

PERFORMANCE AGREEMENT

BETWEEN

THE MUNICIPALITY OF RAMOTHERE MOILOA LOCAL MUNICIPALITY,

AS REPRESENTED BY THE ACCOUNTING OFFICER ✓

MATLAKALA MATTHEWS

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

("EMPLOYER")

AND

MORAKE KITH KGOKOTLI

IN HIS CAPACITY AS THE ACTING CHIEF FINANCIAL OFFICER OF RAMOTHERE MOILOA LOCAL MUNICIPALITY

("EMPLOYEE")

FOR THE

FINANCIAL YEAR: 1 JULY 2017 – 30 JUNE 2018

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Personal Development Plan (PDP)
Key Performance Indicators (KPI)

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

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

and

Morake Kgokgotli in her capacity as the **Acting Chief Financial Officer** and an **Employee of Ramotshere Moiloa Local Municipality** (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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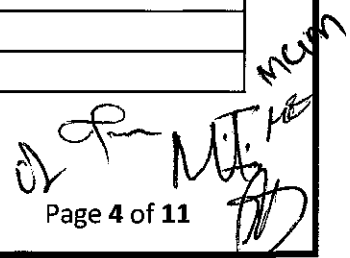
assist the Employer, management, and municipal staff to perform to the standards required.

- 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 (KPA's) (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 (KPA's) 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;
- 5.6 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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- 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.

- 6.6** 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	

For Mum
or Mum
 Page 6 of 11

Level	Terminology	Description	Rating
		management efforts to encourage improvement.	

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

- 6.7.1 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 nd week of October 2017
2.	Second quarter	2 nd week of January 2018
3.	Third quarter	2 nd week of April 2018
4.	Fourth quarter	2 nd 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.

Thus done and signed at Ramotshere on this the 21st day of August
(Month) 2017 (Year)

AS WITNESSES:

1. [Signature]

[Signature]

Mr Morake Kgokotli
Acting Chief Financial Officer
RAMOTSHERE MOILOA LOCAL MUNICIPALITY

2. [Signature]

Thus done and signed at Ramotshere on this the 21st day of August
(Month) 2017 (Year)

AS WITNESSES:

1. [Signature]

[Signature]
24/08/17

MS MATLAKALA MATHEWS
ACTING MUNICIPAL MANAGER:
RAMOTSHERE MOILOA LOCAL MUNICIPALITY

2. [Signature]

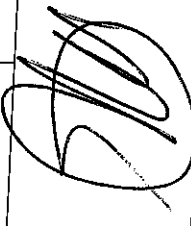
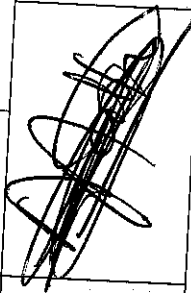
ANNEXURE A:

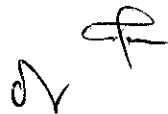

**PERSONAL DEVELOPMENT PLAN
KEY PERFORMANCE INDICATORS**

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Annexure A: PERSONAL DEVELOPMENT PLAN (Include Skills Gap)

Director	Morake Kith Kgokotli	Employee No	
Job Title:	Acting Chief Financial Officer	Department:	Budget and Treasury Office
Accounting Officer	Matlakala Matthews	Date:	July 2017

Applicable	Skills / Performance Gap	Outcomes Expected	Suggested training and / or development activity	Suggested mode of delivery	Suggested Time Frames	Work opportunity created to practice skill / development area	Support Person
✓	Strategic Capability and Leadership.	Advanced Leadership and Governance Skills	Public Sector Governance	Wits University	June 2018	Enhanced management skills	
ACFO's Signature				Accounting Officer's Signature:			Date
							21/08/17


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KPA 3. MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT

NATIONAL LG PRIORITIES		ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.																		
KPA		MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT																		
OUTPUT 1		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED																		
OUTPUT 6		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED																		
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2016/17			KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	5 CONCRETES					QUARTERLY TARGETS	PORTFOLIO OF EVIDENCE	DELEGATIONS			
			Current status (Progress to date)	Demand (MFMA Circular 63)	Backlog (MFMA Circular 63)					ACT	VTS	RH	SO	KO				TSA	REK	SAA
Budget and Treasury	To achieve clean audit		1 AFS submitted by 31 Aug 2016	1 AFS to be submitted by 31 Aug 2017	Nil	Number of AFS submitted to the AGSA	Output	1 AFS submitted to the AGSA by 31 August 2017	R4,156,900	None	None	None	None	None	None	None	Q1	1 AFS submitted to the AGSA by 31 August 2017	Acknowledgment of Receipt by the AGSA	CFO
Budget and Treasury	To achieve clean audit		Adjustment budget for 2016/17 tabled on 31 January 2017	2017/18 adjustment budget	Nil	2017/18 adjustment budget developed and approved	Output	2017/18 adjustment budget developed and approved by 31 January 2018	OPEX	None	Improved service delivery to communities	None	None	None	None	None	Q1	2017/18 adjustment budget developed and approved by 31 January 2018	Council resolution and 2017/18 Adjustment Budget	CFO

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ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.

MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT

A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED

ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED

NATIONAL LG PRIORITIES	KPA	FUNCTIONAL AREA	STRATEGIC OBJECTIVE	BASELINE 2016/17			KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	5 CONCRETES						QUARTERLY TARGETS	PORTFOLIO OF EVIDENCE	DELEGATIONS
				Current status (Progress to date)	Demand (MFMA Circular 63)	Backlog (MFMA Circular 63)					ACT	VTS	RH	SO	KO	TSA			
Budget and Treasury	OUTPUT 1	Municipal Planning	To provide financial excellence	Financial viability as expressed by the ratios per semester	Acceptable norm of financial viability ratios per semester	Nil	Acceptable norm of financial viability ratios per semester	Output	Acceptable norm of financial viability ratios per semester	OPEX	None	None	None	None	None	None	None	financial viability ratios report	CFO
				Debt coverage ratio	1.15-1.35	None	Debt coverage ratio	Output	5 by June 2018	OPEX	None	None	None	None	None	None	None		
Budget and Treasury	OUTPUT 6	Municipal Planning	To provide financial excellence	Financial viability as expressed by the ratios per semester	Acceptable norm of financial viability ratios per semester	Nil	Acceptable norm of financial viability ratios per semester	Output	Acceptable norm of financial viability ratios per semester	OPEX	None	None	None	None	None	None	None	financial viability ratios report	CFO
				Debt coverage ratio	1.15-1.35	None	Debt coverage ratio	Output	5 by June 2018	OPEX	None	None	None	None	None	None	None		

NATIONAL LG PRIORITIES		ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.																				
KPA		MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT																				
OUTCOME 9		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED																				
FUNCTIONAL AREA		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED																				
STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2016/17			KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	5 CONCRETES						PORTFOLIO OF EVIDENCE	DELEGATIONS						
		Current status (Progress to date)	Demand (MFMA Circular 63)	Backlog (MFMA Circular 63)					ACT	VTS	RH	SO	KO	TSA			REK	SAA	QUARTERLY TARGETS			
Budget and Treasury	To provide financial excellence	2% of own revenue growth by 30 June 2017	% of own revenue growth by 31 March 2018	None	Percentage of revenue growth	Output	20% of own revenue growth by 31 March 2018	OPEX	None	None	None	development	None	None	None	100%	ratios report	CFO	0			
Good governance		New	Prevention of	None	KPI 14	Output	4 reports on efforts	OPEX	None	None	None	None	None	None	1 report	4 reports						

Ramotshere Moiloa Local Municipality SDBIP 2017/18

ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.

MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT

A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED

ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED

NATIONAL LG PRIORITIES	KPA	OUTPUT 1		OUTPUT 6		FUNCTIONAL AREA	STRATEGIC OBJECTIVE	BASELINE 2016/17			KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	5 CONCRETES						PORTFOLIO OF EVIDENCE	DELEGATIONS
		Current status (Progress to date)	Demand (MFMA Circular 63)	Backlog (MFMA Circular 63)	ACT			VTS	RH	SKO					TSA	REK	SAA	QUARTERLY TARGETS	CFO			
Budget and Treasury	To provide financial excellence	100% of OPEX spent by 30 June 2017	100% of OPEX spent by 30 June 2018	None	Percentage of OPEX spent	Output	100% of OPEX spent by 30 June 2018	OPEX	None	None	None	None	None	None	None	None	None	None		100% of UIF addressed	financial viability ratios report	CFO
Budget and Treasury	To provide financial excellence	100% of repairs and maintenance by 30 June	100% of repairs and maintenance by 30 June	None	Percentage of repairs and maintenance spent	OUTPUT	100% of repairs and maintenance by 30 June 2018	OPEX	None	None	None	Accelerate services delivery	None	None	None	None	None	None	None	100% OPEX spending	financial viability ratios report	CFO

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NATIONAL LG PRIORITIES		ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.																	
KPA		MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT																	
OUTCOME 9		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED																	
FUNCTIONAL AREA		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED																	
STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2016/17			KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	5 CONCRETES						PORTFOLIO OF EVIDENCE	DELEGATIONS			
		Current status (Progress to date)	Demand (MFMA Circular 63)	Backlog (MFMA Circular 63)					ACT	VTS	RH	SO	KO	TSA			REK	SAA	
Budget and Treasury	To provide financial excellence	2017	2017	2017	Percentage of CAPEX spent	OUTPUT	100% of CAPEX spent by 30 June 2018	None	None	None	None	Accelerate services delivery	None	None	None	None	100% Repairs and maintenance spending	financial viability ratios report	CFO
Budget and Treasury	To provide financial excellence	New	Meter Audit to be conducted	Nil	Number of Meter Audits conducted	Output	1 Meter Audit conducted and	2 000 000	None	None	None	Revenue enhancement	None	None	None	None	100% CAPEX spending	Meter Audit Report, Council	CFO

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NATIONAL LG PRIORITIES	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.																	
	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT																	
KPA	A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED																	
	OUTPUT 1	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED																
OUTCOME 9	OUTPUT 6	ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED																
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	BASELINE 2016/17			KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	5 CONCRETES						PORTFOLIO OF EVIDENCE	DELEGATIONS		
		Current status (Progress to date)	Demand (MFMA Circular 63)	Backlog (MFMA Circular 63)					ACT	VTS	RH	SO	TSA	REK			SAA	Q3
Budget and Treasury	To enhance revenue collection	Municipal Planning	Completed by 31 June 2018	Nil	Revenue Enhancement Strategy Developed and approved by 31 June 2018	Output	200 000	None	None	None	Revenue enhancement	None	None	None	None	1 Revenue Enhancement Strategy Developed and approved BY December 2017	Approved Revenue Enhancement Strategy and Council - Resolution	CFO
			Completed by 31 June 2018	Nil	Revenue Enhancement Strategy Developed and approved by 31 June 2018	Output	200 000	None	None	None	Revenue enhancement	None	None	None	None	None	1 Revenue Enhancement Strategy Developed and approved BY December 2017	

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NATIONAL LG PRIORITIES		ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.																									
KPA		MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT																									
OUTCOME 9		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED																									
FUNCTIONAL AREA		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED																									
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS		BASELINE 2016/17			KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	5 CONCRETES						PORTFOLIO OF EVIDENCE	CFO + UM (FIN REPORTING) DELEGATIONS									
		Current status (Progress to date)	Demand (MFMA Circular 63)	Backlog (MFMA Circular 63)	ACT	VTS					RH	SO	KO	TSA	REK	SAA			QUARTERLY TARGETS								
Budget and Treasury	To comply with legislation	Municipal Planning	12 monthly MFMA Sec 71 Reports submitted to the Mayor, PT and NT by 31 June 2017	12 monthly MFMA Sec 71 Reports submitted to the Mayor, PT and NT by 31 June 2018	Nil	Number of MFMA Sec 71 reports compiled and submitted to the Mayor, PT and NT	Output	12 monthly MFMA Sec 71 Reports submitted to the Mayor, PT and NT by 30 June 2018	OPEX	None	None	None	None	None	None	None	None	Q1	Q2	Q3	Q4	3 Sec 71 Reports submitted to the Mayor, PT and NT	3 Sec 71 Reports submitted to the Mayor, PT and NT	3 Sec 71 Reports submitted to the Mayor, PT and NT	3 Sec 71 Reports submitted to the Mayor, PT and NT	Acknowledgement of Receipt	

Ramotshere Moiloa Local Municipality SDBIP 2017/18

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