Nil	
		POLICY FR			BASELINE 2016/17	Demand (MFMA Circular 63)		2018/201 9 draft	Budget to be tabled by 31 March	2018	4 ohveiral	verificatio	n or assets to be conducte	d by 30 June 2018
		₹			BASELINI	Current status (Progre ss to date)		2017/201 8 tabled	draft Budget on 07 April	2017	4	physical verificatio	n of assets conducte d durina	2016/201
		יטדו	оитрит в	SY		MUNICIPAL & FUNCTION	Municip al	Plannin g			Manicip al	Plannin g		
		OUTPUT 1	OUTP			STRATEGIC OBJECTIVE								
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		FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED	ED	Ollabtebly	ETS		conducted	I physical verification of assets conducted
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		PAL FINANCI	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED	S	SO KO SO			
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ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	R A DIFFERI	ND FINANC		NNA ƏRAT			
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ENSURE	NOM	A POLICY FRAMEWORK THAT PROVIDES	ADMINISTR	KEY PERFORMA	NCE INDICATO R			
		MEWOR				Backlo g (MFMA Circula r 63)		
		POLICY FA			BASELINE 2016/17	Demand (MFMA Circular 63)		
		<b>V</b>			BASELIN.	Current status (Progre ss to date)		
		77.1	77.6	SW		MUNICIPAL & FUNCTIO		
		OUTPUT1	OUTPUT 6			STRATEGIC OBJECTIVE		
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