



TSWELOPELE

LOCAL MUNICIPALITY
A MUNICIPALITY IN PROGRESS

PERFORMANCE PLAN DIRECTOR CORPORATE SERVICES TSWELOPELE LOCAL MUNICIPALITY 2026 - 2027

1. Purpose

The performance plan defines the Council's expectations of the Director Corporate Service 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 Director Corporate Service 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.



Director Corporate Services

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.					

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Director Corporate Services

Core Managerial and Occupational Competencies	Weighting	Description/Definition	Comments/Observations				Rating			
			Selected Core Competency Requirements				1 Q	2 Q	3 Q	4 Q
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 (Director Corporate Service):

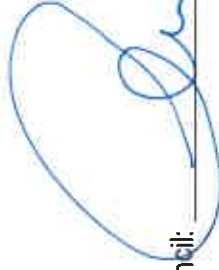


Date: 7

July

/2026

Signed and accepted by (Acting Municipal Manager) on behalf of the Council:



Date: 03

July

/2026

Director Corporate Services

Key Performance Area

	Weighting	Possible Rating	Rating Achieved			
			1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
1 Municipal Transformation and Organisational Development	30	30	0	0	0	0
2 Basic Service Delivery	20	20	0	0	0	0
3 Municipal Financial Viability and Management	10	10	0	0	0	0
4 Good Governance and Public Participation	10	10	0	0	0	0
5 Local Economic Development	30	30				
Total Achieved	100	100	0	0	0	0

Weighted Score	100%
	80%

	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%

Core Competency Requirements

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	100	100	0	0	0	0

Weighted Score	100%
	20%

	0.00%	0.00%	0.00%	0.00%	0.00%
	0.00%	0.00%	0.00%	0.00%	0.00%

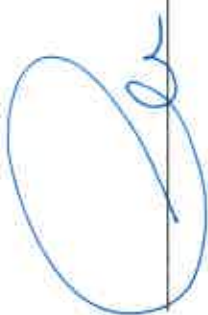
Director Corporate Services

0.00%	Final Weighted Score Achieved	0.00%	0.00%	0.00%	0.00%
0.00%	Final Score Achieved	0.00%	0.00%	0.00%	0.00%

(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: Director Corporate Service:  _____

Date:  07 /2026

Signature: Acting Municipal Manager:  _____

Date: 03 July /2026

Director Corporate Services

Development need	Activity	When	Learning Outcome	Impact

Signature: Director Corporate Service: 1P 

Date: ²³ /  / 2026

Signature: Acting Municipal Manager: 

Date: ⁰³ July / 2026