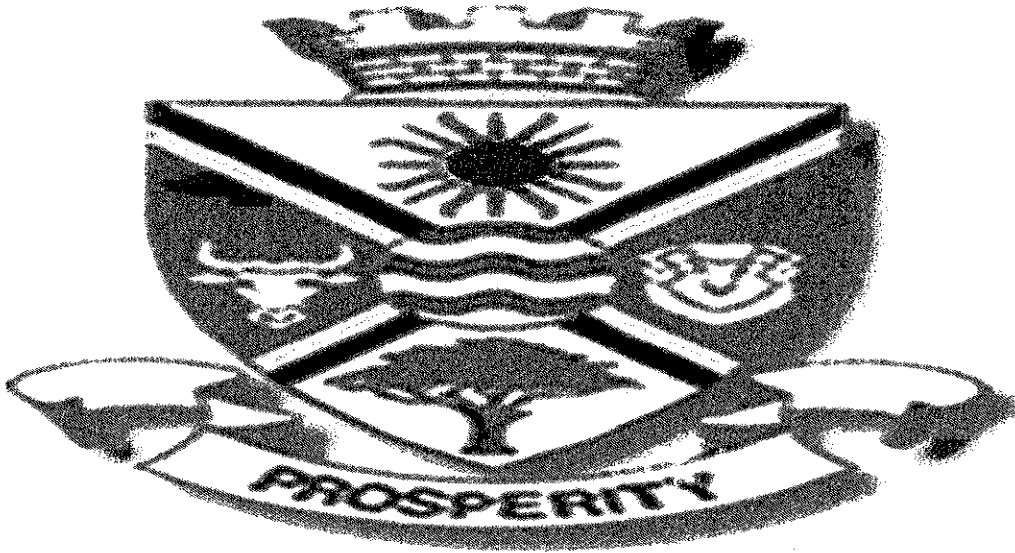




GA-SEGONYANA LOCAL MUNICIPALITY

2024/2025

REVISED PERFORMANCE AGREEMENT

MUNICIPAL MANAGER

L.M

M.S

AS PRESENTED BY

CLLR: NEO MASEGELA

(In his capacity as the Mayor of GA-SEGONYANA LOCAL MUNICIPALITY)

(The client for the purpose of this agreement)

AND

MARTIN TSATSIMPE

Municipal Manager of GA-SEGONYANA LOCAL MUNICIPALITY

(The Employee for the purpose of this agreement)



M.S
L.M

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M.S.
L.M.

ENTERED INTO BY AND BETWEEN:

GA-SEGONYANA LOCAL MUNICIPALITY herein represented by, **Neo Masegela** in his capacity as the **Mayor** of GA-SEGONYANA LOCAL MUNICIPALITY (hereinafter referred to as the client)

AND

Martin Tsatsimpe, ID No, 780405 5422 081 in his capacity as the **Municipal Manager** an Employee of GA-SEGONYANA MUNICIPALITY (hereinafter referred to as the employee).

WHEREBY IT IS AGREED AS FOLLOWS:

1.INTRODUCTION

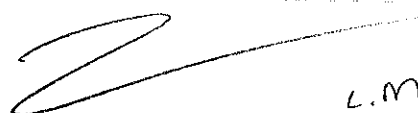
The Client has entered into a contract of employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal Systems Act 32 of 2000 ("the systems Act"). The Client and the Employee are hereinafter referred to as "the Parties".

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 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. 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 –

- ✓ 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;
- ✓ Specify objectives and targets established for the Employee and to communicate to the Employee the Client's expectations of the Employee's performance expectations and accountabilities; Specify accountabilities as set out in the Performance Plan (Annexure B);
- ✓ Monitor and measure performance against set targeted outputs;
- ✓ Use the Performance Agreement and Performance Plan as the only basis for assessing whether the employee has met the performance expectation applicable to his;
- ✓ Appropriately reward the Employee in accordance with the client's performance management system in the event of outstanding performance; and
- ✓ Give effect to the client's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.



M.S.

3.COMMENCEMENT AND DURATION

- 3.1 Notwithstanding the date of signature thereof. This agreement and the date of signature shall commence and shall in all respect be deemed to have commenced, with effect from **01 July 2024** and will remain in force until **30 June 2025** where after a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the Client's contract of employment for any reason.
- 3.4 The content 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 to (whether as a result of government or council decisions or otherwise) to the extent that the contents of this agreement are no longer appropriate, the contents shall immediately be revised.

4.PERFORMANCE OBJECTIVES

The performance objectives and targets that must be met by the Employees; and

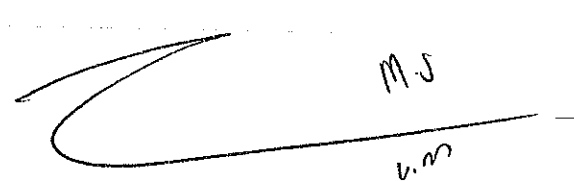
- ✓ The time frames within which those performance objectives and targets must be met
- ✓ The performance objectives and targets reflected in Annexure B are set by the Client in consultation with the Employees and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan of the Client, and shall include key objectives; key performance indicators; target dates and weightings.

5. PERFORMANCE MANAGEMENT SYSTEM

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

5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Client, management and municipal staff to perform to the standards required.

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



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6. PERFORMANCE MANAGEMENT

The Employee agrees to participate in the Performance Management System that the Client adopts.

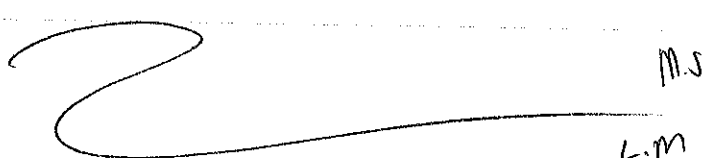
- ✓ The Employee undertakes to actively focus towards the promotion and implementation of the Key Performance Areas (KPA's) (Including special projects relevant to the employee's responsibilities) within the Local Government Framework.
- ✓ The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
- ✓ The Employee must be assessed against both components, with a weighting of 8:20 allocated to KPA and the Core Managerial Competencies [CMCs] respectively.
- ✓ Each area of assessment will be weighted and will contribute a pro rata to the total score.
- ✓ KPA's covering the main areas of work will account 80% and CMC's will account for 20% of the final assessment.

The Employee's assessment will be based on his/her performance in terms of the outputs/outcomes (performance indicators) identified as per attached Performance Plan (Annexure B) which are linked to the KPA's and will constitute 80% of the overall assessment result as per the weightings agreed to between the Client and Employee:

Key Performance Areas	Weighting
Institutional Transformation and Organisational Development	
Basic Service Delivery and Development	
Financial Management	
Local Economic Development	
Good Governance and Public Participation	
Total	100%

The CMCs will make up the other 20% of the Employee's assessment score. CMCs that are deemed to be most critical for the Employee's specific job should be selected from the list below as agreed to between the Client and Employee:

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		20%
Financial Management	Compulsory	10%



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CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (CCR)		
Core Managerial and Occupational Competencies	√ (Indicate choice)	Weight
Core Managerial Competencies:		
Change Management		10%
Knowledge Management		5%
Service Delivery Innovation		10%
Problem Solving and Analysis		5%
People Management and Empowerment	Compulsory	10%
Client Orientation and Customer Focus	Compulsory	10%
Communication		2%
Honesty and Integrity		3%
Core Occupational Competencies:		
Competence in Self-Management		2%
Interpretation of and implementation within the legislative and national policy frameworks		3%
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		2%
Knowledge of more than one functional municipal field / discipline		
Skills in Mediation		
Skills in Governance		
Competence as required by other national line sector departments		
Exceptional and dynamic creativity to improve the functioning of the municipality		3%
Total percentage	-	100%

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7. EVALUATING PERFORMANCE

The performance Plan (Annexure B) to this Agreement sets out-

- ✓ The standards and procedures for evaluating the Employee's performance; and
- ✓ The intervals for the evaluation of the Employee's performance.

Despite the establishment of agreed intervals for evaluation, the client may in addition review the Employee's performance at any stage while the contract of employment remains in force.

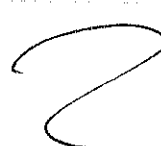
- ✓ Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan.
- ✓ The actions agreed to and implementation must take place within set time frames.

The annual performance appraisal will involve:

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

8. ASSESSMENT OF THE CMCS

Each CMC should be assessed according to the extent to which the specified standards have been met. An indicative rating on the five-point scale should be provided for each CMC. The applicable assessment rating calculator must then be used to add the scores and calculate a final CMC score.

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9. OVERALL RATING

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal. The Assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					
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 achieves 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 PA 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 PA 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 almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

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For purposes of evaluating the annual performance of the municipal manager, an evaluation panel constituted of the following persons have been established as regulated by the PMS Framework–

- ✓ Executive Mayor or Mayor;
- ✓ Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- ✓ Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;
- ✓ Mayor and/or municipal manager from another municipality.

Performance review of individual managers occurs on a quarterly basis during the periods in the table below.

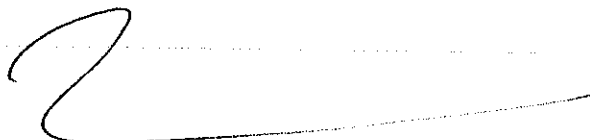
First Quarter	During the first week of October.
Second Quarter	During the second week of February.
Third Quarter	During the first week of April.
Fourth Quarter and Annual Review	End of July.

- ✓ The Client shall keep a record of the mid-year review and annual assessment meetings.
- ✓ Performance feedback shall be based on the client's assessment of the Employee's performance.
- ✓ The Client will be entitled to review and make reasonable changes to the provisions of Annexure "B" from time to time for operational reasons.
- ✓ The Employee must be fully consulted before any such change is made.
- ✓ The Client may amend the provisions of Annexure B 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 changes is made.

10. OBLIGATION OF THE CLIENT

The Client shall –

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



11. CONSULTATION

The Client agrees to consult the Employee timorously where the exercising of the powers will have amongst others –

- ✓ A direct effect on the performance of any of the Employee's functions;
- ✓ Commit the Employee to implement or to give effect to a decision made by the Client; and
- ✓ A substantial financial effect on the Client.
- ✓ The Client agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in as soon as is practicable to enable the Employee to take any necessary action without delay.

12. MANAGEMENT OF EVALUATION OUTCOMES

- ✓ The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

In the case of unacceptable performance, the Client shall -

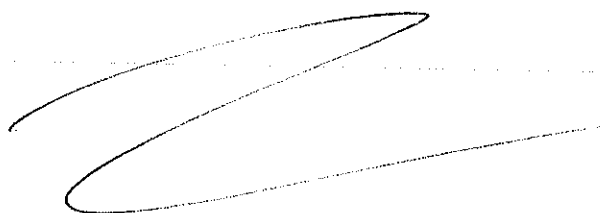
- ✓ Provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and
- ✓ After appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Client may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties, subject to the provisions of the Labour Relations Act, 1995 as amended.

13. DISPUTE RESOLUTION

13.1. Any dispute about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities methods of assessment and/or any other matter provide for, shall be meditated by –

- ✓ The MEC for Cooperative Governance and Traditional Affairs; or
- ✓ Any other person appointed by the MEC

13.2 In the event that the mediation process contemplated above fails, the parties concerned firstly to the jurisdiction of the Commission for Mediation and Arbitration (CMCMA) and if the CCMA is not able to adjudicate the dispute, a court of the Republic of South Africa with regard to any claims or dispute resulting or arising from this contract.

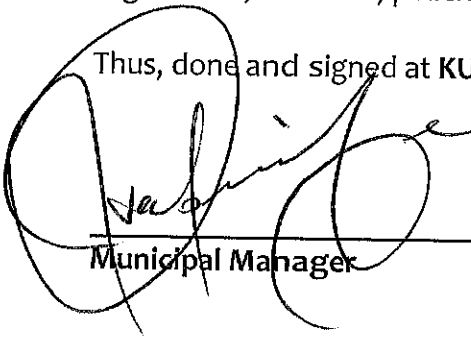


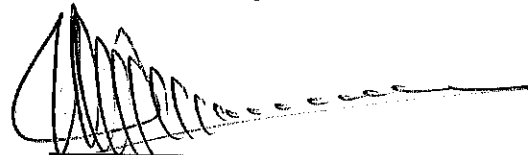
14. GENERAL

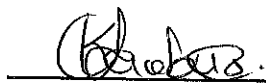
The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Client.

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.

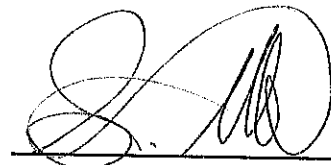
Thus, done and signed at **KURUMAN** on the Day of **03 March 2025**.



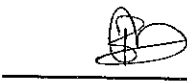
Municipal Manager

Mayor

(1) Witness



(1) Witness



(2) Witness



(2) Witness

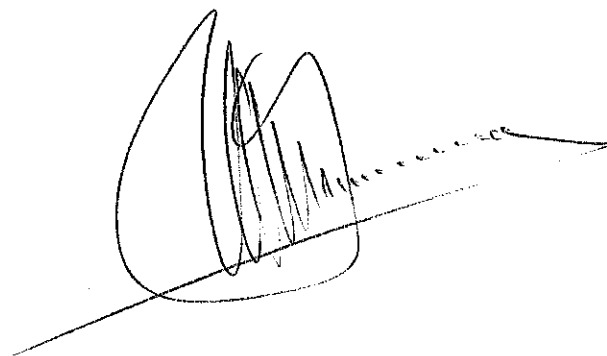
Annexure A: PERSONAL DEVELOPMENT PLAN

DEVELOPMENTAL REQUIREMENTS

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

Legislative needs taken into account comes from the Municipal Systems Act Guidelines: Generic Senior Management Competency Framework and occupational competency profiles, Municipal Finance Management Competency Regulations, such as those developed by the National Treasury and other line sector departments legislated competency requirements needs to be taken into consideration during the PDP Process

2024-2025 Personal Development Plan Municipal Manager						
Skills/Performance Gap	Outcome Expected	Suggested Training/ Development Activities	Suggested Mode of delivery	Suggested Timeframes	Work opportunity created to practice skill/ Development Area	Support Person
N/A	N/A	N/A	N/A	N/A	N/A	N/A



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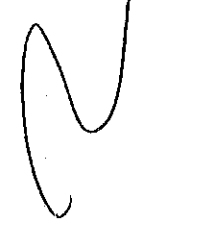
ANNEXURE: SERVICE DELIVERY OBJECTIVES, KEY PERFORMANCE INDICATORS AND TARGETS

Key Performance Area: Institutional Development and Organizational Development														
Strategic Goals	Programme (IDP)	Objectives	Key Performance Indicators	New Key Performance Indicator	Baseline	Target output (Annual target)	Unit of Measurement	Reporting cycle	Quarterly Targets				Annual Budget	Portfolio of Evidence
									1st Quarter	2nd Quarter	3rd Quarter	4th Quarter		
Municipal Capacity and Infrastructure Development	Legal Services	To continuously ensure the municipality comply to legislation	KPI 1 Number of reports on Litigation cases attended by 30 June 2025.	n/a	4 Quarterly reports on litigation cases attended to by 30 June 2024.	4 Reports on litigation cases attended to quarterly by 30 June 2025.	Number	Quarterly	1	1	1	1	R7,000,000.00	Summary reports
			KPI 2 Number of signed Contracts/Service Level Agreements (SLA) by 30 June 2025.	n/a	4 Quarterly Signed Contracts/Service Level Agreement by 30 June 2024.	4 Contract/service level agreement signed quarterly by 30 June 2025.	Number	Quarterly	1	1	1	1	Operational	Appointed services providers report and signed SLA's.
			KPI 3 Number of signed lease agreements by 30 June 2025.	n/a	Signed lease agreements by 30 June 2024.	58 Signed lease agreements by 30 June 2025.	Number	yearly	n/a	58	n/a	n/a	Operational	Signed lease agreements
			KPI 4 Number of By-laws public awareness campaigns conducted by 30 June 2025.	n/a	2 Biannual by-laws public awareness campaigns conducted by 30 June 2024.	2 By-laws public awareness campaigns conducted biannually by 30 June 2025.	Number	Bi-annually	n/a	1	n/a	1	Operational	Advertisement/public notice and copies of by-laws
	Employee Assistance Programme (EAP)	To ensure that the socio- needs of employees are met	KPI 5 Number of Employee wellness campaigns conducted by 30 June 2025.	n/a	2 Biannual employee wellness campaigns conducted by 30 June 2024.	2 Employee wellness campaigns conducted biannually by 30 June 2025.	Number	Bi-annually	n/a	1	n/a	1	R200,000.00	Notices, invitations, programmed and attendance registers

2.1.1

Municipal Capacity and Infrastructure Development	Training and Skills Development	Adherence to the Skills Development Act and related regulations at all times.	KPI 6 Employment equity reports submitted to the Department of labour by the 15th of January 2025.	n/a	Employment equity report submitted to the Department of labour by the 15th of January 2024	Employment equity report submitted to the Department of labour by the 15th of January 2025.	Date	Yearly	n/a	n/a	n/a	15-Jan	n/a	25	25	Operational	Employment Equity Report and acknowledgement letter from Department of Labour.
			KPI 7 Work skills plan developed and submitted to LGSETA by 30 April 2025.	n/a	Work skills plan developed and submitted to LGSETA by 30 April 2024.	Work skills plan developed and submitted to LGSETA by 30 April 2025.	Date	Yearly	n/a	n/a	n/a	n/a	30-Apr-25	30	30	Operational	Work Skills Plan Report and acknowledgement letter from LGSETA
			KPI 8 Number of Employees trained by 30 June 2025.	n/a	50 employees trained by 30 June 2024.	50 employees trained by 30 June 2025.	Number		n/a	n/a	n/a	n/a	25	25	25	R1,000,000.00	List of trainees, programme/agenda, attendance register, and training reports.
Municipal Capacity and Infrastructure Development	Labour relations	To ensure labour peace and productivity by maintaining continuous engagements with staff or organised labour	KPI 9 Number of LLF meetings held by 30 June 2025.	n/a	4 Quarterly LLF meetings held by 30 June 2024.	4 LLF meetings held quarterly by 30 June 2025.	Number	Quarterly	1	1	1	1	1	1	1	Operational	Agenda, minutes and attendance registers.
			KPI 10 Grievance cases attended to within 30 days by 30 June 2025.	n/a	Grievance cases attended to within 30 days 30 June 2024.	Grievance cases attended to within 30 days by 30 June 2025.	Days	Bi-annually	n/a	30 days	n/a	n/a	30 days	30 days	30 days	Operational	Grievance forms, attendance registers.
			KPI 11 Disciplinary cases finalized within 90 days by 30 June 2025.	n/a	Disciplinary cases finalized within 90 days by 30 June 2024	Disciplinary cases finalized within 90 days by 30 June 2025.	Days	Days	90 days	90 days	90 days	90 days	90 days	90 days	90 days	Operational	Disciplinary case report.
	Occupational Health and safety (OHS)	To ensure that there is a healthy and safe workforce by implementing provisions of the Occupational Health and Safety Act	KPI 12 Number of Occupational Health & safety workshop conducted by 30 June 2025.	n/a	2 Biannual Occupational Health & safety workshop conducted by 30 June 2024.	2 Occupational Health & safety workshop conducted biannually by 30 June 2025.	Number	Quarterly	n/a	1	n/a	n/a	1	1	1	Operational	Programmes and attendance registers.

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Municipal Capacity and Infrastructure Development	Training and Skills Development	Adherence to the skills development Act and related regulations at all times	KPI 13 Number of Section 54A Manager, Section 56 Finance officials sent to training for minimum competency level by 30 June 2025.	n/a	Report on Section 54A Manager, and Finance officials sent to training for minimum competency level by 30 June 2024.	Section 54A Manager, and Finance officials (10 employees) sent to training for minimum competency level by 30 June 2025.	Number	Yearly	n/a	n/a	n/a	10	Operational	Proof of enrolment
			KPI 14 ICT queries/incidents attended to within 8 working hours expressed as a % of total number of requests received by 30 June 2025.	n/a	ICT queries/incidents attended to within 8 working hours expressed as a % of total number of requests received by 30 June 2024.	100% ICT queries/incidents attended to within 8 working hours expressed as a % of total number of requests received by 30 June 2025.	%	Quarterly	100%	100%	100%	100%	Operational	ICT queries/incident register and support tickets.
Municipal Capacity and Infrastructure Development	IT and support	Constantly support the flow of and access to information through providing information and communication (ICT) support to ICT infrastructure	KPI 15 ICT queries/incidents resolved within 24 working hours expressed as a % of total number of incidents/queries attended to by 30 June 2025.	n/a	90% of ICT queries/incidents resolved within 24 working hours expressed as a % of total number of incidents/queries attended to by 30 June 2024.	100% of ICT queries/incidents resolved within 24 working hours expressed as a % of total number of incidents/queries attended to by 30 June 2025.	%	Quarterly	100%	100%	100%	100%	Operational	ICT queries/incident register and Support tickets.
			KPI 16 Number of Documents uploaded on the Municipal website by 30 June 2025.	n/a	Number of Documents uploaded on the Municipal website by 30 June 2024.	20 Documents uploaded on the Municipal website by 30 June 2025	Number	Quarterly	5	5	5	5	Operational	Screenshots of uploads and support register
Municipal Capacity and Infrastructure Development	Records and Archives	To ensure that all municipal documentations are kept safe,	KPI 17 Number of Records storage inspections conducted by	n/a	4 Quarterly reports on records storage inspections conducted by	4 Reports on records storage inspections conducted quarterly	Number	Quarterly	1	1	1	1	Operational	Inspection report.

Strategic Goals	Programme (IDP)	Objectives	Key Performance Indicators	New Key Performance Indicator	Baseline	Target output (Annual target)	Unit of Measurement	Reporting cycle	Quarterly Targets				Annual Budget	Portfolio of Evidence	
									1st Quarter	2nd Quarter	3rd Quarter	4th Quarter			
Key Performance Area: Local and Economic Development															
Foster participative cohesion and collaboration	Communications	Dissemination to of information to the community and stakeholders on daily issues that affect the community on the grounds and when needed	KPI 20 Number of Newsletters developed by 30 June 2025.	n/a	4 Quarterly Newsletters developed by 30 June 2024.	4 Newsletters developed quarterly by 30 June 2025.	Number	Quarterly	1	1	1	1	R100,000.00	Copy of Newsletter and distribution register	
			KP 19 Number of records management workshops conducted by 30 June 2025.	n/a	2 Biannually records management workshops conducted by 30 June 2024.	2 Records management workshops conducted biannually by 30 June 2025.	Number	Bi-annually	n/a	1	n/a	1	Operational	Programme, notices and attendance registers.	
			KPI 18 Number of monitoring report on records inspection conducted by 30 June 2025.	n/a	4 quarterly monitoring reports on records inspections conducted by 30 June2024	4 Monitoring reports on records inspections conducted quarterly by 30 June2025	Number	Quarterly	1	1	1	1	Operational	Follow up report	
		can be retrieved timeously and that necessary confidentiality is protected	registry by 30 June 2025.		registry by 30 June 2024.	by registry by 30 June 2025.									

Create a conducive environment for prosperous investment	Local economic development	To continuously monitor compliance of businesses with Business Act, by-laws and policies	KPI 21 Number of Businesses inspections conducted for compliance by 30 June 2025.	n/a	160 Quarterly Businesses inspections conducted for compliance by 30 June 2024.	160 Businesses inspections conducted quarterly for compliance by 30 June 2025.	Number	Quarterly	40	40	40	40	Operational	Inspection register & follow up report
	SMMEs	To continuously provide support to SMMEs by offering training and assistance in order for them to grow and be viable	KPI 22 Number of SMMEs empowerment sessions held by 30 June 2025.	n/a	8 Quarterly SMMEs empowerment sessions held by 30 June 2024.	4 SMMEs empowerment sessions held quarterly by 30 June 2025.	Number	Quarterly	1	1	1	1	Operational	Invitation, programmes and attendance register
		To create greater awareness amongst community members, stakeholders about the importance of tourism and the promotion thereof on quarterly basis	KPI 23 Number of Tourism awareness campaigns conducted by 30 June 2025.	n/a	8 Quarterly tourism awareness campaigns conducted by 30 June 2024.	6 Tourism awareness campaigns conducted quarterly by 30 June 2025.	Number	Quarterly	n/a	2	2	2	Operational	Invitation, programmes and attendance register
	Foster Participative Cohesion and Collaboration	To continuously engage and provide appropriate service provision to the youth, children, elderly, people living with disabilities, people living with HIV/AIDS and other	KPI 24 Number of Mayor's special projects held by 30 June 2025.	n/a	24 Mayor's special projects held by 30 June 2024.	6 Mayor's special projects held quarterly by 30 June 2025.	Number	Quarterly	6	6	6	6	R600,000.00	Programmers' attendance register.
														

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Electrical connections	Provision of electricity to new households	KPI 29 Households & business provided with electrical connections expressed as a % of the total number of applications received by 30 June 2025.	n/a	100% Households & business provided with electrical connections expressed as a % of the total number of applications received by 30 June 2024.	100% Households & business provided with electrical connections expressed as a % of the total number of applications received by 30 June 2025.	%	Quarterly	100%	100%	100%	100%	Operational	Application forms and connection report.
	Water connections	KPI 30 Households & business provided with full waterborne sewer connections expressed as a % of the total number of applications received by June 2025.	n/a	100% Households & business provided with full waterborne sewer connections expressed as a % of the total number of applications received by 30 June 2024.	100% Households & business provided with full waterborne sewer connections expressed as a % of the total number of applications received by 30 June 2025.	%	Quarterly	100%	100%	100%	100%	Operational	Application forms and connection report.
Water infrastructure	To supply at least basic water services to all households in the municipal area by 2025.	KPI 31 Households & business provided with new water yard connections expressed as a % of the total number of applications received by 30 June 2025.	n/a	100% Households & business provided with new water yard connections expressed as a % of the total number of applications received by 30 June 2024.	100% Households & business provided with new water yard connections expressed as a % of the total number of applications received by 30 June 2025.	%	Quarterly	100%	100%	100%	100%	Operational	Application forms and connection report.
	Upgrading of water infrastructure	KPI 32 Number of Replacement of faulty meters (replacement of the old water meter with the new meters) by 30 June 2025.	n/a	200 Quarterly replacement of faulty meters (replacement of the old water meter with the new meters) by 30 June 2024.	200 Replacement of faulty meters (replacement of the old water meter with the new meters) quarterly by 30 June 2025.	Number	Quarterly	50	50	50	50	Operational	Replacement registers & default list from BTO

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Project Management

To ensure projects are implemented within required and legal standards by continuously monitoring progress with implementation of projects

KPI 33 Construction of new community hall at Seeding by 30 June 2025.	% of allocated budget against expenditure spend on Construction of new community hall by 30 June 2025.(multiyear)	Construction of foundation works for Seeding community hall completed by 30 June 2024.	% of allocated budget against expenditure spend on Construction of new community hall by 30 June 2025.(multiyear)	%	Annually	n/a	n/a	n/a	18%	R9,462,212.47	Progress report, last payment certificate and GPS coordinates.
KPI 34 Upgrading of gravel internal road to paved road in Maruping Tsago section completed by 30 June 2025.(Multiyear)	n/a	Construction of 4.52km base layer of paved road in Maruping Tsago section completed by 30 June 2024.	Upgrading of 4.52km of gravel internal road to paved road in Maruping Tsago section completed by 30 June 2025.	KM	Annually	n/a	n/a	n/a	4.52KM	R20,916,618.32	Close out report, last payment certificate and GPS coordinates.
KPI 35 Construction of gravel internal road to paved road: Mothibstad unit 2 section (Learamele area & Methodist church) completed by 30 June 2025.(Multiyear)	n/a	New	Construction of 2.9km gravel internal road to paved road: Mothibstad unit 2 section (Learamele area & Methodist church) completed by 30 June 2025.	KM	Annually	n/a	n/a	n/a	2.9km	R22,411,565.57	Close out report, last payment certificate and GPS coordinates.
KPI 36 Number of reports on Dikgweng Donkerhook bulk water supply phase 2 (Ward 12) by June 2025.	% of allocated budget against the expenditure spend on Dikgweng Donkerhook bulk water supply (ward 12) by 31 December 2024.	Report on Dikgweng Donkerhook bulk water supply Ward 12 (Construction of 10km pipeline. 2.Drilling and equipping of 2 boreholes. 3. refurbishment of 1 borehole. 4. erection of 80 kl elevated tank. 5. installation of 42 standpipes) by 30 June 2024	% of allocated budget against the expenditure spend on Dikgweng Donkerhook bulk water supply (ward 12) by 31 December 2024.	%	Annually	n/a	100%	n/a	n/a	R949,851.64	Progress report, last payment certificate and GPS coordinates and expenditure report.

			KPI 44 Replacement of streets lights with 72w Led lights by 30 June 2025.	n/a	New	Replacement of 100 street lights with 72w LED lights by 30 June 2025.	Number	Quarterly	n/a	n/a	50	50	R463,560.00	Risk assessment report & Job card.
			KPI 45 Replacement of high mass with 200w Led lights by 30 June 2025.	n/a	New	Replacement of 600 high mass lights with 200w Led lights by 30 June 2025.	Number	Quarterly	n/a	n/a	300	300	R3,040,800.00	Risk assessment report & Job card.
Electrical connections	Provision of basic level of services to 1000 households in 2024/25 Financial year	KPI 46 Electrification of 1505 households for 500 Promise Land, 300 Seven miles & Diamond View 675 & 31 Gatlose Micro grind by 30 June 2025.	KPI 47 Number of report on Distribution losses conducted by 30 June 2025.	n/a	new	Electrification of 1701 households for 150 Bankhara Bodulong, 701 Seven miles & Diamond View 850 by 30 June 2024.	Electrification of 1505 households for 500 Promise Land, 300 Seven miles & Diamond View 675 & 31 Gatlose Micro grind by 30 June 2025.	Number	Annually	n/a	n/a	1505	R54,000,000.00	PCS file provided by contractor. Stand no., ID numbers, meter numbers and beneficiaries names
			KPI 47 Number of report on Distribution losses conducted by 30 June 2025.	n/a	n/a		Number of report on Distribution losses conducted biannually by 30 June 2025.	number	Annually	n/a	1	n/a	Operational	Distributional loss report

Develop and maintain infrastructure community services	To create a platform for economic growth opportunities and job creation through continuous promotion of Ga-Segonyana as ideal investment destination	To create platform for economic growth opportunities and job creation through continuous promotion of Ga-Segonyana as ideal investment destination	KPI 48 Monthly water sampling with a minimum of 90% determinants with SANS 241 standard by 30 June 2025.	90% of water quality level achieved as per SANS 241 by 30 June 2025.	Monthly water sampling with a minimum of 90% determinants with SANS 241 standard by 30 June 2024	90% of water quality level achieved as per SANS 241 by 30 June 2025.	Number	Annually	n/a	90%	90%	90%	Operational	Copies of lab reports
			KPI 49 Number of EPWP Jobs created by 30 June 2025.	n/a	278 EPWP Jobs created by 30 June 2024.	284 EPWP Jobs created by 30 June 2025.								
Report on in-situ housing provided by COGHSTA	Operational	1	n/a	n/a	n/a	n/a	Number	Annually	n/a	90%	90%	90%	Operational	Copies of employment contracts

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Create a conducive environment for prosperous business investment	To ensure and incorporate the implementations of by-laws	KPI 51 Number of Audit report on outdoor advertising conducted by 30 June 2025.	n/a	Audit report on outdoor advertising conducted by 30 June 2024.	Audit report on outdoor advertising conducted by 30 June 2025.	Number	Annually	n/a	n/a	n/a	1	Operational	Outdoor advertising audit report
Key Performance Area: Basic Services Delivery and Infrastructure Development(Community services)													
Strategic Goals	Programme (IDP)	Objectives	Key Performance Indicators	New Key Performance Indicator	Baseline	Target output (Annual target)	Unit of Measurement	Reporting cycle	Quarterly Targets			Annual Budget	Portfolio of Evidence
Develop and main infrastructural and community services	Licensing and vehicle testing	To continuously ensure that vehicles are road worthy and regulate vehicle and driver's licenses in an efficient and professional manner	KPI 52 Number of reports on Learners licenses test conducted by 30 June 2025.	n/a	12 Monthly reports on Learners licenses test conducted by 30 June 2024.	12 Monthly reports on Learners licenses test conducted by 30 June 2025.	Number	Quarterly	3	3	3	3	Enatis report
			KPI 53 Drivers licenses tests conducted by 30 June 2025.	n/a	12 Monthly reports on Drivers licenses tests conducted by 30 June 2024.	12 Monthly reports on Drivers licenses tests conducted by 30 June 2025.	Number	Quarterly	3	3	3	3	Enatis report

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Develop and main infrastructural and community services	Parks	Continuously maintain and upgrade parks and open areas to acceptable environmental standard	KPI 54 Number of parks maintained by 30 June 2025.	n/a	7 parks maintained by 30 June 2024.	7 parks maintained by 30 June 2025.	Number	Quarterly	7	7	7	7	Operational	Reports Maintenance registers, weekly schedule.
	Fire & Disaster Services	To establish fully functional Fire & Disaster Services by 2026.	KPI 55 Emergency incidents attended to within an hour expressed as a % of incidents reported by 30 June 2025.	n/a	100% of Emergency incidents attended to within an hour expressed as a % of incidents reported by 30 June 2024	Emergency incidents attended to within an hour expressed as a % of incidents reported by 30 June 2025.	%	Quarterly	100%	100%	100%	100%	Operational	Incident report forms
	Business licenses (Commercial and Industrial)	To continuously monitor compliance of businesses with Business Act, by-laws and policies	KPI 56 Business premises inspections conducted expressed as a % of request received (hazardous and business premises) by 30 June 2025.	n/a	Business premises inspections conducted expressed as a % of request received (hazardous premises and fire safety) by 30 June 2024.	Business premises inspections conducted expressed as a % of request received (hazardous and business premises) by 30 June 2025.	%	Quarterly	100%	100%	100%	100%	Operational	Inspection request register and the inspection report
	Licensing and vehicle testing	To continuously ensure that vehicles are road worthy and regulate vehicle and driver's licenses in an efficient and professional manner	KPI 57 Roadworthy tests conducted expressed as a total % of appointments made by 30 June 2025.	n/a	100% of Roadworthy tests conducted expressed as a total % of appointments made by 30 June 2024.	100% of Roadworthy tests conducted quarterly expressed as a total % of appointments made by 30 June 2025.	%	Quarterly	100%	100%	100%	100%	Operational	Roadworthy Register and quality assurance forms
	Road Safety / Law Enforcement	Provide ongoing traffic control services	KPI 58 Number of Road blocks conducted by 30 June 2025.	n/a	48 road blocks conducted by 30 June 2024.	48 road blocks conducted quarterly by 30 June 2025.	Number	Quarterly	12	12	12	12	Operational	Stop and approach register and road block schedule

Develop and main infrastructural and community services	Waste Management	To provide weekly curbside waste removal service to residential, schools, industrial and commercial sites (3 times a week) in Kuruman town, Wrenchville and Mothibstad	KPI 59 Revenue generated through roadblocks times by 30 June 2025.	n/a	R480 000 Revenue generated through roadblocks by 30 June 2024.	R980 000 Revenue generated through roadblocks by 30 June 2025.	R	Quarterly	R240,000.00	R240,000.00	R240,000.00	R240,000.00	Operational	Financial report of revenue generated and proof of payment
			KPI 60 Number of households & business provided with door-to-door waste collection by 30 June 2025.	n/a	6000 households & Businesses provided with door-to-door waste collection by 30 June 2024.	6000 Households & Businesses provided with door-to-door waste collection by 30 June 2025.	Number	Quarterly	6000	6000	6000	6000	Operational	Control levy sheets and weekly schedules.
	Revenue Generation/The Eye	To continuously preserve, maintain and collect revenue related to the Kuruman Eye.	KPI 61 Revenue generated from Caravan Park by 30 June 2025.	n/a	R250 000 revenue generated from Caravan Park by 30 June 2024.	R280 000 revenue generated from Caravan Park by 30 June 2025.	R	Annually	n/a	n/a	n/a	n/a	Operational	Financial report of revenue generated and proof of payment
			KPI 62 Revenue generated from 1st eye by 30 June 2025.	n/a	60 000 Revenue generated from 1st eye by 30 June 2024.	%	R	Annually	n/a	n/a	n/a	90,000	Operational	Financial report of revenue generated and proof of payment
	Libraries	Improved literacy knowledge levels of the community	KPI 63 Number of Library awareness campaigns conducted per library by 30 June 2025.	n/a	8 Library awareness campaigns conducted by 30 June 2024.	9 Library awareness campaigns conducted per library quarterly by 30 June 2025.	Number	Quarterly	9	9	9	9	Operational	Reports on Library awareness campaigns
			KPI 64 Number of participants attending library	n/a	480 participants attending library programmes held by 30 June 2024.	480 participants attending library programmes held	number	Quarterly	120	120	120	120	Operational	Attendance registers and report.

Strategic Goals	Cemeteries	To provide and maintain burial space at all times	KPI 65 % of graves provided against the total number of applications received by 30 June 2025.	n/a	% Of graves provided against the total number of applications received by 30 June 2024.	% Of graves provided against the total number of applications received by 30 June 2025.	%	Quarterly	Quarterly Targets				Annual Budget	Portfolio of Evidence						
									Reporting cycle	1st Quarter	2nd Quarter	3rd Quarter			4th Quarter					
										100%	100%	100%			100%					
Enhance revenue and financial management	Free Basic Services (Indigent)	To ensure provision of free basic services to registered indigents	KPI 66 Number of indigent campaigns conducted by 30 June 2025.	n/a	Number of indigent campaigns conducted by 30 June 2024.	Number of indigent campaigns conducted by 30 June 2025.	Number	Annually	n/a	n/a	1	n/a	Operational	Indigent register						
									Expenditure Management	Reduce unnecessary spending on travelling, overtime and operational costs by an average of 10% p.a.	KPI 67 Unauthorised expenditure expressed as a % of total expenditure by 30 June 2025.	n/a	0% Unauthorised expenditure expressed as a % of total expenditure by 30 June 2024.	Unauthorised expenditure expressed as a 0% of total expenditure by 30 June 2025.	%	Annually	n/a	n/a	Operational	Unauthorised expenditure register
																	KPI 68 Irregular expenditure expressed as a % of total expenditure on New procurement by 30 June 2025.	n/a	0% Irregular expenditure expressed as a % of total expenditure on New procurement by 30 June 2024.	Irregular expenditure expressed as a 0% of total expenditure on New procurement by 30 June 2025.
Graves applications.	Cemeteries	To provide and maintain burial space at all times	KPI 65 % of graves provided against the total number of applications received by 30 June 2025.	n/a	% Of graves provided against the total number of applications received by 30 June 2024.	% Of graves provided against the total number of applications received by 30 June 2025.	%	Quarterly	Quarterly Targets				Annual Budget	Portfolio of Evidence						
									100%	100%	100%	100%								

			KPI 69 Fruitless expenditure expressed as a % of total expenditure by 30 June 2025.	n/a	% Fruitless expenditure expressed as a % of total expenditure by 30 June 2024.	Fruitless expenditure expressed as a 0% of total expenditure by 30 June 2025.	%	Annually	n/a	n/a	n/a	0%	Operational	Fruitless expenditure register
			KPI 70 % of rates clearance certificates issued within 10 days of customer applications by 30 June 2025.	n/a	100 % of rates clearance certificates issued within 10 days of customer applications by 30 June 2024.	100 % of rates clearance certificates issued within 10 days of customer applications by 30 June 2025.	%	Days	100%	100%	100%	100%	Operational	Customer application forms and clearance certificates
	Budgeting	To compile a funded and realistic budget annually for approval by Council by the end of May of each year.	KPI 71 2024/2025 Adjusted budget submitted to Council for approval by 28 February 2025.	n/a	2023/2024 Adjusted budget submitted to Council for approval by 28 February 2024.	2024/2025 Adjusted budget submitted to Council for approval by 28 February 2025.	Date	Annually	n/a	n/a	28-Feb-25	n/a	Operational	Approved adjusted budget and council resolution
			KPI 72 2025/2026 draft budget tabled to council by 31 March 2025.	n/a	2024/2025 draft budget tabled to council by 31 March 2024.	2025/2026 draft budget tabled to council by 31 March 2025.	Date	Annually	n/a	n/a	31-Mar-25	n/a	Operational	Draft Budget and Council Resolution
			KPI 73 2025/2026 budget tabled to council for approval by the 31 May 2025.	n/a	2024/2025 budget tabled to council for approval by the 31 May 2024.	2025/2026 budget tabled to council for approval by the 31 May 2025.	Date	Annually	n/a	n/a	n/a	31-May-25	Operational	Budget and Council Resolution
			KPI 74 Number of Performance and budget reports submitted to council by 30 June 2025.	n/a	4 Quarterly performance and budget reports (sec 52(d)) submitted to council by 30 June 2024.	4 Performance and budget reports (sec 52(d)) submitted to council Quarterly by 30 June 2025.	Number	Quarterly	1	1	1	1	Operational	Section 52 (d) reports and council resolution

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		that addresses the needs of the community that we serve	KPI 84 Number of IDP Rep forum meetings held by 30 June 2025.	n/a	4 Quarterly IDP Rep forum meetings held by 30 June 2024.	4 IDP Rep forum meetings held quarterly by 30 June 2025.	Number	Quarterly	1	1	1	1	1	Operational	Agenda, minutes and attendance register
			KPI 85 Number of IDP steering committee meetings held by 30 June 2025.	n/a	4 Quarterly IDP steering committee meetings held by 30 June 2024.	4 IDP steering committee meetings held quarterly by 30 June 2025.	Number	Quarterly	1	1	1	1	1	Operational	Agenda, minutes and attendance register
			KPI 86 Number of IDP/budget review consultation meetings held in all wards by 30 June 2025.	n/a	IDP/budget review consultation meetings held in all wards by 30 June 2024.	IDP/budget review consultation meetings held in all wards by 30 June 2025.	Number	Annually	n/a	n/a	n/a	15 wards	1	Operational	Public notice, agenda, minutes and attendance register/visual invitation
			KPI 87 IDP/budget community consultation meetings held in 15 wards by 30 June 2025.	n/a	15 Wards represented at IDP/budget community participation meetings by 30 June 2024.	15 Wards represented at IDP/budget community participation meetings by 30 June 2025.	Number	Annually	n/a	n/a	n/a	15 wards	1	Operational	Public notice, agenda, minutes and attendance register/visual invitation
			KPI 88 Number of Audit, Risk and Performance Committee reports submitted to council by 30 June 2025.	n/a	4 Quarterly Audit, Risk and Performance Committee reports submitted to council by 30 June 2024.	4 Quarterly Audit, Risk and Performance Committee reports submitted to council by 30 June 2025.	Number	Quarterly	1	1	1	1	1	Operational	Audit, Risk and Performance Committee reports and council minutes
Foster Participative Cohesion and Collaboration	Risk Management	Improve risk management processes by ensuring that all identified risks are mitigated	KPI 89 Number of Audit Risk and Performance committee meetings held by 30 June 2025.	n/a	4 Quarterly Audit, Risk and Performance Committee meeting held by 30 June 2024.	4 Audit, Risk and Performance Committee quarterly meeting held by 30 June 2025.	Number	Quarterly	1	1	1	1	1	Operational	Agenda, attendance register/visual invitation and minutes.

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		KPI 90 Number Internal Audit Governance documents (IA Charter,Policy & ARPC Charter) approved by APRC by 30 June 2025.	n/a	Annual Internal Audit Policy approved by Audit and Performance Committee by 30 June 2024.	Number Internal Audit Governance documents (IA Charter,Policy & ARPC Charter) approved by APRC by 30 June 2025.	Date	Annually	n/a	n/a	n/a	30-Jun-25	Operational	Governance documents & ARPC minutes
		KPI 91 Number of internal audit progress reports on the implementation of the approved internal audit plan submitted to APRC by 30 June 2025.	n/a	4 Internal audit plan reviewed quarterly by Audit Risk & Performance committee by 30 June 2024.	4 Internal audit progress reports on the implementation of the approved internal audit plan submitted to APRC quarterly by 30 June 2025.	Number	Quarterly	1	1	1		Operational	Progress Reports & ARPC minutes
		KPI 92 Internal audit 3 years rolling plan Annually reviewed by Audit Risk & Performance committee by 30 June 2025.	n/a	Internal audit 3 years rolling plan Annually reviewed by Audit Risk & Performance committee by 30 June 2024.	Internal audit 3 years rolling plan Annually reviewed by Audit Risk & Performance committee by 30 June 2025.	Date	Annually	n/a	n/a	n/a	30-Jun-25	Operational	Internal Audit 3 years rolling plan & ARPC minutes
		KPI 93 Number of Internal audit reports submitted to Audit Risk & performance committee by 30 June 2025.	n/a	8 Quarterly Internal audit reports submitted to Audit Risk & performance committee by 30 June 2024.	2 Quarterly Internal audit reports submitted to Audit Risk & performance committee by 30 June 2024.	Number	Quarterly	2	2	2		Operational	signed IA reports
Performance Management	To plan, monitor, report and evaluate the municipality and employees within required timeframes	KPI 94 Section 46 MSA report submitted to AGSA by 31 August 2024.	n/a	Section 46 MSA report submitted to AGSA by 31 August 2023.	Section 46 MSA report submitted to AGSA by 31 August 2024.	Date	Annually	31-Aug-24	n/a	n/a	n/a	Operational	Section 46 report and acknowledgement letter from AGSA

	Auditing	To obtain unqualified audit results.	KPI 95 Progress reports on the implementation of Audit Action Plan submitted to Council by 30 June 2025.	n/a	3 Progress reports on the implementation of Audit Action Plan submitted to Council by 30 June 2024.	3 Progress reports on the implementation of Audit Action Plan submitted quarterly by 30 June 2025.	Number	Quarterly	1	n/a	1		Operational	Audit Action Plan & council resolution
Foster Participative Cohesion and Collaboration	Performance Management	To plan, monitor, report and evaluate performance of the municipality and employees within required timeframes	KPI 96 2024-2025 Service Delivery Budget and Implementation Plan (SDBIP) approved by the mayor by 28 June 2025.	n/a	2024-2024/5 Service Delivery Budget and Implementation Plan (SDBIP) approved by the Mayor by 28 June 2024.	2024-2024/5 Service Delivery Budget and Implementation Plan (SDBIP) approved by the Mayor by 28 June 2025.	Date	Annually	n/a	n/a	28-Jun-25		Operational	Copy of an approved SDBIP signed by the Mayor and proof of submission
			KPI 97 Number of 2024-2025 performance agreements signed by the Accounting Officer and Directors by the 30 June 2025.	n/a	5 2024-2025 performance agreements signed by the accounting officer and Directors by 30 June 2024.	5 2024-2025 performance agreements signed by the accounting officer and Directors by 30 June 2025.	Number	Annually	n/a	n/a	5		Operational	Copies of signed Performance Agreements
			KPI 98 Section 72 report compiled and submitted to the National and Provisional Treasury and COGHSTA by 25 January 2025.	n/a	Section 72 report compiled and submitted to the National and Provisional Treasury and COGHSTA by 25 January 2024.	Section 72 report compiled and submitted to the National and Provisional Treasury and COGHSTA by 25 January 2025.	Date	Annually	n/a	n/a	25-Jan-25		Operational	Section 72 report and proof of submission
Foster Participative Cohesion and Collaboration	Performance Management	To plan, monitor, report and evaluate performance of the municipality and employees within required timeframes	KPI 99 Mid-Year performance review session conducted and submitted to COGHSTA by 31 January 2025.	n/a	2023-2024 Mid-Year performance review session conducted and submitted to COGHSTA by 31 January 2024.	2024-2025 Mid-Year performance review session conducted and submitted to COGHSTA by 31 January 2025.	Date	Annually	n/a	n/a	31-Jan-25		Operational	Minutes, attendance register and proof of submission
			KPI 100 Performance evaluation of the accounting officer	n/a	Performance evaluation of the accounting officer and senior	Performance evaluation of the accounting officer and senior	Date	Annually	n/a	n/a	31-Jan-25		Operational	Agenda, attendance register, minutes



Anti-corruption	To continuously curb corrupt behavior through deterrence, prevention and education	KPI 106 Fraud Prevention Policy Annually reviewed and submitted to council by 30 June 2025.	n/a	Fraud Prevention Policy Annually reviewed and submitted to council by 30 June 2024.	Fraud Prevention Policy Annually reviewed and submitted to council by 30 June 2025.	Date	Annually	n/a	n/a	n/a	n/a	30-Jun-25	Operational	Fraud and presentation policy and council resolution.
	To plan, monitor, report and evaluate performance of the municipality and employees within required timeframes	KPI 107 Final Annual Report submitted to council by 31 March 2025.	n/a	Final Annual Report submitted to council by 31 March 2024.	Final Annual Report submitted to council by 31 March 2025.	Date	Annually	n/a	n/a	n/a	n/a	31-Mar-25	Operational	Annual Report and council resolution

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