

INDIVIDUAL PERFORMANCE SCORECARD: FY24/25

EMPLOYEE NAME:	THEMBINKOSI MAWONGA	PERSONAL CODE:	PC226
JOB TITLE:	MUNICIPAL MANAGER	PROVINCE/CLUSTER/UNIT:	
Line Manager's Title:	MAYOR	FINANCIAL YEAR:	FY24/25

TECHNICAL COMPETENCIES

Weighting: 80.00%

ORGANISATIONAL OUTCOMES			INDIVIDUAL PERFORMANCE PLAN						
OUTCOME	OUTPUTS	OUTPUT INDICATOR	INDIVIDUAL OI/KPI No	INDIVIDUAL OUTCOME INDICATOR/ KPI	WEIGHTING	TARGET	TARGET STANDARD	ACTIVITIES	MEANS OF VERIFICATION/EVIDENCE
Institutional Transformation and Development	Human Resource	Improved human capital management within the municipality. Creation of an environment that allows for performance at optimal level	1	% of departmental recruitment & selection documents signed off and submitted back to HR in 3 days	3.00%	% of departmental recruitment & selection documents signed off and submitted back to HR in 3 days	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	HR Tracking book
	Human Resource	Improved human capital management within the municipality. Creation of an environment that allows for performance at optimal level	2	% of consequence management initiatives initiated within 5 days of the HOD being aware of these	3.00%	% of consequence management initiatives initiated within 5 days of the HOD being aware of these	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Q2 and Q41.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Standing Committee report
	Improved Performance Management	Improved human capital management within the municipality. Creation of an environment that allows for performance at optimal level	3	% Proportion of directorate staff (including director) who are submitting performance reports with the prescribed timeframes	3.00%	% Proportion of directorate staff (including director) who are submitting performance reports with the prescribed timeframes	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	submission register
	policy formulation	Ensure that Departmental policies are reviewed annually	4	%/Proportion report on departmental policies reviewed	3.00%	Departmental policies reviewed	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Council resolution
	Institutional Agility	operational efficiency	5	% of Change Initiatives captured in the Business Process Reengineering conceptual document	2.00%	% of Change Initiatives captured in the Business Process Reengineering conceptual document	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	SEM report
	Motivated and satisfied employee organisation	Improved human capital management within the municipality. Creation of an environment that allows for performance at optimal level	6	% of employee average satisfaction levels	2.00%	% of employee average satisfaction levels	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Q41.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	survey reports
	Motivated and satisfied employee organisation	Communication and sharing information	7	% of employees engagements designed for employees to know and feel the MM as their leader	2.00%	% of employees engagements designed for employees to know and feel the MM as their leader	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Q41.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	employee engagement reports
	Human Resource	Improved human capital management within the municipality. Creation of an environment that allows for performance at optimal level	8	%/ Proportion of directorate staff whose scorecards are concluded within the prescribed/agreed upon timeframes and which are aligned properly	3.00%	%/ Proportion of directorate staff whose scorecards are concluded within the prescribed/agreed upon timeframes and which are aligned properly	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Q11.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	signed agreements
	Service Delivery	Improved Service Delivery	9	% of Strategic Session resolutions and service delivery needs allocated funds	3.00%	% of Strategic Session resolutions and service delivery needs allocated funds	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Q3 and Q41.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Approved budget - Council resolution
	Service Delivery	Well planned service delivery provisions	10	availability of Integrated Waste Management Plan by June 2025	3.00%	availability of Integrated Waste Management Plan by June 2025	1. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Q41. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Council resolution
Basic Service Delivery	Service Delivery	High Municipal Service Delivery Excellence Culture	11	X% of people's service delivery needs expressed in IDP	3.00%	X% of people's service delivery needs expressed in IDP	1. = < not even a draft available 2. = First draft available but not yet approved 3. = submitted for approval on last due date; 4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Q3 and Q41. = < not even a draft available 2. = First draft available but not yet approved 3. = submitted for approval on last due date; 4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Council resolution approving SDBIP
	Service Delivery	High Municipal Service Delivery Excellence Culture	12	%X capital infrastructure projects target met on time, within budget and in the right quality	3.00%	%X capital infrastructure projects target met on time, within budget and in the right quality	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49%2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Audited MIG reports
	Service Delivery	High Municipal Service Delivery Excellence Culture	13	% reduction on service delivery breakdowns due to allocated vehicles/plant that is not properly maintained or registered on time	3.00%	% reduction on service delivery breakdowns due to allocated vehicles/plant that is not properly maintained or registered on time.	1. = < 3.5% 2. = 3.5% - 4.95% 3. = 5% - 6.45% 4. = 6.45% - 7.45% 5. = 15%	1. = < 3.5% 2. = 3.5% - 4.95% 3. = 5% - 6.45% 4. = 6.45% - 7.45% 5. = 15%	Fleet report

IDP review	High Municipal Service Delivery Excellence Culture		14 % proportion of reviewed IDP	3.00%	% proportion of reviewed IDP	1. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Q3 and Q41. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Council Resolution
Service Delivery	Compliance with Local Government Legislations		15 Implementation of TID rollover programme	2.00%	100% implementation of TID rollover programme	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Q21.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	audited report
Local Economic Development	LED Strategy implementation	Coordinated approach to LED	16 % updated and approved revised 5 year LED strategy / plans	3.00%	% updated and approved revised 5 year LED strategy / plans	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Standing Committee report
	LED Strategy implementation	Job creation	17 % of the jobs created through LED initiatives, EPWP and capital projects	3.00%	% of the jobs created through LED initiatives, EPWP and capital projects	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Q41.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Standing Committee report
Financial Viability and Management	Supply Management (Administration)	Cost-effective procurement and implementation of services and products	18 % of projects awarded as per the approved procurement plan	3.00%	% of projects awarded as per the approved procurement plan	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	Standing Committee reports
	Supply Management (Administration)	Cost-effective procurement and implementation of services and products	19 % reduction in tenders which collapse	3.00%	% reduction in tenders which collapse	1. = < 3.5%2. = 3.5% - 4.95%3. = 5% - 6.45%4. = 6.45% - 7.45%5. = 15%	1. = < 3.5%2. = 3.5% - 4.95%3. = 5% - 6.45%4. = 6.45% - 7.45%5. = 15%	Bid Committee sign offs
	Financial Management	Cost-effective procurement and implementation of services and products	20 % budget to expenditure (CAPEX and OPEX) deviation	3.00%	% budget to expenditure (CAPEX and OPEX) deviation	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	AFS
	Financial Management	Municipal Financial Growth	21 % Increase of municipal non-grant revenue against previous comparable time last financial year	3.00%	% Increase of municipal non-grant revenue against previous comparable time last financial year	1. = < 3.5%2. = 3.5% - 4.95%3. = 5% - 6.45%4. = 6.45% - 7.45%5. = 15%	Q2 and Q41. = < 3.5%2. = 3.5% - 4.95%3. = 5% - 6.45%4. = 6.45% - 7.45%5. = 15%	Financial reports
	MIG Expenditure	Infrastructure focused and efficient municipality	22 % spend of available MIG funding against monthly and quarterly MIG Projects / Operational Plans	3.00%	% spend of available MIG funding against monthly and quarterly MIG Projects / Operational Plans	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	CFD sign-off
	Financial Management	Municipal Financial Growth	23 % Increase in revenue due to the implementation of the Revenue Improvement Strategy	3.00%	% Increase in revenue due to the implementation of the Revenue Improvement Strategy	1. = < 3.5%2. = 3.5% - 4.95%3. = 5% - 6.45%4. = 6.45% - 7.45%5. = 15%	1. = < 3.5%2. = 3.5% - 4.95%3. = 5% - 6.45%4. = 6.45% - 7.45%5. = 15%	Monthly AFS
Good Governance and Public Participation	Implementation of Resolutions made by Mandated Municipal Structures and ensuring proper delegations	Improved & enhanced Oversight and functioning of municipality	24 % of Overall Council Resolutions Implemented on time as intended per quarter	2.00%	% of Overall Council Resolutions Implemented on time as intended per quarter	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Resolution register
	Implementation of Resolutions made by Mandated Municipal Structures and ensuring proper delegations	Improved & enhanced Oversight and functioning of municipality	25 % of Overall ARC, MPAC, and Senior Executive Mgt Resolutions Implemented on time as intended per quarter	2.00%	% of Overall ARC, MPAC, and Senior Executive Mgt Resolutions Implemented on time as intended per quarter	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	resolution register
	Development, implementation of skills plan and submission of annual training report as legislated	Improved human capital management within the municipality. Creation of an environment that allows for performance at optimal level	26 % capacity building initiatives implemented	2.00%	100% capacity building initiatives implemented	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Annual training plan
	Internal Audit Activity	Effective risk management practices	27 level of annual audit action plan completed on time	2.00%	100% level of annual audit action plan completed on time	1. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Q11. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Council resolution
	Risk and Fraud Prevention Management	Compliance with Local Government Legislations	28 % level of compliance, risk and declaration of interest compiled and approved as per the stipulated timeframes	2.00%	100% level of compliance, risk and declaration of interest compiled and approved as per the stipulated timeframes	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	audited reports
	COMMUNICATIONS, MARKETING, CUSTOMER CARE & PUBLIC PARTICIPATION	Improved capacity in communicating municipal information	29 Availability of comprehensive approved municipal annual Communication Plan	2.00%	Availability of comprehensive approved municipal annual Communication Plan	1. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Q41. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Approved plan
	COMMUNICATIONS, MARKETING, CUSTOMER CARE & PUBLIC PARTICIPATION	Improved capacity in communicating municipal information	30 % of the Communication Action Plan implemented	2.00%	100%/of Implementation of the communication action plan	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	EXCO reports
	Audit Opinions	Accountable and clean municipal administration	31 Level of Audit Opinion given (from ARC and Internal Audit for In year audits; AG for final audit)	2.00%	Level of Audit Opinion given (from ARC and Internal Audit for in year audits; AG for final audit)	1 = Disclaimer 2 = Qualified with matters of emphasis 3 = Unqualified with matters of emphasis 4 = Unqualified 5 = Clean	Q31 = Disclaimer 2 = Qualified with matters of emphasis 3 = Unqualified with matters of emphasis 4 = Unqualified 5 = Clean	Audit opinion

	Improved Performance Management	Improved human capital management within the municipality. Creation of an environment that allows for performance at optimal level	32	Compilation of the Annual Performance Report 2023/2024 (s46) by 31 August 2024	2.00%	Compilation of the Annual Performance Report 2023/2024 (s46) by 31 August 2024	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Q11.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	AG and Council approval
	Audit Opinions	Effective risk management practices	33	well constituted and quorated risk, audit and oversight committees in compliance to regulatory requirements	2.00%	well constituted and quorated risk, audit and oversight committees in compliance to regulatory requirements	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	implementation reports
	Audit Opinions	Effective risk management practices	34	periodically reported instances of violations of conflict of interest register inentire municipality for targetted groups of internal stakeholders (employees and councillors).	2.00%	periodically reported instances of violations of conflict of interest register inentire municipality for targetted groups of internal stakeholders (employees and councillors).	1 = > 9,0% 2 = 8,9% - 7,8% 3 = 7,7% - 6,0% 4 = 5,9% - 4,2% 5 = < 4,2%	1 = > 9,0% 2 = 8,9% - 7,8% 3 = 7,7% - 6,0% 4 = 5,9% - 4,2% 5 = < 4,2%	updated conflict of interest register
	Fraud Prevention	Accountable and clean municipal administration	35	status of legal matters correctly reflected in the litigation register	2.00%	100% of legal matters correctly reflected in the litigation register	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Litigation report
	Increased accountability through consequence management	Accountable and clean municipal administration	36	Availability of comprehensive approved Internal Audit Activity Plan	2.00%	Availability of comprehensive approved Internal Audit Activity Plan	1. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date;4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Q41. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date;4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Approved Internal Audit Plan
	Audit Opinions	Accountable and clean municipal administration	37	compliance to Municipal Audit Action Plan	2.00%	100% compliance to Municipal Audit Action Plan	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	reports
Spatial Planning and Environmental Development	•Planning the integration of the social, economic, institutional and physical aspects of land development to improve the overall development of all human settlements	Environmental and conservation friendly municipality	38	% of municipal Projects in full compliance with environmental and conservation legislative requirements at any time	2.00%	100% of municipal Projects in full compliance with environmental and conservation legislative requirements at any time	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	SDF compliance reports
	Compliance to financial Legislation and Controls	Environmental and conservation friendly municipality	39	Developed Environmental Management Framework 30 June 2025	2.00%	Developed Environmental Management Framework 30 June 2025	1. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date;4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Q41. = < not even a draft available2. = First draft available but not yet approved3. = submitted for approval on last due date;4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	Council resolution
Not Applicable	•Planning the integration of the social, economic, institutional and physical aspects of land development to improve the overall development of all human settlements	Improved administration of land	40	land related issues resolved timeously, smoothly on a win-win basis	3.00%	land related issues resolved timeously, smoothly on a win-win basis	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	sign off by authorised stakeholder

Total 100.00%

BEHAVIOURAL COMPETENCIES Weighting: 20.00%

OUTCOME	OUTPUTS	OUTPUT INDICATOR	INDIVIDUAL OI/KPI No	INDIVIDUAL OUTCOME INDICATOR/ KPI	WEIGHTING	TARGET	TARGET STANDARD	ACTIVITIES	MEANS OF VERIFICATION/EVIDENCE
		Provide and direct a vision for the institution and inspire and deploy others to deliver on the strategic institutional mandate	1	Develops a strategic plan for the Directorate/department by holding annual strategic planning workshop, conducting SWOT and developing action plans in terms of SWOT.	10.00%	Develops a strategic plan for the Directorate/department by holding annual strategic planning workshop, conducting SWOT and developing action plans in terms of SWOT.	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Q2	Strategic session resolutions
			2	4 Consolidated reports detailing quarterly reporting on the performance of middle Managers and s56 Directors within Municipal Departments (within 30 days of the next month)	10.00%	4 Consolidated reports detailing quarterly reporting on the performance of middle Managers and s56 Directors within Municipal Departments (within 30 days of the next month)	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	performance reports

			3	Ensures that monthly and quarterly reports from SCM occur in accordance with all Supply Chain monitoring and reporting requirements in order to manage supplier performance and to meet all compliance reporting so that payments can be effected.	10.00%	Ensures that monthly and quarterly reports from SCM occur in accordance with all Supply Chain monitoring and reporting requirements in order to manage supplier performance and to meet all compliance reporting so that payments can be effected.	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Reports to SEM
			4	Ensures that consolidated submissions of monthly exception reports are submitted for assessment and reporting (by 4th of each month) regarding expenditure progress while detailing all cases of over/under budget and detailing reasons for this and appor	10.00%	Ensures that consolidated submissions of monthly exception reports are submitted for assessment and reporting (by 4th of each month) regarding expenditure progress while detailing all cases of over/under budget and detailing reasons for this and appropriate remedial action.	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	finance reports
			5	Ensure establishment and implementation of effective strategies and processes to monitor the resolution of customer complaints - providing monthly reports on progress and recommendations - directing and initiating appropriate change..	10.00%	Ensure establishment and implementation of effective strategies and processes to monitor the resolution of customer complaints - providing monthly reports on progress and recommendations - directing and initiating appropriate change..	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Corporate reports
			6	Ensuring that there is development and approval of the Institutional Procurement Plan	10.00%	Ensuring that there is development and approval of the Institutional Procurement Plan	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	1.< 42%2. 42% - 59%3. 60% - 77%4. 78% - 89%5. 90%+	Procurement implementation plan
			7	To provide oversight on SDBIP completion and submission and monitoring of performance reports submitted quarterly as consolidated reports in terms of legislation.	6.00%	To provide oversight on SDBIP completion and submission and monitoring of performance reports submitted quarterly as consolidated reports in terms of legislation.	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	SDBIP
			8	To ensure the establishment of a Planned Maintenance Plan	6.00%	To ensure the establishment of a Planned Maintenance Plan	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	approved maintenance plan
			9	Provides directorates relevant updates and information through management meetings and staff feedback sessions	6.00%	Provides directorates relevant updates and information through management meetings and staff feedback sessions	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	minutes of sessions held
			10	4 Newsletters developed and distributed (1 per quarter)	8.00%	4 Newsletters developed and distributed (1 per quarter)	1. = < not even a draft available2. = First draft available3. = submitted for approval on last due date;4. = submitted approved with minor corrections to be suggested5. = published	1. = < not even a draft available2. = First draft available3. = submitted for approval on last due date;4. = submitted approved with minor corrections to be suggested5. = published	publication
			11	Analyses of revenue collection of commonage fees - In an effort to improve management of commonages. This is achieved by reporting and conducting assessments quarterly on the number of stray animals impounded in Lady Grey, Barkly East and Rhodes in	8.00%	Analyses of revenue collection of commonage fees - In an effort to improve management of commonages. This is achieved by reporting and conducting assessments quarterly on the number of stray animals impounded in Lady Grey, Barkly East and Rhodes in order to assess collections made and appropriate action.	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	quarterly report analysis
			12	Ensure consolidated assessment reporting 1 per quarter on Unauthorised, Irregular, Fruitless and Wasteful expenditure and Minor Breaches	6.00%	Ensure consolidated assessment reporting 1 per quarter on Unauthorised, Irregular, Fruitless and Wasteful expenditure and Minor Breaches	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	1.< 49% 2. 50% - 69%3. 70% - 80%4. 81% - 90%5. 91%+	standing committee reports

Total 100.00%

100.00%

By signing this performance scorecard, the manager and employee hereby indicate their full understanding of, and agreement with the contents of the scorecard. The manager and the employee both acknowledge that this is in full compliance with SALGA's Performance Management Policy.

Name of employee: **THEMBINKOSI MAWONGA**

Manager: **Velle STOKIWE**