

“ The City of Heritage ”



ULUNDI MUNICIPALITY PERFORMANCE AGREEMENT

2023/2024

ENTERED INTO AND BETWEEN

MR S.M. KHOMO

MUNICIPAL MANAGER (hereinafter referred to as the EMPLOYER)

AND

MR. D.N.S. BUTHELEZI

DIRECTOR: CORPORATE SERVICES

(hereinafter referred to as the EMPLOYEE)

1. INTRODUCTION

- 1.1 The Municipal Manager of the Ulundi Local Municipality (the Employer) has purposed to enter into a contract of employment with the (the Employee) in terms of Section 57(1)(a) of the Municipal Systems Act, Act 32 of 2000, as amended (hereinafter referred to as the Systems Act).
- 1.2 Section 57(1)(b) of the Systems Act, read with the contract of employment between the two parties, requires 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 (the Employee), reporting to the Municipal Manager of the Municipality (the Employer), to a set of actions that will secure local government policy goals.
- 1.4 This performance agreement is concluded between the Employee, and the Municipal Manager of the Ulundi Local Municipality (the Employer).

2. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to:

- 2.1 Comply with the provisions of Section 57 of the Systems Act and the Municipal Performance Regulations published in the *Government Gazette* dated 1 August 2006;
- 2.2 Specify objectives and targets defined and agreed with the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance and accountabilities in alignment with the Integrated Development Plan, the Service Delivery and Budget Implementation Plan and the Budget of the Municipality;
- 2.3 Specify accountabilities as set out in the Departmental Performance Plan for the 2023/2024 financial year, which forms an annexure to the performance agreement;
- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the performance agreement as the basis for assessing whether the Employee has met the performance expectations applicable to his job;
- 2.6 In the event of outstanding performance, to appropriately reward the Employee; and
- 2.7 Give effect to the Employer's commitment to a performance orientated relationship with the Employee in attaining equitable and improved service delivery.

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3. PERFORMANCE MANAGEMENT SYSTEM

- 3.1 The Employee agrees to participate in the performance management system adopted by the Municipality.
- 3.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 3.3 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.
- 3.4 The Employee undertakes to actively focus towards the promotion and implementation of the Key Performance Areas reflected in the Departmental Performance Plan for the 2023/2024 financial year within the local government framework.

4. EMPLOYER OBLIGATIONS

- 4.1 The Employer shall endeavour to create a working environment that is conducive to the Employee being able to attain the standards of performance expected of him.
- 4.2 The Employer shall provide the Employee with such physical, financial and human resources as are reasonably required for him to perform his functions.
- 4.3 The Employer shall provide access to skills development and capacity building opportunities.
- 4.4 The Employer shall empower the Employee by way of a set of appropriate delegations to act and make relevant decisions in the course of his employment.
- 4.5 The Employer shall work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee.
- 4.6 The Employer shall conduct the performance review in a fair and transparent manner.

5. EMPLOYEE OBLIGATIONS

- 5.1 The Employee is obliged to perform his functions to the best of his abilities and shall as far as practically possible endeavour to meet the standards of performance as set out in the attached Departmental Performance Plan for the 2023/2024 financial year.

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- 5.2 The Employee shall under all circumstances act in the best interests of the Ulundi Local Municipality.
- 5.3 The Employee shall co-operate with the Employer in conducting performance reviews.

6. CONSULTATION

- 6.1 The Employer agrees to consult the Employee timeously where the exercising of her powers will have amongst others:
- 6.1.1 A direct effect on the performance of any of the Employee's functions;
- 6.1.2 A commitment by the Employee to implement or to give effect to a decision made by the Employer: and
- 6.1.3 A substantial financial effect on the Employee.
- 6.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in sub-item 6.1 as soon as is practicable to enable the Employee to take the necessary action without delay.

7. COMMENCEMENT AND DURATION

- 7.1 Irrespective of the date of the signature of the agreement, this performance agreement and its annexure (the Departmental Performance Plan for the 2023/2024 financial year will commence on 1 July 2023 and will remain in force until 30 June 2024. Thereafter a new annexure to this agreement will be concluded between the two parties for the following financial year.
- 7.2 The parties will review the provisions of this agreement during June each year. The parties will then conclude a new performance agreement that replaces the previous agreement by no later than 31 July of that year.
- 7.3 The agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 7.4 Nothing contained in this performance 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 Employer or for any other valid reason in law.
- 7.5 The content of the agreement may be revised at any time during the abovementioned period to determine the appropriateness of the matters agreed upon.

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7.6 If at any time during the validity of the performance agreement the work environment alters (whether as a result of government or Council decisions or otherwise) to the extent that the contents of the agreement are no longer appropriate, the content shall immediately be revised and then mutually agreed upon by the two parties.

8. PERFORMANCE OBJECTIVES

8.1 The **Departmental Performance Plan** for the 2023/2024 financial year sets out:

8.1.1 The key performance areas for which the Employee is responsible.

8.1.2 The performance objectives and targets that must be met by the Employee.

8.1.3 The timeframes within which those performance objectives and targets must be met.

8.1.4 The performance objectives and targets reflected in the Performance Plan are set by the Employer in consultation with the Employee in compliance with legislative requirements and based on the Integrated Development Plan and the Budget of the Municipality and include key performance areas, objectives, targets, key performance indicators and weightings.

8.1.5 The key performance areas describe the main tasks to be done. The key performance indicators consist of the details of the evidence that must be provided to show that an objective has been achieved. The targets describe the timeframe in which the work must be achieved. The weightings reflect the relative importance of the objectives to each other.

8.2 The **Core Managerial Competencies** required by the Municipal Performance Regulations dated 1 August 2006 are outlined hereunder:

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	
Local Economic Development (LED)	
Municipal Transformation and Organisational Development	
Good Governance and Public Participation	

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Financial Viability and Management	
Spatial and Environmental	
TOTAL	80%

8.3 The **Core Competencies** will make up the other 20% of the **Employee's** assessment score. In terms of Local Government: Regulations on appointment and conditions of employment of Senior Managers, Reg. 21 of 17 January 2016, the "Core Competencies" are competencies that cut across all levels of work in a municipality and enhance contextualised leadership that guarantees service delivery impact; and "Leading competencies" means competencies that are required to develop clear institutional strategy, initiate, drive and implement programs to achieve long-term sustainable and measurable service delivery performance results. There is no hierarchical connotation to the structure and all competencies are essential to the role of a senior manager to influence high performance. All competencies must therefore, be considered as measurable and critical in assessing the level of a senior manager's performance and as listed as follows:

LEADING COMPETENCIES		
COMPETENCY		Weighting
Strategic Direction and Leadership	<ul style="list-style-type: none"> • Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness 	
People Management	<ul style="list-style-type: none"> • Human Capital Planning and Development • Diversity Management • Employee Relations Management • Negotiation and Dispute Management 	
Programme and Project Management	<ul style="list-style-type: none"> • Programme and Project Planning and Implementation • Service Delivery Management • Programme and Project Monitoring and Evaluation 	
Financial Management	<ul style="list-style-type: none"> • Budget Planning and Execution • Financial Strategy and Delivery • Financial Reporting and Monitoring 	
Change Leadership	<ul style="list-style-type: none"> • Change Vision and Strategy 	

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	<ul style="list-style-type: none"> • Process Design and Improvement • Change Impact Monitoring and Evaluation 	
Governance Leadership	<ul style="list-style-type: none"> • Policy Formulation • Risk and Compliance Management • Co-operative Governance 	
Total Weighting Leading Competencies		
CORE COMPETENCIES		
COMPETENCY		Weighting
Moral Competence		
Planning and Organising		
Analysis and Innovation		
Knowledge and Information Management		
Communication		
Results and Quality Focus		
Total Weighting Core Competencies		
TOTAL PERCENTAGE WEIGHTING		20%

9. ASSESSMENT OF PERFORMANCE

9.1 Performance Reviews

The performance of the Employee in relation to his performance agreement shall be reviewed on the following basis:

First Quarter	July to September
Second Quarter	October to December
Third Quarter	January to March
Fourth Quarter	April to June

9.1.1 The quarterly reviews for the first and third quarter may be undertaken verbally between the Employer representative and the Employee if performance is satisfactory.

9.1.2 The fourth quarter (annual) review will be undertaken by an evaluation panel. The evaluation panel will consist of the following persons:

Municipal Manager of the Ulundi Municipality (Chairperson)
Chairperson of the Audit Committee
Member of the Executive Committee of the Ulundi Municipality
Municipal Manager from another Municipality

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- 9.1.3 The Employer shall keep a record of the mid-year review and the annual assessment meetings.
- 9.1.4 Performance feedback will be based on both the Employer's and the Employee's assessment of the Employee's performance. Part of the review process is the development of an agreed assessment of the Employee's performance.
- 9.1.5 The Employer will be entitled to review and make reasonable changes to the provisions on the performance plan from time to time for operational reasons. The Employee will be fully consulted before any such change.
- 9.1.6 The Employer may amend the provisions on the performance plan 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.

9.2 Performance Rating Scale

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 the Performance Plan and maintained this in all areas of responsibility throughout the year	130% - 150%+
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. This 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.	100% - 129%
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.	90% - 100%
2	Performance 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	60% - 89%

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		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 the 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 the Performance Plan. The Employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement	Below 60%

9.3 Evaluation of Performance

The evaluation of performance consists of the following:

- 9.3.1 An assessment of the achievement of results as outlined in the Departmental Performance Plan (80%); and an assessment of the Leading and Core Competencies is (20%).
- 9.3.2 Each objective in the Departmental Performance Plan will be assessed according to the extent to which the specified standards or performance indicators have been met.
- 9.3.3 Each of the elements of the Core Management Criteria, which have been weighted equally, will be assessed according to the extent to which the strategic alignment standards have been met.
- 9.3.4 An indicative rating on the five point rating scale will be provided for each performance objective and / or managerial competency.
- 9.3.5 For each objective / competency an assessment score will be obtained by multiplying the weighting attached to the objective / competency by the rating on the five point rating scale.

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 ranging from 5% to 14% of the all-inclusive remuneration package will be paid to the Employee in recognition of outstanding performance to be constituted as follows:

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10.2.1 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%.

10.2.2 Should an employee incur unauthorised, irregular, fruitless and wasteful expenditure he/she will not receive a performance bonus for that particular financial year.

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

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

10.3.2 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 on the grounds of unfitness or incapacity to carry out his duties.

11. CONSTRAINTS

The following constraints that could potentially impact on the performance of the Employee in the 2023/2024 financial year are acknowledged and recorded:

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12. DISPUTE RESOLUTION

12.1 In the event that the Employee is dissatisfied with any decision or action of the Employer in terms of this agreement, or where a dispute or difference arises as to the extent to which the Employee has achieved the objectives and performance targets established in terms of this agreement, the Employee may meet with the Employer with a view to resolving the issue. At the Employee's request the Employer will record the outcome of the meeting in writing.

12.2 In the event that the Employee remains dissatisfied with the outcome of that meeting, he may refer a formal dispute for mediation to the Mayor of the Ulundi Local Municipality which, rendered within 30 (thirty) days of receipt of the formal dispute, shall be final and binding on both parties.

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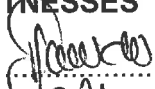

13. GENERAL


- 13.1 The contents of this performance agreement must be made available to the public by the Employer in accordance with the Municipal Finance Management Act, Act 56 of 2003, and Section 46 of the Systems Act
- 13.2 This performance agreement is written in English; hence English shall be the language of all communication between the two parties. All correspondence between the parties to this agreement and all reports and other documentation shall be submitted in English.
- 13.3 The parties to this agreement record that this agreement constitutes the whole of the agreement and arrangements for the performance of the Employee for the 2023/2024 financial year.
- 13.4 No agreement varying, adding or deleting from or cancelling this agreement shall have any effect unless reduced to writing and signed by both parties.
- 13.5 Nothing in this agreement diminishes the obligations, duties or accountability of the Employee in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

14. SIGNATURE OF THE PARTIES

Signed at Ulundi on this 31st day of JULY 2023

AS WITNESSES



- 1. 
- 2. 




MR D.N.S. BUTHELEZI

Signed at Ulundi on this 31st day of JULY 2023

AS WITNESSES

- 1. 
- 2. 



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EVALUATION OF PERFORMANCE

PART A: DEPARTMENTAL PERFORMANCE PLAN

Weighting	Maximum Score	Agreed Evaluation	Actual Score	Percentage of Maximum Score
TOTAL				

Contribution to Overall Performance Score (80%) _____

PART B: LEADING AND CORE COMPETENCIES

Competency	Weight	Agreed Evaluation	Percentage Score
Strategic Direction and Leadership			
People Management			
Program and Project Management			
Financial Management			
Change Leadership			
Governance Leadership			
Moral Competence			
Planning and Organising			
Analysis and Innovation			
Knowledge and information Management			
Communication			
Results and Quality Focus			
TOTAL			

Contribution to Overall Performance Score (20%) _____

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Supt
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SUMMARY

Performance Area	Performance Score
Part A: Departmental Performance Plan	
Part B: Leading and Core Competencies	
TOTAL EVALUATION OF PERFORMANCE	

Signed:



Mr D.N.S. Buthelezi

Date: 31/07/2023

Signed:



Mr S.M. Khomo

Date: 31/07/2023

FINAL SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN FOR 2023/2024 FINANCIAL YEAR: CORPORATE SERVICES														
IDP Reference	Project Number	National KPA / E2B Pillars	Objectives	Strategy	Key Performance Indicator	Unit of measure	Baseline	Budget	Annual Target				Wards	POE Required
									Quarter 1 1 July 2023 - 30 September 2023	Quarter 2 1 October 2023 - 31 December 2023	Quarter 3 1 January 2024 - 31 March 2024	Quarter 4 1 April 2024 - 30 June 2024		
KZN265-CMS- SO:15	CMS 1		To enhance and protect the cultural heritage of the communities within the Municipality	Development and implement cultural activities that underline and promote the cultural heritage of the municipal area	Quarterly Tourism Site Visits to assess compliance with tourism regulations	Number	4	n/a	4 Quarterly Tourism Site Visits to assess compliance with tourism regulations by 30 June 2024	1 Quarterly Tourism Site Visits to assess compliance with tourism regulations by 31 December 2023	1 Quarterly Tourism Site Visits to assess compliance with tourism regulations by 31 March 2024	1 Quarterly Tourism Site Visits to assess compliance with tourism regulations by 30 June 2024	All 24 Wards	Picture and Attendance register
KZN265-CMS- SO:15	CMS 1.1		To enhance and protect the cultural heritage of the communities within the Municipality	Development and implement cultural activities that underline and promote the cultural heritage of the municipal area	Number of Community Tourism Organisation(CTO) Meetings Convened	Number	4	n/a	4 Community Tourism Organisation(CTO) Meetings Convened 30 June 2024	1 Community Tourism Organisation(CTO) Meetings Convened 31 December 2023	1 Community Tourism Organisation(CTO) Meetings Convened 31 March 2024	1 Community Tourism Organisation(CTO) Meetings Convened 30 June 2024	All 24 Wards	Agenda, Minutes and Attendance register
KZN265-CMS- SO:15	CMS 1.2		To enhance and protect the cultural heritage of the communities within the Municipality	Development and implement cultural activities that underline and promote the cultural heritage of the municipal area	Number of Tourism Awareness conducted	Number	4	n/a	4 Tourism Awareness conducted by 30 June 2024	1 Tourism Awareness conducted by 31 December 2023	1 Tourism Awareness conducted by 31 March 2024	1 Tourism Awareness conducted by 30 June 2024	All 24 Wards	Picture and Attendance register
KZN265-CMS- SO:16	CMS 2		To expand the economy of the Municipality by marketing the unique attributes of the area to attract visitors, both domestically and internationally	Publication and promotion of tourism related activities and facilities within the Umfolozi municipal area	Date of holding the Tourism Month Commemoration	Date	30/09/2023	n/a	Tourism Month Commemoration by 30 September 2023	n/a	n/a	n/a	All 24 Wards	Picture and Attendance register
KZN265-CMS- SO:17	CMS 3		To assist communities in addressing the ravages of poverty prevalent within the Municipality	Facilitating access by communities to the poverty alleviation initiatives of national and provincial government	Number of Monthly reports submitted to National Public Works & COGTA on the expenditure of the EPWP Grant	Number	12	R 3 651 000.00	12 Monthly reports submitted to National Public Works & COGTA on the expenditure of the EPWP Grant by 30 June 2024	3 Monthly reports submitted to National Public Works & COGTA on the expenditure of the EPWP Grant by 31 December 2023	3 Monthly reports submitted to National Public Works & COGTA on the expenditure of the EPWP Grant by 31 March 2024	3 Monthly reports submitted to National Public Works & COGTA on the expenditure of the EPWP Grant by 30 June 2024	All 24 Wards	Monthly Reports submitted National Public Works & COGTA
KZN265-CMS- SO:18	CMS 4		To assist communities in addressing the ravages of poverty prevalent within the Municipality	Identification of indigent households within communities and providing those households with a range of services and benefits as per COGTA	Date of review and adoption of Indigent Register for the Municipality for the financial year 2023/2024	Date	30/06/2023	n/a	Review and adoption of the Indigent Register for the Municipality for the financial year 2023/2024 by 30 September 2023	Date collection in 24 Wards by 31 December 2023	Confirmation of date: Portfolio & Council by 31 March 2024	Approval of Indigent Register by 30 June 2024	All 24 Wards	List of Applicants, Recommendations of the Portfolio Committee & Council, Council Resolution, Final Approval
KZN265-CMS- SO:24	CMS 5		To uplift communities and contribute to the alleviation of poverty by stimulating employment	Stimulate the local economy within the Municipality through the development and implementation of initiatives that stimulate job creation	Number of Meetings with LED Forums for assistance through initiatives that stimulate job creation	Number	4	n/a	4 Meetings with LED Forum for assistance through initiatives that stimulate job creation by 30 June 2024	1 Meeting with LED Forum for assistance through initiatives that stimulate job creation by 31 December 2023	1 Meeting with LED Forum for assistance through initiatives that stimulate job creation by 30 March 2024	1 Meeting with LED Forum for assistance through initiatives that stimulate job creation by 30 June 2024	All 24 Wards	Invitations, Attendance Registers
KZN265-CMS- SO:24	CMS 5.1		To uplift communities and contribute to the alleviation of poverty by stimulating employment	Stimulate the local economy within the Municipality through the development and implementation of initiatives that stimulate job creation	Number of work opportunities created through LED initiatives including capital projects that stimulate job creation	Number	130	n/a	Creation of 130 work opportunities created through LED initiatives including capital projects by 30 June 2024	n/a	n/a	Creation of 130 work opportunities created through LED initiatives 30 June 2024	All 24 Wards	Proof of jobs created
KZN265-CMS- SO:24	CMS 5.2		To uplift communities and contribute to the alleviation of poverty by stimulating employment	Stimulate the local economy within the Municipality through the development and implementation of initiatives that stimulate job creation	% of expenditure on the implementation of LED Projects	Percentage	100%	R2 500 000.00	100% of expenditure on the implementation of LED Projects by 30 June 2024	n/a	50% of expenditure on the implementation of LED Projects by 31 March 2024	50% of expenditure on the implementation of LED Projects by 30 June 2024	All 24 Wards	Expenditure Report from Finance
KZN265-CMS- SO:25	CMS 6		To uplift communities and contribute to the alleviation of poverty by stimulating employment	Alignment with the provision of support to address the challenges faced by the communities with regard to food security	Number of meetings attended to obtain assistance to obtain support on the implementation of food security programmes by Sector Departments	Number	4	n/a	4 meetings attended to obtain support on the implementation of food security programmes by Sector Departments by 30 June 2024	1 meeting attended to obtain support on the implementation of food security programmes by Sector Departments by 31 December 2023	1 meeting attended to obtain support on the implementation of food security programmes by Sector Departments by 31 March 2024	1 meeting attended to obtain support on the implementation of food security programmes by Sector Departments by 30 June 2024	All 24 Wards	Invitations, Attendance Registers & Minutes
KZN265-CMS- SO:27	CMS 7		To stimulate development of small businesses and co-operatives as a vehicle to increase employment levels	Enhance and develop entrepreneurial skills among the communities in the municipality	Number of Business Incubation Programs per model point to be conducted through SME's Workshops	Number	2	R215 650.00	2 Business Incubation Program per model point to be conducted through SME's Workshops by 30 June 2024	1 Workshop conducted by 31 December 2023	n/a	1 Workshop conducted by 30 June 2024	All 24 Wards	Invitations, Attendance Registers, pictures & expenditure reports from Finance

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Item No.	Item Description	Objectives	Key Performance Indicators	Start Date	End Date	Progress	Responsible Officer	Review Date	Next Review Date	Comments	
KZN266-CMS-SO.26	CMS 8	To ensure that all positions within the organization of the Municipality are aligned to the DP	Date of review and approval of the Organogram for 2023/2024 financial year	n/a	30/06/2024	n/a	n/a	Review and approval of the Organogram for 2023/2024 financial year by 30 June 2024	n/a	Consultation with Department, Consultation with the L.F.F by 31 March 2024	AI/24 Words
KZN266-CMS-SO.29	CMS 9	To ensure that all positions within the organization of the Municipality are aligned to the DP	Number of Monthly submissions to Finance Department on Active & Inactive employees to be paid based on approved salary budget	n/a	12	n/a	n/a	12 Monthly submissions to Finance Department on Active & Inactive employees to be paid based on approved salary budget by 30 June 2024	n/a	3 Monthly submissions to Finance Department on Active & Inactive employees to be paid based on approved salary budget by 31 March 2024	AI/24 Words
KZN266-CMS-SO.30	CMS 10	To ensure that all positions within the organization of the Municipality are aligned to the DP	Number of reports submitted to MM on the review and Development of Job Descriptions for existing and new positions in line with the DP	n/a	1	n/a	n/a	1 Report submitted to MM on the review and Development of Job Descriptions for existing and new positions by 30 June 2024	n/a	n/a	AI/24 Words
KZN266-CMS-SO.31	CMS 11	To develop capacity within the Municipality for effective service delivery	Date Municipal Skills Development Plan and Report submitted to Council for approval	n/a	30/06/2024	n/a	n/a	Submission of Municipal Skills Development Plan and Report to Council for approval by 30 June 2024	n/a	n/a	AI/24 Words
KZN266-CMS-SO.31	CMS 11.1	To develop capacity within the Municipality for effective service delivery	Date of review and approval of the Recruitment & Retention Strategy	n/a	30/06/2024	n/a	n/a	Review and approval of Recruitment & Retention Strategy by 30 June 2024	n/a	Submission of Draft to Local Labour Forum by 31 March 2024	AI/24 Words
KZN266-CMS-SO.33	CMS 12	To develop capacity within the Municipality for effective service delivery	% of budget spent on the implementation of the Workplace Skills Plan	n/a	100%	n/a	n/a	95% - 100% of Workplace Skills Plan budget spent by 30 June 2024	n/a	n/a	AI/24 Words
KZN266-CMS-SO.33	CMS 12.1	To develop capacity within the Municipality for effective service delivery	Number of staff members who attended training against Skills Development Plan (NQF rated/short courses)	R391 304.00	20	n/a	n/a	20 staff members who attended training against Skills Development Plan (NQF rated/short courses) by 30 June 2024	n/a	n/a	AI/24 Words
KZN266-CMS-SO.34	CMS 13	To transform the Municipality by implementation of the Employment Equity principles	Date Employment Equity Report submitted to Department of Labour	n/a	30/06/2024	n/a	n/a	Employment Equity Report submitted to Department of Labour by 30 January 2024	n/a	Employment Equity Report submitted to Department of Labour by 30 January 2024	AI/24 Words
KZN266-CMS-SO.35	CMS 14	To promote good governance, accountability and transparency	Regular review, development of internal policies and communication of the same in compliance with local government legislation and regulations	n/a	30/06/2024	n/a	n/a	Review of Records Management System & Records Procedure Manual by 30 June 2024	n/a	n/a	AI/24 Words
KZN266-CMS-SO.36	CMS 15	To promote good governance, accountability and transparency	Promotion of effective communication with internal and external stakeholders	n/a	30/06/2024	n/a	n/a	Communication Strategy reviewed and adopted by Council by 30 June 2024	n/a	Communication Strategy reviewed and adopted by 30 June 2024	AI/24 Words
KZN266-CMS-SO.36	CMS 15.1	To promote good governance, accountability and transparency	Promotion of effective communication with internal and external stakeholders	n/a	4	n/a	n/a	4 Public Notices issued in terms of Sec 19 of the Local Government Municipal Systems Act by 31 December 2023	n/a	1 Public Notice issued in terms of Sec 19 of the Local Government Municipal Systems Act by 30 June 2024	AI/24 Words
KZN266-CMS-SO.36	CMS 15.2	To promote good governance, accountability and transparency	Promotion of effective communication with internal and external stakeholders	R4 200 000.00	12	n/a	n/a	12 Monthly payments of R4 200 000.00 to the service provider for municipal branding & advertising by 30 June 2024	n/a	3 Monthly payments of R1 050 000.00 to the service provider for municipal branding & advertising by 31 March 2024	AI/24 Words
KZN266-CMS-SO.36	CMS 15.3	To promote good governance, accountability and transparency	Promotion of effective communication with internal and external stakeholders	n/a	4	n/a	n/a	4 Quarterly Coga Circular 88 Templates submitted by Department to the office of the Municipal Manager by 30 September 2023	n/a	1 Quarterly Coga Circular 88 Template submitted by Department to the office of the Municipal Manager by 30 June 2024	AI/24 Words
KZN266-CMS-SO.37	CMS 16	To promote good governance, accountability and transparency	Strengthening the oversight structures of Council to effectively and efficiently use the monitoring and evaluation	n/a	12	n/a	n/a	12 Monthly EXCO meetings convened and provision of secretariat held by 30 June 2024	n/a	3 Monthly EXCO meetings convened and provision of secretariat held by 31 March 2024	AI/24 Words

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 I.N.M. N.J. N.C.M.

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 N.J.
 H.L.M.

KZN986-CMS- SO:37	CMS 16.1	To promote good governance, accountability and transparency	Strengthening the oversight structures of Council to effectively monitor and evaluate	Number of Monthly Portfolio meetings convened and provision of secretariat for all 5 Departmental Portfolio Committees by 30 June 2024	Number	40	n/a	10 Monthly Portfolio meetings convened and provision of secretariat for all 5 Departmental Portfolio Committees by 30 September 2023	10 Monthly Portfolio meetings convened and provision of secretariat for all 5 Departmental Portfolio Committees by 31 March 2024	10 Monthly Portfolio meetings convened and provision of secretariat for all 5 Departmental Portfolio Committees by 30 June 2024	AI 24 Wards	Notice, Citation Registers, Attendance Registers/Minutes
KZN986-CMS- SO:37	CMS 16.2	To promote good governance, accountability and transparency	Strengthening the oversight structures of Council to effectively monitor and evaluate	Number of Quarterly Council meetings convened and provision of secretariat	Number	4	n/a	1 Quarterly Council meeting convened and provision of secretariat by 30 September 2023	1 Quarterly Council meeting convened and provision of secretariat by 31 March 2024	1 Quarterly Council meeting convened and provision of secretariat by 30 June 2024	AI 24 Wards	Notice, Citation Registers, Attendance Registers/Minutes
KZN986-CMS- SO:37	CMS 16.3	To promote good governance, accountability and transparency	Strengthening the oversight structures of Council to effectively monitor and evaluate	Number of Quarterly MPAC meetings convened	Number	4	n/a	1 Quarterly MPAC meeting convened by 30 September 2023	1 Quarterly MPAC meeting convened by 31 March 2024	1 Quarterly MPAC meeting convened by 30 June 2024	AI 24 Wards	Notice, Citation Registers, Attendance Registers/Minutes
KZN986-CMS- SO:37	CMS 16.4	To promote good governance, accountability and transparency	Strengthening the oversight structures of Council to effectively monitor and evaluate	Number of Monthly Reports submitted to Council on the implementation of Council Resolutions	Number	12	n/a	3 Monthly Reports submitted to Council on the implementation of Council Resolutions by 30 September 2023	3 Monthly Reports submitted to Council on the implementation of Council Resolutions by 31 March 2024	3 Monthly Reports submitted to Council on the implementation of Council Resolutions by 30 June 2024	AI 24 Wards	Council and EXCO Resolutions Register
KZN986-CMS- SO:38	CMS 17	To promote good governance, accountability and transparency	Training and development of political office bearers and political staffers in the operation of Council	Number of Councilors & Traditional Leaders who attended training (NGF related / short courses) against the Skills Development Plan	Number	47	n/a	n/a	n/a	47 Councilors & 2 Traditional Leaders who attended training (NGF related / short courses) against the Skills Development Plan by 30 June 2024	AI 24 Wards	Invitations, Attendance Registers & Certificate of Attendance
KZN986-CMS- SO:45	CMS 18	To promote good governance, accountability and transparency	Management of risk within the Municipality	Number of Monthly Risk Register Reports submitted to the Head of Department by Risk Management Unit	Number	12	n/a	3 Monthly Risk Register Reports submitted to the Head of Department by Risk Management Unit by 30 September 2023	3 Monthly Risk Register Reports submitted to the Head of Department by Risk Management Unit by 31 March 2024	3 Monthly Risk Register Reports submitted to the Head of Department by Risk Management Unit by 30 June 2024	AI 24 Wards	Monthly Risk Register Reports
KZN986-CMS- SO:45	CMS 18.1	To promote good governance, accountability and transparency	Management of risk within the Municipality	Number of Quarterly Assessments of the Performance of Service Providers submitted to the Head of Department by the end of each quarter	Number	4	n/a	1 Quarterly Assessment of the Performance of Service Providers submitted to the Head of Department by the end of each quarter by 30 September 2023	1 Quarterly Assessment of the Performance of Service Providers submitted to the Head of Department by the end of each quarter by 31 March 2024	1 Quarterly Assessment of the Performance of Service Providers submitted to the Head of Department by the end of each quarter by 30 June 2024	AI 24 Wards	Assessment of the Performance of Service Providers submitted to the Head of Department by the end of each quarter by 30 June 2024
KZN986-CMS- SO:46	CMS 19	To promote good governance, accountability and transparency	Strengthening of public participation mechanisms in compliance with the Municipal Government Regulation	Date of Ward Committees Training is conducted	Date	30/06/2024	n/a	n/a	n/a	Ward Committees training conducted by 30 June 2024	AI 24 Wards	Invitation, Attendance registers and Pictures
KZN986-CMS- SO:47	CMS 20	To promote good governance, accountability and transparency	Strengthening of public participation mechanisms in compliance with the Municipal Government Regulation	Date of review and adoption by Council of the Public Participation Strategy	Date	30/06/2024	n/a	n/a	n/a	Review and adoption of the Public Participation Strategy by 30 June 2024	AI 24 Wards	Public Participation Strategy and Council Resolution
KZN986-CMS- SO:47	CMS 20.1	To promote good governance, accountability and transparency	Strengthening of public participation mechanisms in compliance with the Municipal Government Regulation	Number of Monthly payments of R1 300.00 per meeting attended per Ward Committee Member	Number	12	R3 888 000.00	3 Monthly Payments of R322 000.00 per meeting attended per Ward Committee Member by 30 September 2023	3 Monthly Payments of R322 000.00 per meeting attended per Ward Committee Member by 31 March 2024	3 Monthly Payments of R322 000.00 per meeting attended per Ward Committee Member by 30 June 2024	AI 24 Wards	Stamped Copy of Schedule of payments & proof of payment
KZN986-CMS- SO:47	CMS 20.2	To promote good governance, accountability and transparency	Strengthening of public participation mechanisms in compliance with the Municipal Government Regulation	Number of Quarterly Ward Committee Functionality Reports submitted to Council & cognate	Number	4	n/a	1 Quarterly Ward Committee Functionality Reports submitted to Council by 30 September 2023	1 Quarterly Ward Committee Functionality Reports submitted to Council by 31 March 2024	1 Quarterly Ward Committee Functionality Reports submitted to Council by 30 June 2024	AI 24 Wards	Report submitted to Council & Council Resolution
KZN986-CMS- SO:47	CMS 20.3	To promote good governance, accountability and transparency	Strengthening of public participation mechanisms in compliance with the Municipal Government Regulation	Date of holding of "T Talking to the People" event	Date	30/06/2024	R2 077 029.56	n/a	n/a	Holding of Talking Council to the People event by 30 June 2024	AI 24 Wards	Invitations, Attendance Registers and Pictures
KZN986-CMS- SO:48	CMS 21	To promote good governance, accountability and transparency	Customer care approach to the municipal administration	Number of Monthly Recorded & processed Complaints/Compliments in the Complaints Register	Number	12	n/a	3 Monthly Recorded & processed Customer complaints/Compliments in the Complaints Register by 30 September 2023	3 Monthly Recorded & processed Customer complaints/Compliments in the Complaints Register by 31 March 2024	3 Monthly Recorded & processed Customer complaints/Compliments in the Complaints Register by 30 June 2024	AI 24 Wards	Complaints Register Report from the System
KZN986-CMS- SO:48	CMS 21.1	To promote good governance, accountability and transparency	Customer care approach to the municipal administration	Date Customer Satisfaction Survey is Conducted	Date	30/09/2024	n/a	n/a	n/a	Customer Satisfaction Survey Conducted by 30 June 2024	AI 24 Wards	Report on Customer Satisfaction Survey Conducted

KZN265-CMS- SO 48	CMS 21.2	Placing the primary focus on addressing the needs of communities within the Municipality	To ensure the inclusion of customer care approach to the municipal administration	Date of Batho Pele Policy and Service Delivery Improvement Plan as reviewed by Council	Date	30/06/2024	n/a	Review and Adoption of Batho Pele Policy and Service Delivery Improvement Plan by Council by 30 June 2024	n/a	Review and Adoption of Batho Pele Policy and Service Delivery Improvement Plan by Council by 30 June 2024	All 24 Wards	Reviewed Policy and Council resolution
KZN265-CMS- SO 48	CMS 21.3	Placing the primary focus on addressing the needs of communities within the Municipality	To ensure the inclusion of customer care approach to the municipal administration	Number of Batho Pele Awareness Campaign / Workshops conducted	Number	1	n/a	Conduct 1 Batho Pele Awareness Campaign / Workshop conducted by 30 September 2023	n/a	n/a	All 24 Wards	Inclusion and Attendance registers
KZN265-CMS- SO 55	CMS 22	To ensure that the Municipality remains financially viable	To effectively and efficiently manage the Municipality's Cash Flow	Collection of budgeted Revenue for 2023/2024 financial year (Community Halls & Sports Facilities; Rental for Market Stalls)	Rand Value	1 134 000,00	R1 134 000,00	Collection of budgeted Revenue for the Directorate for 2022/2023 financial year amounting to R283 500,00 by 30 June 2024	Collection of budgeted Revenue for the Directorate for 2022/2023 financial year amounting to R283 500,00 by 31 March 2024	Collection of budgeted Revenue for the Directorate for 2022/2023 financial year amounting to R283 500,00 by 30 June 2024	All 24 Wards	Income & Expenditure Report from Finance
KZN265-CMS- SO 55	CMS 22.1	To ensure that the Municipality remains financially viable	To effectively and efficiently manage the Municipality's Cash Flow	Collection of budgeted Revenue for the Directorate from issuing of Business Licenses	Rand Value	60 000,00	R60 000,00	Collection of budgeted Revenue for the Directorate for 2023/2024 financial year amounting to R60 000,00 by 30 June 2024 (Business Permit & License)	n/a	Collection of budgeted Revenue for the Directorate for 2023/2024 financial year amounting to R60 000,00 by 30 June 2024 (Business Permit & License)	All 24 Wards	Income & Expenditure Report from Finance
KZN265-CMS- SO 55	CMS 22.2	To ensure that the Municipality remains financially viable	To effectively and efficiently manage the Municipality's Cash Flow	Containment of operational expenditure budget for the Directorate for 2023/2024 financial year within budgetary limits	Rand Value	167 251,00	R16 712 551,00	Containment of operational expenditure budget for the Directorate for 2023/2024 financial year within budgetary limits of R16 712 551,00 by 30 June 2024	Containment of operational expenditure budget for 2023/2024 financial year within budgetary limits of R4 179 137,75 by 31 March 2024	Containment of operational expenditure budget for 2023/2024 financial year within budgetary limits of R4 179 137,75 by 31 March 2024	All 24 Wards	Income and Expenditure Reports
KZN265-CMS- SO 58	CMS 23	To ensure the maintenance of sound financial practices	To work towards obtaining a clean audit report from the Auditor General	Number of Monthly progress monthly reports on the AG Action Plan monitored by Minco/Audit Committee/MPAC/ submitted to the Municipal Manager	Number	12	n/a	12 Monthly Progress Reports on the AG Action Plan monitored by Minco/Audit Committee/MPAC/ submitted to the Municipal Manager by 30 June 2024	3 Monthly Progress Reports on the AG Action Plan monitored by Minco/Audit Committee/MPAC/ submitted to the Municipal Manager by 31 March 2024	3 Progress Reports on the AG Action Plan monitored by Minco/Audit Committee/MPAC/ submitted to the Municipal Manager by 30 June 2024	All 24 Wards	Progress Reports and proof of submission

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SCHEDULE 2

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

1. Definitions

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

2. General conduct

A staff member of a municipality must at all times—

- (a) loyally execute the lawful policies of the municipal council;
- (b) perform the functions of office in good faith, diligently, honestly and in a transparent manner;
- (c) act in such a way that the spirit, purport and objects of section 50 are promoted;
- (d) act in the best interest of the municipality and in such a way that the credibility and integrity of the municipality are not compromised; and
- (e) act impartially and treat all people, including other staff members, equally without favour or prejudice.

3. Commitment to serving the public interest

A staff member of a municipality is a public servant in a developmental local system, and must accordingly—

- (a) implement the provisions of section 50 (2);
- (b) foster a culture of commitment to serving the public and a collective sense of responsibility for performance in terms of standards and targets;
- (c) promote and seek to implement the basic values and principles of public administration described in section 195 (1) of the Constitution;
- (d) obtain copies of or information about the municipality's integrated development plan, and as far as possible within the ambit of the staff member's job description, seek to implement the objectives set out in the integrated development plan, and achieve the performance targets set for each performance indicator;
- (e) participate in the overall performance management system for the municipality, as well as the staff member's individual performance appraisal and reward system, if such exists, in order to maximise the ability of the municipality as a whole to achieve its objectives and improve the quality of life of its residents.

4. Personal gain

(1) A staff member of a municipality may not—

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- (a) use the position or privileges of a staff member, or confidential information obtained as a staff member, for private gain or to improperly benefit another person; or
- (b) take a decision on behalf of the municipality concerning a matter in which that staff member, or that staff member's spouse, partner or business associate, has a direct or indirect personal or private business interest.

(2) Except with the prior consent of the council of a municipality a staff member of the municipality may not—

- (a) be a party to a contract for—
 - (i) the provision of goods or services to the municipality; or
 - (ii) the performance of any work for the municipality otherwise than as a staff member;
- (b) obtain a financial interest in any business of the municipality; or
- (c) be engaged in any business, trade or profession other than the work of the municipality.

5. Disclosure of benefits

(1) A staff member of a municipality who, or whose spouse, partner, business associate or close family member, acquired or stands to acquire any direct benefit from a contract concluded with the municipality, must disclose in writing full particulars of the benefit to the council.

(2) This item does not apply to a benefit which a staff member, or a spouse, partner, business associate or close family member, has or acquires in common with all other residents of the municipality.

6. Unauthorised disclosure of information

(1) A staff member of a municipality may not without permission disclose any privileged or confidential information obtained as a staff member of the municipality to an unauthorised person.

- (2) For the purpose of this item "privileged or confidential information" includes any information—
- (a) determined by the municipal council or any structure or functionary of the municipality to be privileged or confidential;
 - (b) discussed in closed session by the council or a committee of the council;
 - (c) disclosure of which would violate a person's right to privacy; or
 - (d) declared to be privileged, confidential or secret in terms of any law.

(3) This item does not derogate from a person's right of access to information in terms of national legislation.

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7. Undue influence

A staff member of a municipality may not—

- (a) unduly influence or attempt to influence the council of the municipality, or a structure or functionary of the council, or a councillor, with a view to obtaining any appointment, promotion, privilege, advantage or benefit, or for a family member, friend or associate;
- (b) mislead or attempt to mislead the council, or a structure or functionary of the council, in its consideration of any matter; or
- (c) be involved in a business venture with a councillor without the prior written consent of the council of the municipality.

8. Rewards, gifts and favours

(1) A staff member of a municipality may not request, solicit or accept any reward, gift or favour for—

- (a) persuading the council of the municipality, or any structure or functionary of the council, with regard to the exercise of any power or the performance of any duty;
- (b) making a representation to the council, or any structure or functionary of the council;
- (c) disclosing any privileged or confidential information; or
- (d) doing or not doing anything within that staff member's powers or duties.

(2) A staff member must without delay report to a superior official or to the speaker of the council any offer which, if accepted by the staff member, would constitute a breach of subitem (1).

9. Council property

A staff member of a municipality may not use, take, acquire, or benefit from any property or asset owned, controlled or managed by the municipality to which that staff member has no right.

10. Payment of arrears

A staff member of a municipality may not be in arrears to the municipality for rates and service charges for a period longer than 3 months, and a municipality may deduct any outstanding amounts from a staff member's salary after this period.

11. Participation in elections

A staff member of a municipality may not participate in an election of the council of the municipality, other than in an official capacity or pursuant to any constitutional right.

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12. Sexual harassment

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

13. Reporting duty of staff members

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

14. Breaches of Code

Breaches of this Code must be dealt with in terms of the disciplinary procedures of the municipality envisaged in section 67(1)(h) of this Act.

14A. Disciplinary steps

(1) A breach of this Code is a ground for dismissal or other disciplinary steps against a staff member who has been found guilty of such a breach.

(2) Such other disciplinary steps may include—

- (a) suspension without pay for no longer than three months;
- (b) demotion;
- (c) transfer to another post;
- (d) reduction in salary, allowances or other benefits; or
- (e) an appropriate fine.

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PERSONAL DEVELOPMENT PLAN

MUNICIPALITY:

ULUNDI

INCUMBENT:

D.N.S. BUTHELEZI

SALARY:

JOB TITLE:

DIRECTOR: CORPORATE SERVICES

REPORT TO:

MUNICIPAL MANAGER

1. What are the competencies required for this job (refer to competency profile of job description)?

DEGREE AND COURSES ON MANAGEMENT

2. What competencies from the above list, does the job holder already possess?

HONOURS DEGREE IN ADMINISTRATION

3. What then are the competency gaps? (If the job holder possesses all the necessary competencies, complete No's 5 and 6.)

MANAGEMENT COURSES

4. Actions/Training interventions to address the gaps/needs

POLICY AND PROJECT MANAGEMENT
COURSES

5. Indicate the competencies required for future career progression/development

FURTHER MANAGEMENT COURSES

6. Actions/Training interventions to address future progression

STAFF RESILIENCE COURSE

COMPUTER COURSE

7. Comments/Remarks of the Incumbent

FOURTH INDUSTRIAL REVOLUTION REQUIRE THE INCUMBENT TO ALWAYS UPGRADE WITH TECHNOLOGY AS THE MEANS OF COMMUNICATION WITH COMMUNITY REGARDING SERVICE DELIVERY.

8. Comments/Remarks of the supervisor

Agreed upon

Signature:



Supervisor:

S.M. KHOMO

Date:

31/07/2023

Signature:



Incumbent:

D.N.S. BUTHELEZI

Date:

31/07/2023

Date of next review:

01/07/2024

DISCLOSURE FORM FOR BENEFITS AND INTERESTS

I, the undersigned (Surname and Initials) BUTHELEZI DNS
 (Postal Address) P.O. BOX 541, ULUNDI
3838
 (Residential Address) C1005, IMBOKO DEBOMVO STREET, ULUNDI
 (Position Held) EXECUTIVE DIRECTOR
 (Name of Municipality) ULUNDI
 Tel: 035 814900 Fax: 035 8703460
 hereby certify that the following information is complete and correct to the best of my knowledge:

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

Number of shares/Extent of financial interest	Nature	Nominal Value	Name of Company/Entity
N/A	N/A	N/A	N/A

2. Interest in a trust

Name of trust	Amount of Remuneration/ Income
N/A	N/A

3. Membership, directorships and partnerships


Name of corporate entity, partnership or firm	Type of business	Amount of Remuneration/ Income
JES CARWASH	CAR WASH	R10000.00 P.M.

4. Remunerated work outside the Municipality (Must be sanctioned by Council.)

Name of Employer	Type of Work	Amount of remuneration/ Income
N/A	N/A	N/A

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Council

Signature by Mayor or Designate:  Date: 31/07/2023

5. Consultancies, Retainerships and Relationships

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

6. Subsidies, grants and sponsorships by any organisation		
Source of assistance	Descriptions of assistance	Value of assistance
N/A	N/A	N/A

7. Gifts and Hospitality from a source rather than a family member		
Description	Value	Member
N/A	N/A	N/A

8. Land and Property			
Description	Extent	Area	Value
HOUSE	1 600 m ²	C1005	R 870 000.00
RENTAL HOUSE	800 m ²	D1464	R 550 000.00



SIGNATURE OF SENIOR MANAGER

DATE: 31/07/2023

PLACE: ULUNDI