PERFORMANCE AGREEMENT 2026/2027

MADE AND ENTERED INTO BY AND BETWEEN

MAHLAKWANE NAMUDI REGINAH

"MUNICIPAL MANAGER"

(HEREINAFTER "THE EMPLOYER")

ON BEHALF OF THE ELIAS MOTSOALEDI LOCAL MUNICIPALITY

AND

MAHLATSE SALOME MOKHULWANE

"SENIOR MANAGER: EXECUTIVE SUPPORT"

(HEREIAFTER "THE EMPLOYEE")

AND

JOINTLY REFERRED TO AS "THE PARTIES"

FOR

THE FINANCIAL YEAR 1ST JULY 2026 TO 30TH JUNE 2027

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1. INTRODUCTION

1.1 The Elias Motsoaledi Local Municipality (EMLM) has entered 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 (Municipal Manager) and the Employee (Senior Manager: Corporate Services) are herein 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, requires the parties to conclude an annual Performance Agreement. The Parties hereby conclude the Performance Agreement for the period **01st July 2026 to 30th June 2027**

1.3 The parties wish to ensure that they are clear about the goals to be achieved and secure the commitment of the Employee (Senior Manager: Corporate Services) reporting to the Employer (Municipal Manager), to a set of actions that will secure local government policy goals.

2. PURPOSE OF THIS AGREEMENT

The Parties agree that the purposes of this Agreement are to:

2.1 comply with the provisions of Section 57(1)(b), s57 (4)(a), s57(4)(b) and s57(5) of the Systems Act;

2.2 specify objectives, indicators and targets defined and agreed with the Employee and communicate to the Employee the Employer's expectations of the Employee's performance and accountabilities in alignment with the Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP) and the budget of the Employer;

2.3 specify areas of accountabilities as set out in the performance plan which is an annexure to this performance agreement;

2.4 monitor and measure performance of the Employee against the set targeted outputs;

2.5 establish a transparent and accountable working relationship between the Parties;

2.6 give effect to the Municipality's commitment to a performance-orientated relationship with its Employee in attaining equitable and improved service delivery;

2.7 use the Performance Agreement as the basis for assessing whether the Employee has met the performance expectations applicable to his job; and

2.8 in the event of outstanding performance, to appropriately reward the Employee.

3. COMMENCEMENT AND DURATION

3.1 Regardless of the date of signature hereof, this Agreement shall be deemed to have commenced on the **01st July 2026 ending 30th June 2027**, and, subject to paragraph 3.3, will continue in force until a new Performance Agreement is concluded between the parties as contemplated in paragraph 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 that replaces this Agreement at least once a year by not later than July each year as prescribed by s57(2)(a) of the Systems Act.

3.3 This Agreement will terminate on the termination of the Employee's Contract of Employment for any reason as provided for in the Contract of Employment.

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3.4 The contents of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.

3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or Council decision or otherwise) to an extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4. PERFORMANCE OBJECTIVES

4.1 Annexure "A", the Performance Plan sets out:

4.1.1 the performance indicators and targets that must be met by the Employee; and

4.1.2 the time frames within which those performance indicators and targets must be met.

4.2 The performance indicators and targets reflected in Annexure "A" are set by the Employer in consultation with the Employee, and include key objectives; key performance indicators; target dates and weightings.

4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.

4.4 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Municipality's IDP.

4.5 The Municipality will make available to the Employee such subordinate employees as the Employee 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 Employee to ensure that he complies with those performance obligations and targets.

4.6 The Employee will at his request be delegated such powers by the Employer 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.

5. PERFORMANCE MANAGEMENT SYSTEM

5.1 The Employee agrees to participate in the performance management system that the Municipality adopts or introduces for the management of the Municipality and its staff.

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 Municipality, management and municipal staff to perform to the standards required.

5.3 The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.

5.4 The employee undertakes to actively focus towards the promotion and 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 must be assessed consist of two components, both of which must be contained in the performance agreement. The employee must be assessed against both

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components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and 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 CCRs will account for 20% of the final assessment.

5.6 The Employee`s assessment will be based on his or her performance in terms of the outputs/outcomes (performance indicators) identified as per the performance plan which are linked to the KPA`s, which constitute 80% of the overall assessment result as per the weightings agreed to between the employer and employee:

Organizational Key Performance Areas (KPA`s)	**Weighting**
Spatial Rationale	
Municipal Institutional Development and Transformation	10
Basic Service Delivery	
Local Economic Development	
Municipal Financial Viability and Management	10
Good Governance and Public Participation	80
Total	**100%**

5.7 The CCRs will make up the other 20% of the Employee`s assessment score. CCRs that are deemed to be most critical for the employee`s specific job should be selected from the list below as agreed to be between the Employer and the Employee and must be considered with due regard to the proficiency level agreed to:

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (CCR)		
Core Managerial and Occupational Competencies:	✓ (Indicate choice)	**Weight**
	✓	
Core Managerial Competencies:		
Strategic Capability and Leadership		5
Programme and Project Management		5
Financial Management	Compulsory	10
Change Management		
Knowledge Management		5
Service Delivery Innovation		5
Problem Solving and Analysis		
People Management and Empowerment	Compulsory	10

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Client Orientation and Customer Focus	Compulsory	10
Communication		
Core Occupational Competencies:		
Competence in self-management		5
Interpretation of and implementation within the legislative and national policy frameworks		5
Knowledge of developmental local government		5
Knowledge of Performance Management and Reporting		5
Knowledge of global and South African specific political, social and economic contexts.		5
Competence in policy conceptualisation, analysis and implementation		5
Knowledge of more than one functional municipal field / discipline		5
Skills in Mediation		5
Skill in Governance		3
Competence as required by other national line sector departments		2
Exceptional and dynamic creativity to improve the functioning of the municipality		5
Total Percentage		**100%**

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6. EVALUATING PERFORMANCE

6.1 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 and, where possible, actions agreed.

6.4 The annual performance appraisals must involve:

(a) Assessment of the achievement of results as outlined in the performance plan:
   (i) 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.
   (ii) An indicative rating on the five-point scale should be provided for each KPA
   (iii) The applicable assessment rating calculator must then e used to add the scores and calculate a final score.

(b) Assessment of the CCRs
   (i) Each CCR should be assessed according to the extent to which the specified standards have been met.
   (ii) An indicative rating on the five-point scale should be provided for each CCR
   (iii) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
   (iv) The applicable assessment rating calculator must then be used to add the scores and calculate a final CCR score.

Overall Rating

(i) An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisals.

(ii) The assessment of the performance of the employee will be based on the following rating scale for KPA`s and CCR`s (i.e the following table will be used in determining the payment of the reward):

PERFORMANCE APPRAISAL OF KPAs AND CCRs				
LEVEL	**DESCRIPTION**	**RATING**	**TOTAL ASSESSMENT SCORE**	**PERFORMANCE BONUS RATIOS**
Level 5: Outstanding Performance	Performance far exceeds the standard expected for the job in all areas of the manager. The manager has achieved exceptional results against all performance criteria and indicators specified in the Performance Plan and maintained this in all areas of responsibility throughout the year.	5	**150% and above** **150-153.4** **153.5-156.8** **156.9-160.2** **160.2-163.6** **163.6-166**	**10-14%** **10%** **11%** **12%** **13%** **14%**
Level 4: Performance significantly above expectations	Performance is significantly higher than the standard expected for the job in all areas. The manager has achieved above fully effective results against more than half of the performance criteria and indicators specified in the Performance Plan and fully achieved all others throughout the year.	4	**130%-149%** **130-133.8** **133.9-137.6** **137.7-141.4** **141.5-145.2** **145.3-149**	**5-9%** **5%** **6%** **7%** **8%** **9%**
Level 3: Fully effective	Performance fully meets the standard expected for the job in all areas. The manager has achieved effective results against all significant performance criteria and indicators specified in the Performance Plan and may have achieved results significantly above expectations in one or two less significant areas throughout the year.	3	**100-129%**	**No bonus**

Level 2: Performance not fully satisfactory	Performance is below the standard required for the job in key areas. The manager has achieved adequate results against many key performance criteria and indicators specified in the Performance Plan but did not fully achieved adequate results against others during the course of the year. Improvement in these areas is necessary to bring performance up to the standard expected.	2	**67-99%**	**No bonus**
Level 1: Unacceptable performance	Performance does not meet the standard required for the job. The manager has not met one or more fundamental requirements and/or is achieving results that are well below the performance criteria and indicators in a number of significant areas of responsibility. The manager has failed to demonstrate the commitment or ability to bring performance up to the level expected despite efforts to encourage improvement.	1	**0-66%**	**No bonus**

6.5 Reward for Performance

6.5.1 The performance bonus will be determined by the Municipal Council based on affordability and the stipulations of the Performance Agreement.

6.5.2 A merit reward for performance in addition to the annual remuneration reviewed will be considered by the Council not later than September under the following conditions:

a) The payment of the reward will be based on the period under review and result of the performance score;

b) The amount of the reward will not exceed 14% of the Employee's total remuneration, but will be subjected to affordability to the Municipality; and

c) The performance score will be obtained by using the performance plan.

d) Where external factors have a negative influence on the result of the performance as scrutinized and recommended by the Performance Audit Committee, the Municipality may grant a reward (see Regulation Number 29089 of 01 August 2006);

e) The reward if granted, will be paid annually after the compilation of the financial statements and after finalization of the performance appraisal;

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f) The final outcome of the performance appraisal will determine the reward;

(c) For purposes of evaluating the annual performance of the municipal manager, an evaluation panel constituted of the following persons must be established -

(i) Executive Mayor or Mayor;

(ii) Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;

(iii) Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;

(iv) Mayor and/or municipal manager from another municipality; and

(v) Member of a ward committee as nominated by the Executive Mayor or Mayor.

(e) For purposes of evaluating the annual performance of managers directly accountable to the municipal managers, an evaluation panel constituted of the following persons must be established -

(i) Municipal Manager.

(ii) Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee.

(iii) Member of the mayoral or executive committee or in respect of a plenary type of municipality, another member of council; and

(iv) Municipal manager from another municipality.

6.6 The manager responsible for performance management of the municipality or delegated assignee must provide secretariat services to the Evaluation Panel referred to above.

Schedule for Performance Reviews

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

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

First quarter: July — September;
Second quarter: October – December;
Third quarter: January — March;
Fourth quarter: April – June

6.9 Performance feedback must be based on the Employer`s assessment of the Employee`s performance.

6.10 The Employer will be entitled to review and make reasonable changes to the provisions of the performance plan from time to time for operational reasons on agreement between both parties.

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6.11 The Employer may amend the provisions of the performance plan whenever the performance management system is adopted, implemented or amended as the case may be on agreement between both parties.

7. OBLIGATIONS OF THE EMPLOYER

The Employer must –

(1) Create an enabling environment to facilitate effective performance by the employee;
(2) Provide access to skills development and capacity building opportunities;
(3) Work collaboratively with the employee to solve problems and generate solutions to common problems that may impact on the performance of the employee;
(4) On the request of the employee delegate such powers reasonably required by the employee to enable him or her to meet the performance objectives and targets established in terms of the agreement; and
(5) Make available to the employee such resources as the employee may reasonably require from time to time to assist him or her to meet the performance objectives and targets established in terms of the agreement

8. CONSULTATION

8.1 The Employer agrees to consult the Employee timeously where the exercising of the Employer's powers will –

8.1.1 have a direct effect on the performance of any of the Employee's functions.

8.1.2 commit the Employee to implement or to give effect to a decision made by the Executive Committee.

8.1.3 have a substantial financial effect on the Municipality.

8.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in paragraph 8.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

9. MANAGEMENT OF EVALUATION OUTCOMES

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

9.2 A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on an overall rating, calculated by using the applicable assessment rating calculator; provided that

- a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
- a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.

9.3 In the case of unacceptable performance, the Employer shall:

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

- After appropriate performance counselling and having provided the necessary guidance and/or support and reasonable time for improvement in performance, and performance does not improve, the Employer may, subject to compliance with applicable labour legislation, be entitled by notice in writing to the Employee to terminate the Employee's employment in accordance with the notice period set out in the Employee's contract of employment.

10. DISPUTES RESOLUTION

10.1 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 the Mayor within thirty days (30) of receipt of a formal dispute from the employee whose decision shall be final and binding on both parties.

10.2 Any disputes about the outcome of the Employee`s performance evaluation must be mediated by a member of the municipal council, provided that such member was not part of the Evaluation Panel provided for in sub-regulation 27(4), within thirty (30) days of receipt of a formal dispute from the employee.

10.3 Nothing contained in this Agreement in any way limits the right of the Employer to terminate the Employee's Contract of Employment with or without notice for any other breach by the Employee of his obligations to the Municipality or for any other valid reason in law.

11. GENERAL

11.1 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, where appropriate.

11.2 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.

11.3 At the end of the tunnel, the Employee may not be assessed if s/he presents to be in the employ of the Employer for a period of less than six (06) months.

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Signed at Groblersdal, Elias Motsoaledi Local Municipality, on this 23 day of

OCTOBER 2026

M.S MOKHULWANE
SENIOR MANAGER: EXECUTIVE SUPPORT

AS WITNESSES:

Signed at Groblersdal, Elias Motsoaledi Local Municipality, on this 23 day of

OCTOBER 2026

Ms. NR Mahlakwane Pr Tech Eng
Municipal Manager

AS WITNESSES:

KPA 2: INSTITUTIONAL DEVELOPMENT AND MUNICIPAL TRANSFORMATION

Strategic Objectives: To build capable, responsive, accountable, effective and efficient municipal institutions and administration.

No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual target	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
ID01	Policies	% of municipal policies developed/ reviewed and approved by council	Number of municipal policies reviewed/ developed and approved by council / total number of municipal policies	n/a	New	100% of municipal policies developed/ reviewed and approved by council by 30 June 2027	n/a	n/a	n/a	100% of municipal policies developed/ reviewed and approved by council by 30 June 2027	list of policies and council resolution

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KPA 5: MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT

Strategic Objectives: To improve sound and sustainable municipal financial management.

No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual target	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
FV01	mSCOA	Number of monthly Mscoa meetings scheduled and attended	Simple count of number	n/a	New	12 monthly Mscoa meetings scheduled and attended by 30 June 2027	3 monthly Mscoa meetings scheduled and attended by 30 Sept 2026	6 monthly Mscoa meetings scheduled and attended by 31 Dec 2026	3 monthly Mscoa meetings scheduled and attended by 31 March 2027	12 monthly Mscoa meetings scheduled and attended by 30 June 2027	Minutes and attendance register

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KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Strategic Objectives: To enhance good governance and public participation.

No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual targets	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
GG 01	Community meetings	Number of ward community meetings reports submitted to Speaker	Simple count of number	n/a	New	4 ward community meetings reports submitted to Speaker by 30 June 2027	1 ward community meetings reports submitted to Council by 30 Sept 2026	2 ward community meetings reports submitted to Council by 31 Dec 2026	3 ward community meetings reports submitted to Council by 31 Dec 2027	4 ward community meetings reports submitted to Speaker by 30 June 2027	Signed Ward community meetings report
GG 02	Ward committee	Number of ward committee reports submitted to Speaker	Simple count of number	n/a	3	4 ward reports submitted to Speaker by 30 June 2027	1 ward reports submitted to Speaker by 30 Sept 2026	2 ward reports submitted to Speaker by 31 Dec 2026	3 ward reports submitted to Speaker by 31 March 2027	4 ward reports submitted to Speaker by 30 June 2027	Signed Ward committee report.

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No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual targets	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
GG 03	Council support	Number of ordinary council meetings held	Simple count of number	n/a	New	4 ordinary council meetings held by 30 June 2027	1 ordinary council meetings held by 30 Sept 2026	2 ordinary council meetings held by 31 Dec 2026	3 ordinary council meetings held by 31 March 2027	4 ordinary council meetings held by 30 June 2027	Notice of the meeting and Attendance register
GG 04	Mayoral outreach	Number Mayoral outreach initiated	Simple count of number	R 1 950 000	3	3 Mayoral outreach programmes initiated by 30 June 2027	1 Mayoral outreach programmes initiated by 30 Sept 2026	n/a	2 Mayoral outreach programmes initiated by 31 March 2027	3 Mayoral outreach programmes initiated by 30 June 2027	Outreach Reports and Attendance register
GG 05	Speakers outreach	Number of Speakers outreach initiated	Simple count of number	R2 645 000	3	3 Speakers outreach programmes initiated by 30 June 2027	1 Speakers outreach programmes initiated by 31 Dec 2026	n/a	2 Speakers outreach programmes initiated by 31 March 2027	3 Speakers outreach programmes initiated by 30 June 2027	Outreach Reports and attendance register

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No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual targets	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
GG 06	Customer care	% of official complaints responded to through the municipal complaint management system	Number of official complaints responded to / total number of complaints received	n/a	New	100% of official complaints responded to through the municipal complaint management system by 30 June 2027	100% of official complaints responded to through the municipal complaint management system by 30 June 2026	100% of official complaints responded to through the municipal complaint management system by 31 Dec 2026	100% of official complaints responded to through the municipal complaint management system by 31 March 2027	100% of official complaints responded to through the municipal complaint management system by 30 June 2027	Quarterly complaints Register
GG 07	communications	reviewal of communication strategy	Simple count of number	Opex	1	approved reviewed communication strategy by 31 Dec 2026	draft reviewed communication strategy by 30 September 2026	approved reviewed communication strategy by 31 Dec 2026	n/a	n/a	Q1 draft reviewed strategy Q2 communication strategy and Council resolution
GG 08		number of local Batho Pele committee meetings held	simple count of number	Opex	new	2 Batho Pele committee meetings held	n/a	1 Batho Pele committee meetings held	2 Batho Pele committee meetings held	n/a	attendance register and minutes

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No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual targets	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
						31 March 2027		by 31 Dec 2026	31 March 2027		
GG 09		development of media relations and procedure guideline policy	developme nt	opex	new	approved media relations and procedure guideline policy developed by 31 March 2027	n/a	draft media relations and procedure guideline policy developed by 30 Sept 2026	approved media relations and procedure guideline policy developed by 31 March 2027	n/a	Q2 draft media relation Q3 council resolution and medial relation and procedure guideline policy
GG 10	Risk managem ent	% of employees who have declared their financial interest	Number of people declared their financial interest / total number of employees	n/a	100	100% of Employees who declared their financial interest by 30 June 2027	100% of Employees who declared their financial interest by 30 Sept 2026	100% of Employees who declared their financial interest by 31 Dec 2026	100% of Employees who declared their financial interest by 31 March 2027	100% of Employees who declared their financial interest by 30 June 2027	Financial Declaration register and declaration form

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No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual targets	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
GG 11	Risk management	% of councillors who have declared their financial interest	Number of councillors who have declared their financial interest / total number of councillors	n/a	84%	100% of councillors who have declared their financial interest by 30 June 2027	100% of councillors who have declared their financial interest by 30 Sept 2026	100% of councillors who have declared their financial interest by 31 Dec 2026	100% of councillors who have declared their financial interest by 31 March 2027	100% of councillors who have declared their financial interest by 30 June 2027	Financial Declaration register and declaration form
GG 12	Risk management	% execution of identified risk mitigated	Number of risk mitigated / number of risks identified	n/a	93%	100% execution of identified risk mitigated by 30 June 2027	25% execution of identified risk mitigated by 30 Sept 2026	50% execution of identified risk mitigated by 31 Dec 2026	75% execution of identified risk mitigated by 31 March 2027	100% execution of identified risk mitigated by 30 June 2027	Risk assessment report
GG 13	Audit	Obtain an Unqualified Auditor General	Audit opinion (as defined by the Office of the	n/a	Unqualified	Unqualified audit opinion by	n/a	Unqualified audit opinion by 31 Dec 2026	n/a	n/a	AGSA audit report

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No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual targets	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
		opinion for the 2025/2026 financial year	Auditor-General across a qualitative scale)			31 Dec 2026					
GG 14	Audit	% of external audit findings resolved (AGSA)	Number of external audit findings (AGSA) resolved / total number of external audit findings issues	n/a	91%	100% of external audit findings resolved (AGSA) by 30 June 2027	n/a	n/a	50% of external audit findings resolved (AGSA) by 31 March 2027	100% of external audit findings resolved (AGSA) by 30 June 2027	External (AGSA) Audit action plan
GG 15	Audit	% Reduction of repeat audit findings (total organisation	Difference / total number of repeat audit findings from previous year	n/a	21%	100% Reduction of repeat audit findings by 31 March 2027 (total organization)	n/a	n/a	100% Reduction of repeat audit findings by 31 March 2027 (total organization)	n/a	AGSA audit action plan

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No	Programme	Key performance indicator	Indicator Formula	Original Budget R000's	Audited baseline 2024/25	Annual targets	2026/2027				
							1st Qtr.	2nd Qtr.	3rd Qtr.	4th Qtr.	Evidence
GG 16	Audit	% of Internal audit findings resolved	Number of internal audit findings resolved / total number of internal audit findings issued	n/a	95%	100% of Internal audit findings resolved d by 30 June 2027	100% of Internal audit findings resolved by 30 Sept 2026	100% of Internal audit findings resolved by 31 Dec 2026	100% of Internal audit findings resolved by 31 March 2027	100% of Internal audit findings resolved by 30 June 2027	Internal audit action plan

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ANNEXURE B: EMPLOYEE'S PERSONAL DEVELOPMENT PLAN FOR THE PERIOD JULY 2026 - JUNE 2027

Skills / performance Gap (in order of priority)	Outcomes expected (measureable indicators)	Suggested training and / or development activity	Suggested mode of delivery	Suggested time frames	Work opportunity to practice skills or development area	Support person
MFMP	Certificate of competency	MFMP	Class	1 year	public sector	Municipal Manager
Public admin	Certificate	Public admin	Class	1 year	Public sector	Municipal Manager

Mokhulwane.

M.S MOKHULWANE
SENIOR MANAGER: EXECUTIVE SUPPORT

23 OCTOBER 2026
DATE

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