



TSWELOPELE

LOCAL MUNICIPALITY

A MUNICIPALITY IN PROGRESS

PERFORMANCE PLAN
ACTING MUNICIPAL MANAGER
TSWELOPELE LOCAL MUNICIPALITY
2026 - 2027

DM

1. Purpose

The performance plan defines the Council's expectations of the Municipal Manager performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan (IDP) and as reviewed annually.

2. Key Responsibilities

The following objects of local government will inform the Municipal Manager performance against set performance indicators:

- 2.1 Provide democratic and accountable government for local communities.
- 2.2 Ensure the provision of services to communities in a sustainable manner.
- 2.3 Promote social and economic development.
- 2.4 Promote a safe and healthy environment.
- 2.5 Encourage the involvement of communities and community organisations in the matters of local government.

3. Key Performance Areas

The following Key Performance Areas (KPA's) as outlined in the Local Government: Municipal Planning and Performance Management Regulations (2001) inform the strategic objectives listed in the table below:

- 3.1 Municipal Transformation and Organisational Development.
- 3.2 Basic Service Delivery and Infrastructure Development
- 3.3 Local Economic Development
- 3.4 Municipal Financial Viability and Management.
- 3.5 Good Governance and Public Participation.

TJ
JM

Municipal Manager

Core Managerial and Occupational Competencies	Weighting	Description/Definition	Comments/Observations	Rating			
				1 Q	2 Q	3 Q	4 Q
Compulsory Core Competency Requirements							
Financial Management	10	Compiles and manages budgets, controls cash flow, institutes risk management and administers supply chain management processes in accordance with legal prescripts and generally recognised accounting practices in order to ensure the achievement of the Municipality's strategic objectives.					
People Management and Empowerment	20	Manages and encourages people, optimises their outputs and effectively manages relationships in order to achieve the Municipality's Strategic Objectives					
Client Orientation and Customer Focus	20	Willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice.					



Municipal Manager

Core Managerial and Occupational Competencies	Weighting	Description/Definition	Comments/Observations	Rating			
				1 Q	2 Q	3 Q	4 Q
Selected Core Competency Requirements							
Strategic Capability and Leadership	10	Provides a vision, sets the direction for the administration and inspires others to deliver on the municipality's mandate					
Problem Solving and Analysis	10	Systematically identifies, analyses and resolves existing and anticipated problems in order to reach optimum solutions in a timely manner.					
Programme and Project Management	10	Plans, manages, monitors and evaluates specific activities in order to deliver the desired outputs and outcomes.					
Honesty and Integrity	10	Displays and builds the highest standards of ethical and moral conduct in order to promote confidence and trust in the Municipality.					
Policy conceptualization and implementation	10	Ability to conceptualize policies and ensure policy implementation					

Signed and accepted by (Acting Municipal Manager):

Date: 03 July / 2026

Signed and accepted by (Mayor) on behalf of the Council:

Date: 28 July / 2026



Municipal Manager

Key Performance Area

	Weighting	Possible Rating	Rating Achieved			
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
1 Municipal Transformation and Organisational Development	20	20	0	0	0	0
2 Basic Service Delivery	20	20	0	0	0	0
3 Local Economic Development	20	20	0	0	0	0
4 Municipal Financial Viability and Management	20	20	0	0	0	0
5 Good Governance and Public Participation	20	20				
Total Achieved	100	100	0	0	0	0
Weighted Score						
		100%	0.00%	0.00%	0.00%	0.00%
		80%	0.00%	0.00%	0.00%	0.00%

Core Competency Requirements

Core Competency Requirements			Rating Achieved			
	Weighting	Possible Rating	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Compulsory						
1 Financial Management	10	10	0	0	0	0
2 People Management and Empowerment	20	20	0	0	0	0
3 Client Orientation and Customer Focus	20	20	0	0	0	0
4 Policy conceptualization & implementation	10	10				
Selected						
1 Strategic Capability and Leadership	10	10	0	0	0	0
2 Problem Solving and Analysis	10	10	0	0	0	0
3 Programme and Project Management	10	10	0	0	0	0
4 Honesty and Integrity	10	10	0	0	0	0
Total Achieved			0	0	0	0
Weighted Score						
100%			0.00%	0.00%	0.00%	0.00%
20%			0.00%	0.00%	0.00%	0.00%
Final Weighted Score Achieved			0.00%	0.00%	0.00%	0.00%
Final Score Achieved			0.00%	0.00%	0.00%	0.00%

TD JM

Municipal Manager

- (a) a score of 130% to 135% is awarded a performance bonus of 6%; and
- (b) a score of 136% to 140% is awarded a performance bonus of 8%; and
- (c) a score of 141% to 145% is awarded a performance bonus of 10%; and
- (d) a score of 146% to 150% is awarded a performance bonus of 12%; and
- (e) a score of 151% and above is awarded a performance bonus of 14%



Signature: Acting Municipal Manager: _____

Date: 03 July 2026



Signature: Mayor: _____

Date: 03 July 2026

Municipal Manager

Development need	Activity	When	Learning Outcome	Impact

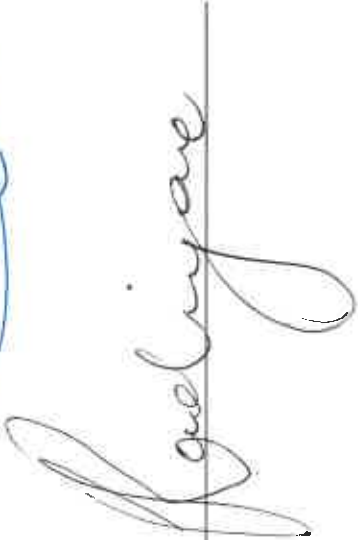
Signature: Acting Municipal Manager



Date: 103 July 2026



Signature: Mayor



Date: 31 July 2026

