Sengu Local Municipality

Performance Management Profile

INDIVIDUAL PERFORMANCE SCORECARD: FY24/25

	THEMBINKOSI MAWONG MUNICIPAL MANAGER	SA .						PERSONAL CODE: PROVINCE/CLUSTER/UNIT:	PC226
	MAYOR								FY24/25
All Andrews	COMPETE	NICIES	The state of the s	SERVICE STREET			CHANGE SERVICES CONTRACTOR	化环烷合合 医一切牙后 医加克特氏	Weighting: 80.00%
	COMPETE	NCIES							weighting: 80.00%
OUTCOMES	FY24/25 ANNUAL	OPERATIONAL PLAN					INDIVIDUAL PERFORMANCE PLAN		
OUTCOME	OUTPUTS	OUTPUT INDICATOR	INDIVIDUAL OI/KPI No	INDIVIDUAL OUTCOME INDICATOR/ KPI	WEIGHTING	TARGET	TARGET STANDARD	ACTIVITIES	MEANS OF VERIFICATION/EVIDENCE
tional ormation and	Human Resource	Improved human capital management within the		% of departmental recruitment & selection	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
pment		municipality. Creation of		documents signed off					
		an environment that allows for performance		and submitted back to HR in 3 days					
		at optimal level		nk iii 3 days					
	Human Resource	Improved human capital		% of consequence	3.00%	% of consequence management initiatives initiated	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% -	Standing Committee report
		management within the municipality. Creation of		management initiatives initiated within 5 days of		within 5 days of the HOD being aware of these		90%5.91%+	
		an environment that		the HOD being aware of					
		allows for performance at optimal level		these					
		at optimal level							
				% Proportion of	3.00%	% Proportion of directorate staff (including director)	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
	Management	management within the municipality. Creation of		directorate staff (including director) who		who are submitting performance reports with the prescribed timeframes		The California of the Paris	
		an environment that		are submitting		presented differences			
		allows for performance		performance reports				I I I I I I I I I I I I I I I I I I I	
		at optimal level		with the prescribed timeframes					
	policy formulation	Ensure that		%/Proportion report on	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
		Departmental policies	10	departmental policies			The state of the s		
	Institutional Agility	are reviewed annually operational efficiency		reviewed % of Change initiatives	2.00%	% of Change initiatives captured in the Business Process	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
	madicularion of Aginty	operational emercine	i i	captured in the Business	2.00%	Reengineering conceptual document	11.42.42.42.42.45.33.30.4.77.44.70.4.03.43.30.4.	L. T. A. L. A. L. A. S. A. S. S. S. S. A. L. A. S. A. S.	Schreport
				Process Reengineering		Character Workshill And Service County Count			
				conceptual document					
		Improved human capital		% of employee average	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%+	survuy reports
	employee organisation	management within the		satisfaction levels			The second secon		and the second s
		municipality. Creation of an environment that							
		allows for performance							
		at optimal level							
	Motivated and satisfied	Communication and		% of employees	2.00%	% of employees engagments designed for employees to	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
	employee organisation	sharing information		engagments designed		know and feel the MM as their leader		37.000	Company Company Company
				for employees to know					
				and feel the MM as their					
	Human Resource	Improved human capital	1	%/ Proportion of	3.00%	%/ Proportion of directorate staff whose scorecards are	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
		management within the		directorate staff whose		concluded within the prescribed/agreed upon			
		municipality. Creation of an environment that		scorecards are concluded within the		timeframes and which are aligned properly			
		allows for performance		prescribed/agreed upon					
		at optimal level		timeframes and which					
				are aligned properly					
	Service Delivery	Improved Service		% of Strategic Session	3.00%	% of Strategic Session resolutions and service delivery	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% -	Approved budget - Council resolution
		Delivery		resolutions and service		needs allocated funds		90%5.91%+	
				delivery needs allocated funds					
	Service Delivery	Well planned service	10	availability of Integrated	3.00%	availability of Integrated Waste Management Plan by			Council resolution
		delivery provisions		Waste Management		June 2025	but not yet approved3. = submitted for approval on last		
				Plan by June 2025			due date; 4. = submitted before due date and approved with minor corrections to be suggested5. = submitted	approval on last due date; 4, = submitted before due date and approved with minor corrections to be	
				Variable 15			on time & approved	suggested5. = submitted on time & approved	
ervice Delivery	Service Delivery	High Municipal Service Delivery Excellence	1	1 X% of people's service delivery needs	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	Q3 and Q41. = < not even a draft available 2. = First draft available but not yet approved 3. =	Council resolution approving SDBIP
		Culture		expressed in IDP			for approval on last due date; 4. =	submitted for approval on last due date;	
							submitted before due date and approved with minor	4. = submitted before due date and approved with	Control of the Contro
					18°		corrections to be suggested5. = submitted on time & approved	minor corrections to be suggested5. = submitted on time & approved	
	Service Delivery	High Municipal Service	1	2 %X capital infrastrure	3.00%	%X capital infrastrure projects target met on 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%+	Audited MIG reports
		Delivery Excellence		projects target met on		within budget and in the right quality			
		Culture		time, within budget and in the right quality					
	Service Delivery	High Municipal Service	1	in the right quality 3 % reduction on service	3.00%	% reduction on service delivery breakdowns due to	1. = < 3,5% 2. = 3,5% - 4,95%	1. = < 3,5% 2. = 3,5% - 4,95%	Fleet report
		Delivery Excellence		delivery breakdowns		allocated vehicles/plant that is not properly maintained	3. = 5% -6,45% 4. = 6,45% - 7.45% 5. =	3. = 5% -6,45% 4. = 6,45% - 7.45% 5. =	
		Culture		due to allocated	1.014	or registered on time.	15%	15%	
				vehicles/plant that is not					
				properly maintained or					
				properly maintained or registered on time					

	IDP review	High Municipal Service Delivery Excellence Culture Compliance with Local		M proportion of reviewed IDP	3.00%	% proportion of reviewed IDP	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 8. approved	approval on last due date; 4. = submitted before due date and approved with minor corrections to be suggested5. = submitted on time & approved	
	Service Delivery	Government Legislations		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		5 % 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	(CAPEX and OPEX) deviation	3.00%	% budget to expenditure (CAPEX and OPEX) devistion	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 MKG Projects / Operational Plans	1.<42%2.42%-59%3.60%-77%4.78%-89%5.50%-	1.< 42%2. 42% - 59%3.60% - 77%4.78% - 89%5.90%+	CFO sign-off
	Financial Management	Municipal Financial Growth	23	% Increase in revenue due to the impementation 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		% 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 skits plan and submittion 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 inhistives implemented	L< 42%2. 42% - 59%3.60% - 77%4.78% - 89%5.50%	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	 - < 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 	Q11 < 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
	Risk and Fraud Prevention Management	Compliance with Local Government Legislations	28	% level of compliance, risk and declaration of interest complied and approved as per the stipulated timeframes	2.00%	100% level of compilance, 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%+	144282.42% - 59%3.60% - 77%4.78% - 89%5.90%+	audted reports
	COMMUNICATIONS, MARKETING, CUSTOMER CARE & PUBLIC PARTICIPATION	Improved capacity in communicating municipal information		Availability of comprehensive approved municipal annual Communication Plan	2.00%			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 plan
	COMMUNICATIONS, MARKETING, CUSTOMER CARE & PUBLIC PARTICIPATION	Improved capacity in communicating municipal information		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		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 3 = Unqualified with matters of emphasis 4 = Unqualified 5 = Clean	Q31 = Disclaimer 2 = Qualified 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 councilliors).	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	but not yet approved3. = submitted for approval on last		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
stial Planning and vironmental velopment	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%+	SOF 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		Council resolution
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	On time a spin over 1.< 42%2. 42% - 59%3.60% - 77%4.78% - 89%5.50% +	1.4.42%2.42% - 59%3,60% - 77%4.78% - 89%5,90%+	sign off by authorised stakeholder

Total 100.00%

HAVIOU	KAL COIVII	PETENCIES		INDIVIDUAL OUTCOME					Weighting: 20.00%
OUTCOME	OUTPUTS	OUTPUT INDICATOR	INDIVIDUAL OI/KPI No	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		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 Olirectorate/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%+	02	Strategic session resolutions
				4 Consolidated reports detailing quarterly reporting on the performance of middle Managers and \$56 Directors within Municipal Departments (within 30 days of the next month)	10.00%	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

1		1	-1-		t	le			In
						Ensures that monthly and quarterly reports from SCM	1.< 42742.4276 - 35763.0076 - 77764.7876 - 85763.9076+	1.< 42%2. 42% - 59%3.60% - 77%4.78% - 89%5.90%+	Reports to SEM
	ŀ			nd quarterly reports		occur in accordance with all Supply Chain monitoring			
	Į I			rom SCM occur in		and reporting requirements in order to manage supplier			
	1 1			ccordance with all		performance and to meet all compliance reporting so			
	1 1		Su	upply Chain monitoring		that payments can be effected.			!
	1			nd reporting	İ				l l
	l i		re	equirements in order to	l i				1
	1		m	nanage supplier					i
	1 1		pe	erformance and to		1			1
	1 1			neet all compliance		'			l l
	1 1			eporting so that	ļ				i
				ayments can be					l i
	1 1			ffected.					1
				nsures that	10.00%	Ensures that consolidated submissions of monthly	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
	1			onsolidated	10.00%	exception reports are submitted for assessment and	1.42 42 42 42 4 - 33 763 .00 76 - 77 764 .76 76 - 63 763 .30 76*	1.42762.4276-33763.0076-77764.7676-63763.3076+	intance reports
	1			ubmissions of monthly					ł
	1 1					reporting (by 4th of each month) regarding expenditure			1
	1 .			xception reports are		progress while detailing all cases of over/under budget			
	1 1			ubmitted for		and detailing reasons for this and appropriate remedial			1
	1 1			ssessment and		action.			l i
	1			eporting (by 4th of each					l i
	1 1			nonth) regarding	j i				
	1		ex	xpenditure progress					
	1		wi	rhile detailing all cases					i i
	1		of	f over/under budget					l l
				nd detailing reasons for	1		•		Į l
				his and appr					
					10.00%	Ensure establishment and implementation of effective	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
	1			nd implementation of		strategies and processes to monitor the resolution of			l
	j !			ffective strategies and		customer complaints - providing monthly reports on			j l
	[rocesses to monitor		progress and recommendations - directing and initiating			į i
				he resolution of		appropriate change			l '
	1			ustomer complaints -	l	abb. ab. are contain			į į
	1			roviding monthly					1
									l i
				eports on progress and					1
	1			ecommendations -					
			dia dia	irecting and initiating					1
			ap	ppropriate change					
					10.00%	Ensuring that there is development and approval of the	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
	1			levelopment and		Institutional Procurement Plan			1
			ap	pproval of the					
	1		in	nstitutional					1
			Pr	rocurement Plan					
			Pr 7 To	rocurement Plan o provide oversight on	6.00%	To provide oversight on SDBIP compilation and	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
			7 To	o provide oversight on	6.00%		1.< 49% 2. 50% - 69%3.70% - 80%4.61% - 90%5.91%+	1.< 49% 2. 50% - 69%3.70% - 80%4.81% - 90%5.91% -	SDBIP
			7 To 50	rocurement Plan o provide oversight on DBIP compilation and ubmission and		submission and monitoring of performance reports	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
			7 To SD SU	o provide oversight on DBIP compliation and ubmission and		submission and monitoring of performance reports submitted quarterly as consolidated reports in terms of	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%+	SOBIP
			7 To 50 su m	o provide oversight on DBIP complication and ubmission and nonitoring of		submission and monitoring of performance reports	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
		:	7 To SD su m pe	o provide oversight on DBIP compliation and ubmission and nonitoring of performance reports		submission and monitoring of performance reports submitted quarterly as consolidated reports in terms of	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%+	SDEIP
		:	7 To SE su m P SE	o provide oversight on DBIP compilation and ubmission and nonitoring of serformance reports ubmitted quarterly as		submission and monitoring of performance reports submitted quarterly as consolidated reports in terms of	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%+	SOBIP
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Sengu Local Municipality

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 compilance with SALGA's Performance Management Policy.

Name of employee: THEMBIRKOSI MAWONGA Manager: Veille STOKN'WE