

" The City of Heritage "



ULUNDI MUNICIPALITY PERFORMANCE AGREEMENT

2018/2019

ENTERED INTO AND BETWEEN

N.G. ZULU

MUNICIPAL MANAGER (hereinafter referred to as the EMPLOYER)

AND

THANDEKA AMANDA NIDMBELA

DIRECTOR: COMMUNITY SERVICES

(hereinafter referred to as the EMPLOYEE)

N.G.G.
N.M.
ZINK N.M. TAN DGE

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 2018/201 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.

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 2018/2019 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 2018/2019 financial year.
- 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 2018/2019 financial year) will commence on 1 July 2018 and will remain in force until 30 June 2019. 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.
- 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 2018/2019 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 **Employee's** assessment will be based on his/her performance in terms of the output/outcomes (performance indicators) identified as the performance plan annexed into this agreement, which are linked to the Key Performance Areas, and will constitute 80% of the overall assessment results as per the weightings agreed into between the **Employer** and the **Employee**:

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

N.G.G.
ZNK MM TAN NBZ

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 • 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%

N.G.G.
N.M.
 ZNK MM TAN NBZ

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

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.

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.

9.3 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 The applicable assessment rating calculator will then be used to add the scores and calculate a final KPA score.
- 9.3.6 An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

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:
 - 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%.
- 10.3 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

N.M. N.G.G.
ZNK MM TAN UBL

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 2018/2019 financial year are acknowledged and recorded:

.....
.....
.....
.....
.....

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.

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.

N.M N.G.G.
ZNK M M TAN DBZ

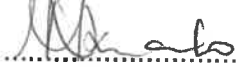
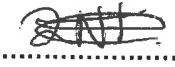
- 13.3 The parties to this agreement record that this agreement constitutes the whole of the agreement and arrangements for the performance of the Employee for the 2018/2019 financial year.
- 13.4 No agreement varying, adding or deleting from or cancelling this agreement shall have any effect unless 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.

ZNK MM N.M N.G.G.
TAN DBZ

14. SIGNATURE OF THE PARTIES

Signed at Ulundi on this 30TH day of JULY 2018

AS WITNESSES


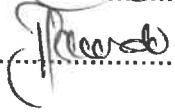
- 1. 
- 2. 



MRS T.A. NTOMBELA

Signed at Ulundi on this 30TH day of JULY 2018

AS WITNESSES

- 1. 
- 2. 



N.G. ZULU

EVALUATION OF PERFORMANCE

PART A: DEPARTMENTAL PERFORMANCE PLAN

Key Performance Areas	Maximum Score	Agreed Evaluation	Actual Score	Percentage of Maximum Score
TOTAL				

Contribution to Overall Performance Score (80%) _____

N.G.G.
NAM
ZNK TANMM 002

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%) _____

SUMMARY

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

Signed: 

Mrs T.A. Ntombela

Date: 30/07/2018

Signed: 

N.G. Zulu

Date: 30/07/2018

UP Reference	Project Number	Strategic Objective	Measurable Objectives/Output	Performance Indicator	Unit of measure	Baseline	Budget	Annual Target		Q1P1 Quarter 1		Q1P2 Quarter 2		Q1P3 Quarter 3		Q1P4 Quarter 4		Program Report towards attainment of target	Biological Challenge	Corrective Action taken and date of initiation	Wards	PCE Received		
								Actual Performance Target	Actual Budget Spent	Actual Performance Target	Actual Budget Spent	Actual Performance Target	Actual Budget Spent	Actual Performance Target	Actual Budget Spent									
KZ026-CS-3.1	CS 3.1	To provide an effective management service within the Municipality	Promotion of the development of a Regional Landfill site inside the creation of a Landfill site by 30 June 2019	Special funds from Government and other external funds for the development of a Landfill site by 30 June 2019	Units	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	Final report submitted and proof of submission						
KZ026-CS-3.2	CS 3.2	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of Community Environmental Awareness conducted by 30 June 2018	Number	0	R46 000.00	4 Community Environmental Awareness conducted by 31 December 2018	4 Community Environmental Awareness conducted by 31 March 2019	4 Community Environmental Awareness conducted by 31 June 2019	4 Community Environmental Awareness conducted by 31 September 2019	4 Community Environmental Awareness conducted by 31 December 2019	4 Community Environmental Awareness conducted by 31 March 2020	4 Community Environmental Awareness conducted by 31 June 2020	4 Community Environmental Awareness conducted by 31 September 2020	4 Community Environmental Awareness conducted by 31 December 2020	4 Community Environmental Awareness conducted by 31 March 2021	4 Community Environmental Awareness conducted by 31 June 2021	Public Notices, Attendance Register and Photos	A1, 24 Wards				
KZ026-CS-3.2.1	CS 3.2.1	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of Community Clean-up Campaigns conducted by 30 June 2019	Number	0	R10 000.00	1 Community Clean-up Campaign Awareness conducted by 31 September 2018	1 Community Clean-up Campaign Awareness conducted by 31 March 2019	1 Community Clean-up Campaign Awareness conducted by 31 June 2019	1 Community Clean-up Campaign Awareness conducted by 31 September 2019	1 Community Clean-up Campaign Awareness conducted by 31 December 2019	1 Community Clean-up Campaign Awareness conducted by 31 March 2020	1 Community Clean-up Campaign Awareness conducted by 31 June 2020	1 Community Clean-up Campaign Awareness conducted by 31 September 2020	1 Community Clean-up Campaign Awareness conducted by 31 December 2020	1 Community Clean-up Campaign Awareness conducted by 31 March 2021	1 Community Clean-up Campaign Awareness conducted by 31 June 2021	Public Notices, Attendance Register and Photos	A1, 24 Wards				
KZ026-CS-3.2.2	CS 3.2.2	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of collections of refuse in the CBD	Number	0	R732 884.00	90 Collections done in the CBD by 31 September 2018	90 Collections done in the CBD by 31 December 2018	90 Collections done in the CBD by 31 March 2019	90 Collections done in the CBD by 31 June 2019	90 Collections done in the CBD by 31 September 2019	90 Collections done in the CBD by 31 December 2019	90 Collections done in the CBD by 31 March 2020	90 Collections done in the CBD by 31 June 2020	90 Collections done in the CBD by 31 September 2020	90 Collections done in the CBD by 31 December 2020	90 Collections done in the CBD by 31 March 2021	90 Collections done in the CBD by 31 June 2021	Monthly Report and inspection forms				
KZ026-CS-3.2.3	CS 3.2.3	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 30 June 2018	Number	0	R1 078 060.00	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 September 2018	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 December 2018	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 March 2019	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 June 2019	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 September 2019	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 December 2019	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 March 2020	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 June 2020	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 September 2020	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 December 2020	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 March 2021	90 Collections done (Old & New Tax Rank) Cleaning and OK Tax Rank by 31 June 2021	Monthly Report and inspection forms				
KZ026-CS-3.2.4	CS 3.2.4	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of Collections of Rubble in Babanango Town	Number	0	R197 460.00	26 Collections done in Babanango Town by 31 December 2018	26 Collections done in Babanango Town by 31 March 2019	26 Collections done in Babanango Town by 31 June 2019	26 Collections done in Babanango Town by 31 September 2019	26 Collections done in Babanango Town by 31 December 2019	26 Collections done in Babanango Town by 31 March 2020	26 Collections done in Babanango Town by 31 June 2020	26 Collections done in Babanango Town by 31 September 2020	26 Collections done in Babanango Town by 31 December 2020	26 Collections done in Babanango Town by 31 March 2021	26 Collections done in Babanango Town by 31 June 2021	Monthly Report and inspection forms					
KZ026-CS-3.2.5	CS 3.2.5	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of Operations (Legal dumping removal) conducted	Number	0	R110 000.00	1 Operation Campaign done by 30 September 2018	1 Operation Campaign done by 31 December 2018	1 Operation Campaign done by 31 March 2019	1 Operation Campaign done by 31 June 2019	1 Operation Campaign done by 31 September 2019	1 Operation Campaign done by 31 December 2019	1 Operation Campaign done by 31 March 2020	1 Operation Campaign done by 31 June 2020	1 Operation Campaign done by 31 September 2020	1 Operation Campaign done by 31 December 2020	1 Operation Campaign done by 31 March 2021	1 Operation Campaign done by 31 June 2021	Inspections, Attendance Register and Photos				
KZ026-CS-3.2.6	CS 3.2.6	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of Waste Composted and building rubble removed in Babanango Landfill site by 30 September 2018	Number	0	R422 460.00	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 September 2018	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 December 2018	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 March 2019	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 June 2019	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 September 2019	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 December 2019	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 March 2020	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 June 2020	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 September 2020	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 December 2020	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 March 2021	1 Waste Composted and building rubble removed in Babanango Landfill site by 31 June 2021	Quotations, Proof of Payment				
KZ026-CS-3.2.7	CS 3.2.7	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of black refuse bags supplied to urban households by 30 June 2018	Number	0	R110 000.00	18 000 black refuse bags supplied to urban households by 31 September 2018	18 000 black refuse bags supplied to urban households by 31 December 2018	18 000 black refuse bags supplied to urban households by 31 March 2019	18 000 black refuse bags supplied to urban households by 31 June 2019	18 000 black refuse bags supplied to urban households by 31 September 2019	18 000 black refuse bags supplied to urban households by 31 December 2019	18 000 black refuse bags supplied to urban households by 31 March 2020	18 000 black refuse bags supplied to urban households by 31 June 2020	18 000 black refuse bags supplied to urban households by 31 September 2020	18 000 black refuse bags supplied to urban households by 31 December 2020	18 000 black refuse bags supplied to urban households by 31 March 2021	18 000 black refuse bags supplied to urban households by 31 June 2021	Monthly report, billing statement				
KZ026-CS-3.2.8	CS 3.2.8	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of black refuse bags supplied to urban households by 30 June 2018	Number	0	R268 000.00	77 840 black refuse bags supplied to urban households by 31 September 2018	77 840 black refuse bags supplied to urban households by 31 December 2018	77 840 black refuse bags supplied to urban households by 31 March 2019	77 840 black refuse bags supplied to urban households by 31 June 2019	77 840 black refuse bags supplied to urban households by 31 September 2019	77 840 black refuse bags supplied to urban households by 31 December 2019	77 840 black refuse bags supplied to urban households by 31 March 2020	77 840 black refuse bags supplied to urban households by 31 June 2020	77 840 black refuse bags supplied to urban households by 31 September 2020	77 840 black refuse bags supplied to urban households by 31 December 2020	77 840 black refuse bags supplied to urban households by 31 March 2021	77 840 black refuse bags supplied to urban households by 31 June 2021	Monthly report, billing statement				
KZ026-CS-3.2.9	CS 3.2.9	To provide an effective management service within the Municipality	Development and implementation of an Integrated Waste Management Plan for the Municipality	Number of black refuse bags supplied to waste pickers by 30 June 2018	Number	0	R100 000.00	13 200 refuse bags supplied to waste pickers by 31 September 2018	13 200 refuse bags supplied to waste pickers by 31 December 2018	13 200 refuse bags supplied to waste pickers by 31 March 2019	13 200 refuse bags supplied to waste pickers by 31 June 2019	13 200 refuse bags supplied to waste pickers by 31 September 2019	13 200 refuse bags supplied to waste pickers by 31 December 2019	13 200 refuse bags supplied to waste pickers by 31 March 2020	13 200 refuse bags supplied to waste pickers by 31 June 2020	13 200 refuse bags supplied to waste pickers by 31 September 2020	13 200 refuse bags supplied to waste pickers by 31 December 2020	13 200 refuse bags supplied to waste pickers by 31 March 2021	13 200 refuse bags supplied to waste pickers by 31 June 2021	Monthly report, billing statement				

N.W. N.I.G.G. TAN M.M. DOZ
ZNF M.M. DOZ

Project/Activity	Objectives	Number of Supply of	Number	Value	Date	Details	Wards	Qualifying Applications	Wards	Monthly report
KZN266-CS- SO 3.2.10	To provide an effective integrated waste management services within the Municipality	3 000 black refuse bags supplied to refuse trucks by 30 September 2018	0	R30 000.00	30 September 2018	3 000 black refuse bags supplied to refuse trucks by 30 September 2018	12 Wards	Qualifying applications approved by 30 June 2019	12 Wards	Monthly report, billing statement
KZN266-CS- SO 3.2.11	To provide an effective integrated waste management services within the Municipality	4 500 black refuse bags supplied to refuse trucks by 31 March 2019	0	R45 000.00	31 March 2019	4 500 black refuse bags supplied to refuse trucks by 31 March 2019	12 Wards	Qualifying applications approved by 30 June 2019	12 Wards	Monthly report, billing statement
KZN266-CS- SO 3.2.12	To provide an effective integrated waste management services within the Municipality	500 black refuse bags supplied for clean up campaigns by 31 December 2018	0	R50 000.00	31 December 2018	500 black refuse bags supplied for clean up campaigns by 31 December 2018	12 Wards	Qualifying applications approved by 30 June 2019	12 Wards	Monthly report, billing statement
KZN266-CS- SO 3.2.13	To provide an effective integrated waste management services within the Municipality	Removals from Uthungulu landfill site by 31 September 2018	0	R4 500 000.00	31 September 2018	Removals from Uthungulu landfill site by 31 September 2018	12 Wards	Qualifying applications approved by 30 June 2019	12 Wards	Invoice & Proof of Payment
KZN266-CS- SO 1.1.2	To assist communities in addressing the needs of the poor and providing a range of services and benefits to no cost	Provision of Burials in cases (without charge) to the poor (Adult - R2500, Minor - R2000) by 30 June 2019	0	R2 000 000.00	30 June 2019	Provision of Burials in cases (without charge) to the poor (Adult - R2500, Minor - R2000) by 30 June 2019	12 Wards	Qualifying applications approved by 31 March 2019	12 Wards	Approved application forms for Independent Burials 2018/2019 for 2018/2019 financial year
KZN266-CS- SO 1.1.2.1	To assist communities in addressing the needs of the poor and providing a range of services and benefits to no cost	Provision of food vouchers for the indigent (Grahamstown - R500) by 30 June 2019	0	R500 000.00	30 June 2019	Provision of food vouchers for the indigent (Grahamstown - R500) by 30 June 2019	12 Wards	Qualifying applications approved by 30 June 2019	12 Wards	Approved application forms for Food Voucher 2018/2019 for 2018/2019 financial year
KZN266-CS- SO 8.1	To provide participation in sports by communities within the Municipality	Date of holding of Zonal Jolly-walks in preparation for the Local Mayoral Cup (6 zones held by 30 June 2019)	n/a	R210 000.00	30 June 2019	Zonal Jolly-walks in preparation for the Local Mayoral Cup (6 zones held by 30 June 2019)	n/a	Qualifying applications approved by 30 June 2019	12 Wards	Team Sheet, schedule of zonal jolly-walks, pictures
KZN266-CS- SO 8.2	To provide participation in sports by communities within the Municipality	Date of holding of the Local Mayoral Cup Games	n/a	R47 000.00	30 September 2018	Local Mayoral Cup Games held by 30 September 2018	n/a	Qualifying applications approved by 30 June 2019	12 Wards	Invitations, Team sheets, photos
KZN266-CS- SO 8.2.1	To provide participation in sports by communities within the Municipality	Date of attendance of Squads to the District Mayoral Cup Games	n/a	R65 000.00	30 September 2018	Attendance of Squads to the District Mayoral Cup Games by 30 September 2018	n/a	Qualifying applications approved by 30 June 2019	12 Wards	Invitations, Team sheets, photos
KZN266-CS- SO 8.2.2	To provide participation in sports by communities within the Municipality	Date of attendance of Squads to Soga Games	n/a	R410 200.00	31 December 2018	Attendance of Squads to Soga Games by 31 December 2018	n/a	Qualifying applications approved by 30 June 2019	12 Wards	Invitations, Team sheets, photos
KZN266-CS- SO 8.2.3	To provide participation in sports by communities within the Municipality	Date of holding of Uthungulu Mountain Event	n/a	R30 000.00	31 October 2018	Uthungulu Mountain Event held by 31 October 2018	n/a	Qualifying applications approved by 30 June 2019	12 Wards	Photos, registration forms, photos

N.G.G.
N.M.
ZAK M.M TAN NGBZ

KZN2016-17 CS	Local Economic Development	To provide participation in sports by communities within the Municipality	Encourage the participation of a variety of sport codes and facilitate the arrangement of specific sporting events involving all communities	Date of holding of Coaching Clinics for Rugby and Table Tennis	R64 000.00	n/a	n/a	n/a	Coaching Clinics for Rugby and Table Tennis concluded by 31 March 2016	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 5.4	Local Economic Development	To provide participation in sports by communities within the Municipality	Encourage the participation of a variety of sport codes and facilitate the arrangement of specific sporting events involving all communities	Date of holding of Coaching Clinics for Rugby and Table Tennis	R64 000.00	n/a	n/a	n/a	Coaching Clinics for Rugby and Table Tennis concluded by 31 March 2016	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 5.5	Local Economic Development	To promote participation in sports by communities within the Municipality	Encourage the participation of a variety of sport codes and facilitate the arrangement of specific sporting events involving all communities	Date of holding of Coaching Clinics for Rugby and Table Tennis	R19 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 5.6	Local Economic Development	To promote participation in sports by communities within the Municipality	Encourage the participation of a variety of sport codes and facilitate the arrangement of specific sporting events involving all communities	Date of holding of Coaching Clinics for Rugby and Table Tennis	R84 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 5.7	Local Economic Development	To promote participation in sports by communities within the Municipality	Encourage the participation of a variety of sport codes and facilitate the arrangement of specific sporting events involving all communities	Date of holding of Coaching Clinics for Rugby and Table Tennis	R251 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 9.1	Local Economic Development	To enhance and protect the cultural heritage of the communities within the Municipality	Develop and implement cultural activities that promote the cultural heritage of the municipal area	Date of holding of the "Raid Dance"	R192 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 9.1.1	Local Economic Development	To enhance and protect the cultural heritage of the communities within the Municipality	Develop and implement cultural activities that promote the cultural heritage of the municipal area	Date of holding of the "Raid Dance"	R38 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 9.2	Local Economic Development	To enhance and protect the cultural heritage of the communities within the Municipality	Develop and implement cultural activities that promote the cultural heritage of the municipal area	Date of holding of the "Raid Dance"	R19 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 9.2.1	Local Economic Development	To enhance and protect the cultural heritage of the communities within the Municipality	Develop and implement cultural activities that promote the cultural heritage of the municipal area	Date of holding of the "Raid Dance"	R32 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 9.2.2	Local Economic Development	To enhance and protect the cultural heritage of the communities within the Municipality	Develop and implement cultural activities that promote the cultural heritage of the municipal area	Date of holding of the "Raid Dance"	R68 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 9.2.3	Local Economic Development	To enhance and protect the cultural heritage of the communities within the Municipality	Develop and implement cultural activities that promote the cultural heritage of the municipal area	Date of holding of the "Raid Dance"	R65 500.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos
KZN2016-17 CS 9.2.4	Local Economic Development	To enhance and protect the cultural heritage of the communities within the Municipality	Develop and implement cultural activities that promote the cultural heritage of the municipal area	Date of holding of the "Raid Dance"	R28 000.00	n/a	n/a	n/a	n/a	n/a	n/a	Invitation, Attendance Register and Photos

N.E.G.
 Now
 TAN M.M
 ZNK M.M
 DGL

KZ096-CS-SD03.2.3	CS 14 Municipal Energy, Air Quality and Environmental Management	To work towards achieving a Clean Air and Noise Action Plan	Number of Progress Reports on AG Action Plan	0	n/a	16 Progress Reports on AG Action Plan submitted by Head of Department to the Municipal Manager by 30 June 2019	n/a	n/a	3 Progress Reports on AG Action Plan submitted by Head of Department to the Municipal Manager by 31 March 2019	3 Progress Reports on AG Action Plan submitted by Head of Department to the Municipal Manager by 30 June 2019	Updated Progress Reports and Proof of submission
KZ096-CS-SD 25.1.3	CS 16 Spatial and Environmental	To ensure that the Municipality's development strategies and projects take cognizance of environmentally sensitive areas and promote the protection of environmental assets located by the Municipality	Date of holding of Environmental Week	Date	R74 000.00	Week held by 30 June 2019	n/a	n/a	n/a	Environmental Week held by 30 June 2019	Institutional Assessments, Signage and Fences
KZ096-CS-SD 25.1.3.1	CS 15.1 Spatial and Environmental	To ensure that the Municipality's development strategies and projects take cognizance of environmentally sensitive areas and promote the protection of environmental assets located by the Municipality	Date of holding of Arbor Day	Date	R112 000.00	Arbor Day event held by 30 September 2018	n/a	n/a	n/a	n/a	Institutional Assessments, Signage and Fences
KZ096-CS-SD 25.1.3.2	CS 15.2 Spatial and Environmental	To ensure that the Municipality's development strategies and projects take cognizance of environmentally sensitive areas and promote the protection of environmental assets located by the Municipality	Number of Wards where Environmental Programmes held	Date	R130 000.00	Environmental Programmes held in 24 Wards by 30 June 2019	n/a	Environmental Programmes held in 8 Wards by 31 December 2018	Environmental Programmes held in 8 Wards by 31 March 2018	Environmental Programmes held in 8 Wards by 30 June 2019	Institutional Assessments, Signage and Fences
KZ096-CS-SD 25.1.4	CS 19 Spatial and Environmental	To ensure that the Municipality's development strategies and projects take cognizance of environmentally sensitive areas and promote the protection of environmental assets located by the Municipality	Number of Monthly Reports on the implementation of the Action Plan submitted to Council	Number	0	12 Monthly Reports on the implementation of the Action Plan submitted to Council by 30 June 2019	3 Monthly Reports on the implementation of the Action Plan submitted to Council by 31 September 2018	3 Monthly Reports on the implementation of the Action Plan submitted to Council by 31 December 2018	3 Monthly Reports on the implementation of the Action Plan submitted to Council by 31 March 2019	3 Monthly Reports on the implementation of the Action Plan submitted to Council by 30 June 2019	Monthly Reports on the implementation of the Action Plan submitted to Council

N.W. N.G.G.
TAN MM TAN 106Z