

Appendix A



PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

**THE MKHAMBATHINI MUNICIPALITY
AS REPRESENTED BY
MUNICIPAL MANAGER
(Duly authorised by Council)**

MR S MNGWENGWE
850303 6087 083

And

MR SONWABILE GOODMAN MKHIZE
820306 5262 083

**THE TECHNICAL SERVICES DIRECTOR
OF THE MUNICIPALITY**

01 December 2022 – 30 June 2023

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Mkhambathini Municipality herein represented by **Mr S Mngwengwe** in his capacity as Municipal Manager (Hereinafter referred to as the **Mkhambathini Municipality or Supervisor**)

and

Director: Technical Services Sonwabile Goodman Mkhize, Identity Number 820306 5262 083 of the Municipality (Hereinafter referred to as the **Director :Technical Services**).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Mkhambathini Municipality has entered into a contract of employment with the **Director : Technical Services** in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Mkhambathini Municipality** and the **Director: Technical Services** are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the 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 **Director : Technical Services** to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2 specify objectives and targets defined and agreed with the **Director : Technical Services** and to communicate to **Director : Technical Services** the Mkhambathini Municipality's expectations of the **Director : Technical Services** performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 2.4 monitor and measure performance against set targeted outputs;

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- 2.5 use the performance agreement as the basis for assessing whether the **Director: Technical Services** has met the performance expectations applicable to his or her job;
- 2.6 in the event of outstanding performance, to appropriately reward the **Director : Technical Services**; and
- 2.7 give effect to the Mkhambathini Municipality's commitment to a performance-orientated relationship with its **Director: Technical Services** in attaining equitable and improved service delivery.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **01 December 2022** and will remain in force until **30 June 2023**, thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the **Director: Technical Services** contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4 PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure B) sets out-
 - 4.1.1 the performance objectives and targets that must be met by the **Director : Technical Services** ; and
 - 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure C are set by the **Mkhambathini Municipality** in consultation with the **Director : Technical Services** and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of **Mkhambathini Municipality**, and shall include key objectives; key performance indicators; target dates and weightings.
 - 4.2.1 The key objectives describe the main tasks that need to be done.
 - 4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
 - 4.2.3 The target dates describe the timeframe in which the work must be achieved.

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- 4.2.4 The weightings show the relative importance of the key objectives to each other.
- 4.3 The **Director: Technical Services** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in **Mkhambathini Municipality's Integrated Development Plan**.

5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The **Director: Technical Services** agrees to participate in the performance management system that the **Mkhambathini Municipality** adopts or introduces for the **Mkhambathini Municipality**, management and municipal staff of the **Mkhambathini Municipality**.
- 5.2 The **Director: Technical Services** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the **Mkhambathini Municipality**, management and municipal staff to perform to the standards required.
- 5.3 The **Mkhambathini Municipality** will consult the **Director : Technical Services** about the specific performance standards that will be included in the performance management system as applicable to the **Director : Technical Services**
- 5.4 The **Director : Technical Services** agrees to participate in the performance management and development system that the Employer adopts
- 5.5 The **Director: Corporate Services** undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the **Director: Technical Services** responsibilities) within the local government framework.
- 5.6 The criteria upon which the performance of the **Director: Technical Services** shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
- 5.6.1 The **Director: Technical Services** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs) respectively.
- 5.6.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 5.6.3 KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 5.7 The **Director : Technical Services** assessment will be based on his / her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (**Annexure B**), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the **Mkhambathini Municipality** and **Director : Technical Services**

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Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	65 %
Municipal Institutional Development and Transformation	5%
Local Economic Development (LED)	-%
Municipal Financial Viability and Management	10 %
Good Governance and Public Participation	10 %
Cross Cutting	10 %
Total	100%

5.8 The CMC's will make up the other 20% of the **Director: Technical Services** Assessment score. CMC's that are deemed to be most critical for **Director: Technical Services** specific job should be selected (✓) from the list below as agreed to between **Mkhambathini Municipality** and **Director: Technical Services**.

LEADING COMPETENCIES		
CORE DIRECTORIAL COMPETENCIES (CMC)	COMPETENCY DESCRIPTION	WEIGHT %
1. Strategic Direction and Leadership	Impact and influence Institutional Performance Management Strategic Planning and Management Organisational Awareness	10 %
2. People Management	Human Capital Planning and Development Diversity Management Employee Relations Management Negotiation and dispute Management	5 %
3. Programme and Project Management	Program and project Planning and Implementation Service Delivery Management Program and Project Management and Evaluation	15 %
4. Financial Management	Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring	10 %
5. Change Management	Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and Evaluation	5 %
6. Governance Leadership	Policy Formulation Risk and Compliance Management Cooperative Governance	5 %
CORE COMPETENCIES		
7. Moral Competencies	Able to identify triggers, apply reasoning that promotes honesty and integrity and consistency display behavior that reflects moral competence.	5 %
8. Planning and Organising	Able to plan, priorities and organize information and resources effectively to ensure the quality of service delivery and build efficient contingency Plans to manage risk	15 %
9. Analysis and Innovation	Able to critically analysis information challenges and trends to establish and implement fact based solutions that are innovative	5 %

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	to improve institutional processes in order to achieve key strategic objectives.	
10. Knowledge and Information Management	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government.	5 %
11. Communication	Able to share information, knowledge and ideas in a clear, focused and concise manner, appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome.	10 %
12. Results and Quality Focus	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further to actively monitor and measure results and quality against identified objectives.	10 %
TOTAL		100%

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6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure B) to this Agreement sets out -
- 6.1.1 the standards and procedures for evaluating the **Director : Technical Services** performance; and
 - 6.1.2 the intervals for the evaluation of the **Director: Technical Services** performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the **Mkhambathini Municipality** may in addition review the **Director: Technical Services** performance at any stage while the contract of employment remains in force.
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 The **Director: Technical Services** performance will be measured in terms of contributions to the goals and strategies set out in the **Mkhambathini Municipality's** IDP.
- 6.5 The annual performance appraisal will involve:
- 6.5.1 **Assessment of the achievement of results as outlined in the performance plan:**
 - (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
 - (b) An indicative rating on the five-point scale should be provided for each KPA.
 - (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.
 - 6.5.2 **Assessment of the CCRs**
 - (a) Each CCR should be assessed according to the extent to which the specified standards have been met.
 - (b) An indicative rating on the five-point scale should be provided for each CCR.
 - (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
 - (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CCR score.
 - 6.5.3 **Overall rating**

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

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6.6 The assessment of the performance of the **Director : Technical Services** will be based on the following rating scale for KPA's and CCRs:

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of the Director : Technical Services at this level. The appraisal indicates that the Director : Technical Services has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Director: Technical Services has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Director: Technical Services has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the Director: Technical Services has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the Director: Technical Services has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The Director: Technical Services has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

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- 6.7 For purposes of evaluating the annual performance of the Municipal Manager, an evaluation panel constituted of the following persons must be established -
- 6.7.1 Executive Mayor or Mayor;
 - 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
 - 6.7.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;
 - 6.7.4 Mayor and/or Mayor from another municipality; and
 - 6.7.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.
- 6.8 For purposes of evaluating the annual performance of Directors directly accountable to the Municipal Manager, an evaluation panel constituted of the following persons must be established -
- 6.8.1 Mayor;
 - 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
 - 6.8.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
 - 6.8.4 Municipal Manager from another municipality.
- 6.9 The Director responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

7. SCHEDULE FOR PERFORMANCE REVIEWS

- 7.1 The performance of **Director: Technical Services** in relation to his / her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

QUARTER	MONTHS	REVIEW DATE
First quarter	July 2022– September 2022	Before the end of October 2022
Second quarter	October 2022– December 2022	Before the end of January 2023
Third quarter	January 2023– March 2023	Before the end of April 2023
Fourth quarter	April 2023– June 2023	Before the end of July 2023

- 7.2 The **Mkhambathini Municipality** shall keep a record of the mid-year review and annual assessment meetings.
- 7.3 Performance feedback shall be based on the **Mkhambathini Municipality's** assessment of **Director: Technical Services** performance.
- 7.4 The **Mkhambathini Municipality** will be entitled to review and make reasonable changes to the provisions of Annexure "B" from time to time for operational reasons. The **Director: Technical Services** will be fully consulted before any such change is made.
- 7.5 The **Mkhambathini Municipality** may amend the provisions of Annexure B whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the **Director: Technical Services** will be fully consulted before any such change is made.

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8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

9. OBLIGATIONS OF THE MKHAMBATHINI MUNICIPALITY

9.1 The Mkhambathini Municipality shall –

- 9.1.1 create an enabling environment to facilitate effective performance by the **Director: Technical Services**
- 9.1.2 provide access to skills development and capacity building opportunities;
- 9.1.3 work collaboratively with the **Director: Technical Services** to solve problems and generate solutions to common problems that may impact on the performance of the **Director: Technical Services**;
- 9.1.4 on the request of the **Director: Technical Services** delegate such powers reasonably required the **Director: Technical Services** to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and
- 9.1.5 make available to the **Director: Technical Services** such resources as the **Director: Technical Services** may reasonably require from time to time to assist him / her to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

- 10.1 The **Mkhambathini Municipality** agrees to consult the **Director: Technical Services** timorously where the exercising of the powers will have amongst others –
 - 10.1.1 a direct effect on the performance of any of the **Director: Technical Services** functions;
 - 10.1.2 Commit the **Director: Technical Services** to implement or to give effect to a decision made by the **Mkhambathini Municipality**; and
 - 10.1.3 a substantial financial effect on the **Mkhambathini Municipality**.
- 10.2 The **Mkhambathini Municipality** agrees to inform the **Director: Technical Services** of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the **Director: Technical Services** to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of the **Director: Technical Services** Performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 11.2 A performance bonus of between 5% to 10% of inclusive annual remuneration package may be paid to the **Director: Technical Services** in recognition of outstanding performance to be constituted as follows:

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- 11.2.1 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
 - 11.2.2 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 11.3 In the case of unacceptable performance, the **Mkhambathini Municipality** shall –
- 11.3.1 provide systematic remedial or developmental support to assist the **Director: Technical Services** to improve his or her performance; and
 - 11.3.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the **Mkhambathini Municipality** may consider steps to terminate the contract of employment of the **Director: Technical Services** on grounds of unfitness or incapacity to carry out his or her duties.

12. DISPUTE RESOLUTION

- 12.1 Any disputes about the nature of the **Director: Technical Services** performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –
- 12.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the **Director: Technical Services**; or
 - 12.1.2 any other person appointed by the MEC.
 - 12.1.3 In the case of Directors directly accountable to the **Director: Technical Services**, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the **Director: Technical Services**; whose decision shall be final and binding on both parties.
- 12.2 In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

13. GENERAL

- 13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the **Mkhambathini Municipality**.
- 13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Director: Technical Services** in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.
- 13.3 The performance assessment results of the **Director: Technical Services** must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

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SIGNED AT CAMPERDOWN ON THIS THE 01 DAY OF DECEMBER 2022.

AS WITNESSES:


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MR S.G MKHIZE
DIRECTOR: TECHNICAL SERVICES

SIGNED AT CAMPERDOWN ON THIS THE 01 DAY OF DECEMBER 2022.

AS WITNESSES:

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MR S MNGWENGWE
MUNICIPAL MANAGER



Annexure B

ANNUAL PERFORMANCE PLAN, PERSONAL DEVELOPMENT PLAN AND REVIEW FOR MANAGERS

Entered into by and between

**THE MKHAMBATHINI MUNICIPALITY
AS REPRESENTED BY THE
MUNICIPAL MANAGER**

(Duly authorised by Council)

**MR S MNGWENGWE
MUNICIPAL MANAGER**

AND

**MR SONWABILE GOODMAN MKHIZE
DIRECTOR: TECHNICAL SERVICES
[“the Employee”]**

01 December 2022 – 30 June 2023

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Period Under Review	
Surname	Mkhize
Name	Sonwabile Goodman
Municipality	Mkhambathini
Department	Technical Services
Race	Black
Gender	Male
Employee Number	
Date of Appointment	01 December 2022
Salary Package	

Performance Plan

Attached as Annexure C

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Calculation on the Core Management Criteria (CMC)

CMC's are based on the eleven core competencies – every Manager should be assessed against all those CMC that are applicable to his/her job. Compulsory CMC for Managers are highlighted below (NOTE: Weights should be taken from the signed performance agreement for the year under review).

CORE MANAGERIAL COMPETENCIES (CMC)		√ (Indicate Choice)	WEIGHT %	MILESTONES/ COMMENTS
1 Strategic Direction and Leadership			10 %	
2. People Management			5 %	
3. Programme and Project Management			15 %	
4. Financial Management			10 %	
5. Change Management			5 %	
6. Governance Leadership			5 %	
7. Moral Competencies			5 %	
8. Planning and Organizing			15 %	
9. Analysis and Innovation			5 %	
10. Knowledge and Information Management			5 %	
11. Communication			10 %	
12. Results and Quality Focus			10 %	

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EVALUATION ON THE CORE OCCUPATIONAL COMPETENCY (COC)

COC's are based on the eleven core competences – every Manager should be assessed against all those COC's that are applicable to his/her job.
(NOTE: Weight should be taken from the signed performance agreement for the year under review)

CORE OCCUPATIONAL COMPETENCIES (CMC)		√ (Indicate Choice)	WEIGHT %	MILESTONES/COMM ENTS
1. Competence in Self-Management			10%	
2. Interpretation of and implementation within the legislative and national policy framework			10%	
3. Knowledge of Performance Management and Reporting			10%	
4. Knowledge of global of South African specific political, social and economic contexts			10%	
5. Competence in policy conceptualization, analysis and implementation			10%	
6. Knowledge of more than one functional municipal field/discipline			5%	
7. Skills in Mediation			5%	
8. Skills in Governance			10%	
9. Competence as required by other national line sector department			15%	
10. Exceptional and dynamic creativity to improve the functioning of the municipality			15%	
Total percentage		-	100%	

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PERSONAL DEVELOPMENT PLAN

AREA TO BE DEVELOPED	TYPE OF INTERVENTION	TARGET DATE

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PERFORMANCE ASSESSMENT RATING

The Assessment Rating will be used to add the score and calculate a final KPA score (80%) and a final CMC and COC's score (20%).

The Table Below should be completed by the summarized total of each panel member (*Note: Weight should be taken from the signed performance agreement for the year under review*)

KEY PERFORMANCE AREA	WEIGHT	RATING
1. Basic Service Delivery	65 %	
2. Municipal Institutional Development and Transformation	5%	
3. Local Economic Development	-%	
4. Municipal Financial Viability and Management	10 %	
5. Good Governance and Public Participation	10 %	
6. Community and Social Development	10 %	
Total		
x 80%		

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Core Management Competencies	Weight	Rating
1. Strategic Capability & Leadership	10 %	
2. Programme & Project Management	5 %	
3. Financial Management (Compulsory)	15 %	
4. Change Management	10 %	
5. People Management	5 %	
6. Governance Leadership	5 %	
Total		
x 20%		

Core Occupational Competencies	Weight %	Rating
1. Moral Competence	5 %	
2. Planning and Organizing	15 %	
3. Analysis and Innovation	5 %	
4. Knowledge and Innovation	5 %	
5. Communication	10 %	
6. Result and Quality Focus	10 %	
Total		
X 20%		

Key Results

KEY PERFORMANCE AREA	(A) Sub- Total	(B) % Of Assessment
KRA (Key Result Area)		80%
CC (Conduct Criteria)		20%
c) FINAL SCORE		
FINAL SCORE IN PERCENTAGE (C/5X100)		

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AGREEMENT TO PERFORMANCE AND DEVELOPMENT PLAN

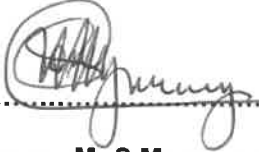
I agree with the objectives as set out in the above Performance and Development Plan and undertake to achieve the objectives as agreed on.

SIGNATURE:.....

Name of Director : Mr SG Mkhize

Date:.....01/12/2022

I undertake to support **Mr SG Mkhize** .(Community Services Director) with the achievement of the above Performance and Development Plan .

SIGNATURE:.....

Municipal Manager : Mr S Mngwengwe

Date:.....01/12/2022



Schedule 2

CODE OF CONDUCT FOR MUNICIPAL STAFF MEMBERS

[Sch. 2 amended by s. 29 of Act No. 44 of 2003.]

Wording of Sections

1. Definitions. — In this Schedule “partner” means a person who permanently lives with another person in a manner as if married.

General conduct

2. A staff member of a municipality must at all times—
 - (a) loyally execute the lawful policies of the municipal council;
 - (b) perform the functions of office in good faith, diligently, honestly and in a transparent manner;
 - (c) act in such a way that the spirit, purport and objects of section 50 are promoted;
 - (d) act in the best interest of the municipality and in such a way that the credibility and integrity of the municipality are not compromised; and
 - (e) act impartially and treat all people, including other staff members, equally without favour or prejudice.

Commitment to serving the public interest

3. A staff member of a municipality is a public servant in a developmental local system, and must accordingly:-
 - (a) implement the provisions of section 50 (2);
 - (b) foster a culture of commitment to serving the public and a collective sense of responsibility for performance in terms of standards and targets;
 - (c) promote and seek to implement the basic values and principles of public administration described in section 195 (1) of the Constitution;
 - (d) obtain copies of or information about the municipality’s integrated development plan, and as far as possible within the ambit of the staff member’s job description, seek to implement the objectives set out in the integrated development plan, and achieve the performance targets set for each performance indicator;
 - (e) participate in the overall performance management system for the municipality, as well as the staff member’s individual performance appraisal and reward system, if such exists, in order to maximise the ability of the municipality as a whole to achieve its objectives and improve the quality of life of its residents.

Personal gain

4. (1) A staff member of a municipality may not:-
 - (a) use the position or privileges of a staff member, or confidential information obtained as a staff member, for private gain or to improperly benefit another person; or
 - (b) take a decision on behalf of the municipality concerning a matter in which that staff member, or that staff member's spouse, partner or business associate, has a direct or indirect personal or private business interest.
- (2) Except with the prior consent of the council of a municipality a staff member of the municipality may not:-
 - (a) be a party to a contract for:-
 - (i) the provision of goods or services to the municipality; or
 - (ii) the performance of any work for the municipality otherwise than as a staff member;
 - (b) obtain a financial interest in any business of the municipality; or
 - (c) be engaged in any business, trade or profession other than the work of the municipality.

Disclosure of benefits

5. (1) A staff member of a municipality who, or whose spouse, partner, business associate or close family member acquired or stands to acquire any direct benefit from a contract concluded with the municipality must disclose in writing full particulars of the benefit to the council.
- (2) This item does not apply to a benefit which a staff member, or a spouse, partner, business associate or close family member, has or acquires in common with all other residents of the municipality.

Unauthorized disclosure of information

- 6.(1) A staff member of a municipality may not without permission disclose any privileged or confidential information obtained as a staff member of the municipality to an unauthorized person.
- (2) For the purpose of this item "privileged or confidential information" includes any information—
 - (a) determined by the municipal council or any structure or functionary of the municipality to be privileged or confidential;
 - (b) discussed in closed session by the council or a committee of the council;
 - (c) disclosure of which would violate a person's right to privacy; or
 - (d) declared to be privileged, confidential or secret in terms of any law.
- (3) This item does not derogate from a person's right of access to information in terms of national legislation.

Undue influence

7. A staff member of a municipality may not—
- (a) unduly influence or attempt to influence the council of the municipality, or a structure or functionary of the council, or a councillor, with a view to obtaining any appointment, promotion, privilege, advantage or benefit, or for a family member, friend or associate;
 - (b) Mislead or attempt to mislead the council, or a structure or functionary of the council, in its consideration of any matter; or
 - (c) be involved in a business venture with a councillor without the prior written consent of the council of the municipality.

Rewards, gifts and favours

8. (1) A staff member of a municipality may not request, solicit or accept any reward, gift or favour for —
- (a) persuading the council of the municipality, or any structure or functionary of the council, with regard to the exercise of any power or the performance of any duty;
 - (b) making a representation to the council, or any structure or functionary of the council;
 - (c) disclosing any privileged or confidential information; or
 - (d) doing or not doing anything within that staff member's powers or duties.
- (2) A staff member must without delay report to a superior official or to the speaker of the council any offer, which if accepted by the staff member, would constitute a breach of sub item (1).

Council property

9. A staff member of a municipality may not use, take, acquire, or benefit from any property or asset owned, controlled or managed by the municipality to which that staff member has no right.

Payment of arrears

10. A staff member of a municipality may not be in arrears to the municipality for rates and service charges for a period longer than 3 months, and a municipality may deduct any outstanding amounts from a staff member's salary after this period.

Participation in elections

11. A staff member of a municipality may not participate in an election of the council of the municipality, other than in an official capacity or pursuant to any constitutional right.

Sexual harassment

12. A staff member of a municipality may not embark on any action amounting to sexual harassment.

Reporting duty of staff members

13. Whenever a staff member of a municipality has reasonable grounds for believing that there has been a breach of this Code, the staff member must without delay report the matter to a superior officer or to the speaker of the council.

Breaches of Code

14. Breaches of this Code must be dealt with in terms of the disciplinary procedures of the municipality envisaged in section 67 (1) (h) of this Act.

Disciplinary steps

- 14A (1) A breach of this Code is a ground for dismissal or other disciplinary steps against a staff member who has been found guilty of such a breach.
- (2) Such other disciplinary steps may include—
- (a) suspension without pay for no longer than three months;
 - (b) demotion;
 - (c) transfer to another post;
 - (d) reduction in salary, allowances or other benefits; or
 - (e) an appropriate fine.

[Item 14A inserted by s. 29 of Act No. 44 of 2003.]

ORGANISATIONAL SCORECARD FOR 2022/2023

TECHNICAL SERVICES DEPARTMENT

SDRIP 2022/2023

ALIGNMENT WITH NATIONAL POLICY FRAMEWORK		IDP BUDGET AND B2B REF NUMBERS (ALIGNMENT)	STRATEGIC OBJECTIVE		KEY PERFORMANCE INDICATORS		DETAILED PERFORMANCE MEASURE		BENCHMARK		BASELINE		ANNUAL TARGET	QUARTER#1	QUARTER 4		BUDGET	WARD INFORMATION		MEANS OF VERIFICATION (POE)		RESPONSIBLE DEPARTMENT
		IDP REF NO.	B2B REF NO.									2021/2022	2022/2023	TARGET	TARGET							
NMPA: BASIC SERVICE DELIVERY																						
OUTCOME 6: AN EFFICIENT, COMPETITIVE AND RESPONSIVE ECONOMIC INFRASTRUCTURE NETWORK																						
OUTPUT 2: IMPROVING ACCESS TO BASIC SERVICES																						
KEY PERFORMANCE AREA: BASIC SERVICE DELIVERY																						
BSD1																						
To ensure the provision, upgrade and construction of infrastructure and services that enhance socio economic development within the municipality																						
B2B_1																						
Ezhenbent Electrification																						
Number of household electrified but not energised (accumulative)																						
343																						
343																						
100																						
243																						
TBC																						
Ward 5																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_2																						
Mhambakini Electrification																						
Number of household electrified but not energised (accumulative)																						
78																						
78																						
N/A																						
78																						
TBC																						
Ward 5																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_3																						
Manyesini-Mboyi																						
Number of household electrified but not energised (accumulative)																						
New																						
202																						
N/A																						
202																						
R7 000 000																						
Ward 3																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_3-1																						
Mgwenya-gulube Electrification																						
Number of household electrified but not energised (accumulative)																						
New																						
320																						
N/A																						
320																						
R8 000 000																						
Ward 7																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_4																						
Barophila Sport Field																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
N/A																						
TBC																						
Ward 5																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_5																						
Mgwenyama Access Road																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
80%																						
100%																						
R8 763 862																						
Ward 4																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_6																						
Maqonqo Taxi Rank																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
80%																						
100%																						
R5 720 058																						
Ward 1																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_7																						
Chibini Access Road																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
80%																						
100%																						
R3 267 281																						
Ward 3																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_9																						
Maqonqo Community Hall																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
80%																						
100%																						
R700 000																						
Ward 1																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_11																						
Opholweni Access Road																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
80%																						
100%																						
R700 000																						
Ward 2																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_12																						
Manyesini Access Road																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
80%																						
100%																						
R700 000																						
Ward 3																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_13																						
Mhlekisa Sportfield																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
80%																						
100%																						
R700 000																						
Ward 4																						
Report / Practical Completion Certificates																						
Technical Services																						
B2B_14																						
Poiso Access Road																						
Percentage of the total project progress per quarter (accumulative)																						
New																						
100%																						
80%																						
100%																						
R700 000																						
Ward 5																						
Report / Practical Completion Certificates																						
Technical Services																						

		B2B_15	Makhloweni Sportfield	Percentage of the total project progress per quarter (accumulative)	New	New	100%	80%	100%	R700 000	Ward 6	Report / Practical Completion Certificates	Technical Services									
		B2B_16	Mintugwini Access Road	Percentage of the total project progress per quarter (accumulative)	New	New	100%	80%	100%	R700 000	Ward 7	Report / Practical Completion Certificates	Technical Services									
		B2B_17	Plant Hire at All Wards	Number of progress reports on Plant Hire	New	New	1	N/A	N/A	R5 900 000	All Wards	Report on plant hire	Technical Services									
NKPA: FINANCIAL VIABILITY AND MANAGEMENT																						
	FIN7	B2B_18	To ensure effective and efficient grants management	Spent 100% of the MIG allocation by End of June 2023	Percentage spent on MIG allocation (accumulative)	100%	100%	75%	100%	R24 755 000	Institutional	Reports submitted Council	Technical Services									
		B2B_19												Prepare and submit progress reports on MIG projects implemented in all wards submitted to Council quarterly	4	4	1	1	N/A	Institutional	Reports submitted Council	Technical Services
		B2B_20												Prepare and submit progress reports on INEP electricity projects implemented in all wards	4	4	1	1	R18 000 000	Institutional	Reports submitted Council	Technical Services
NKPA: GOOD GOVERNANCE AND PUBLIC PARTICIPATION																						
KEY PERFORMANCE AREA: GOOD GOVERNANCE AND DEMOCRACY	GG1	B2B-3	To implement and maintain effective enterprise risk management system To ensure that services provided to the Municipality by service providers is of high quality To transform the municipality into a performance driven institution	Update and Report on the Risk Management Register /Action Plan	Number of risk management Registers Submitted to MANCO	4	4	1	1	N/A	N/A	Updated risk register, minutes and attendance register	Technical Services									
		B2B-16												Assess and Report on Service Providers Performance	2	2	N/A	1	Institutional	Reports on Service provider performance, acknowledgment from MM	Technical Services	
		B2B_21												Quarterly Performance Reports on achieved and not achieved targets submitted to PMS Unit	4	4	1	1	N/A	Institutional	Quarterly PMS Report and Submission register	Technical Services
NKPA: CROSS CUTTING																						
KEY PERFORMANCE AREA : CROSS CUTTING ISSUES	CC2	B2B_22	To ensure spatial development in the entire area of Mkhambathini Municipality To promote effective and efficient building control services To ensure integrated housing development within the municipality	Approval of Spuma application	Number of Reports on SPLUMA applications approved	4	4	1	1	N/A	Institutional	Report and Council resolution	Technical Services									
		B2B_23												Building Inspections	4	4	1	1	N/A	Institutional	Inspection reports and building approvals, portfolio minutes	Technical Services
		B2B_24												Coordinate and hold meetings with Developers and the Department of Human Settlement	4	4	1	1	N/A	Institutional	Implementing Agents' Report / Attendance register, Portfolio Committee Minutes	Technical Services

TECHNICAL SERVICES DEPARTMENT

[illegible][illegible]

MCPA: FINANCIAL VIABILITY AND MANAGEMENT

	ESB_19		Spend 100% of the M&S situation by End of June 2023	100%	100%	50%	50%	50%	100%	70%	100%	Technical Services
		To ensure effective and efficient project management	Progress and submit progress reports on M&S project implemented in all works	4	4	1	1	1	1	N/A	Report submitted Council	Technical Services
	ESB_19		Progress and submit progress reports on M&S project implemented in all works	4	4	1	1	1	1	N/A	Report submitted Council	Technical Services
	ESB_20		Progress and submit progress reports on M&S project implemented in all works	4	4	1	1	1	1	N/A	Report submitted Council	Technical Services

KEY PERFORMANCE AREA: GOOD GOVERNANCE AND DEMOCRACY										KEY PERFORMANCE AREA: ECONOMIC DEVELOPMENT AND INFRASTRUCTURE										KEY PERFORMANCE AREA: SOCIAL SERVICES AND WELFARE										KEY PERFORMANCE AREA: ENVIRONMENTAL PROTECTION AND CLIMATE ACTION									
OUTPUT 1: STRENGTHENED LOCAL GOVERNANCE AND PARTICIPATION										OUTPUT 2: IMPROVED ECONOMIC GROWTH AND EMPLOYMENT										OUTPUT 3: ENHANCED SOCIAL SERVICES AND WELFARE										OUTPUT 4: PROMOTED ENVIRONMENTAL PROTECTION AND CLIMATE ACTION									
INDICATOR 1: LOCAL GOVERNANCE AND PARTICIPATION										INDICATOR 2: ECONOMIC GROWTH AND EMPLOYMENT										INDICATOR 3: SOCIAL SERVICES AND WELFARE										INDICATOR 4: ENVIRONMENTAL PROTECTION AND CLIMATE ACTION									
Indicator ID	Indicator Description	Target	Actual	Score	Weight	Indicator ID	Indicator Description	Target	Actual	Score	Weight	Indicator ID	Indicator Description	Target	Actual	Score	Weight	Indicator ID	Indicator Description	Target	Actual	Score	Weight																
G01	Number of local government bodies established	10	10	100	10	G11	Number of new businesses registered	500	450	90	10	G21	Number of children under 5 years old	100,000	95,000	95	10	G31	Number of trees planted	10,000	9,000	90	10																
G02	Number of local government bodies functioning effectively	10	10	100	10	G12	Number of new jobs created	1,000	900	90	10	G22	Number of children under 5 years old	100,000	95,000	95	10	G32	Number of trees planted	10,000	9,000	90	10																
G03	Number of local government bodies providing services	10	10	100	10	G13	Number of new jobs created	1,000	900	90	10	G23	Number of children under 5 years old	100,000	95,000	95	10	G33	Number of trees planted	10,000	9,000	90	10																
G04	Number of local government bodies providing services	10	10	100	10	G14	Number of new jobs created	1,000	900	90	10	G24	Number of children under 5 years old	100,000	95,000	95	10	G34	Number of trees planted	10,000	9,000	90	10																
G05	Number of local government bodies providing services	10	10	100	10	G15	Number of new jobs created	1,000	900	90	10	G25	Number of children under 5 years old	100,000	95,000	95	10	G35	Number of trees planted	10,000	9,000	90	10																
G06	Number of local government bodies providing services	10	10	100	10	G16	Number of new jobs created	1,000	900	90	10	G26	Number of children under 5 years old	100,000	95,000	95	10	G36	Number of trees planted	10,000	9,000	90	10																
G07	Number of local government bodies providing services	10	10	100	10	G17	Number of new jobs created	1,000	900	90	10	G27	Number of children under 5 years old	100,000	95,000	95	10	G37	Number of trees planted	10,000	9,000	90	10																
G08	Number of local government bodies providing services	10	10	100	10	G18	Number of new jobs created	1,000	900	90	10	G28	Number of children under 5 years old	100,000	95,000	95	10	G38	Number of trees planted	10,000	9,000	90	10																
G09	Number of local government bodies providing services	10	10	100	10	G19	Number of new jobs created	1,000	900	90	10	G29	Number of children under 5 years old	100,000	95,000	95	10	G39	Number of trees planted	10,000	9,000	90	10																
G10	Number of local government bodies providing services	10	10	100	10	G20	Number of new jobs created	1,000	900	90	10	G30	Number of children under 5 years old	100,000	95,000	95	10	G40	Number of trees planted	10,000	9,000	90	10																
G11	Number of local government bodies providing services	10	10	100	10	G21	Number of new jobs created	1,000	900	90	10	G31	Number of children under 5 years old	100,000	95,000	95	10	G41	Number of trees planted	10,000	9,000	90	10																
G12	Number of local government bodies providing services	10	10	100	10	G22	Number of new jobs created	1,000	900	90	10	G32	Number of children under 5 years old	100,000	95,000	95	10	G42	Number of trees planted	10,000	9,000	90	10																
G13	Number of local government bodies providing services	10	10	100	10	G23	Number of new jobs created	1,000	900	90	10	G33	Number of children under 5 years old	100,000	95,000	95	10	G43	Number of trees planted	10,000	9,000	90	10																
G14	Number of local government bodies providing services	10	10	100	10	G24	Number of new jobs created	1,000	900	90	10	G34	Number of children under 5 years old	100,000	95,000	95	10	G44	Number of trees planted	10,000	9,000	90	10																
G15	Number of local government bodies providing services	10	10	100	10	G25	Number of new jobs created	1,000	900	90	10	G35	Number of children under 5 years old	100,000	95,000	95	10	G45	Number of trees planted	10,000	9,000	90	10																
G16	Number of local government bodies providing services	10	10	100	10	G26	Number of new jobs created	1,000	900	90	10	G36	Number of children under 5 years old	100,000	95,000	95	10	G46	Number of trees planted	10,000	9,000	90	10																
G17	Number of local government bodies providing services	10	10	100	10	G27	Number of new jobs created	1,000	900	90	10	G37	Number of children under 5 years old	100,000	95,000	95	10	G47	Number of trees planted	10,000	9,000	90	10																
G18	Number of local government bodies providing services	10	10	100	10	G28	Number of new jobs created	1,000	900	90	10	G38	Number of children under 5 years old	100,000	95,000	95	10	G48	Number of trees planted	10,000	9,000	90	10																
G19	Number of local government bodies providing services	10	10	100	10	G29	Number of new jobs created	1,000	900	90	10	G39	Number of children under 5 years old	100,000	95,000	95	10	G49	Number of trees planted	10,000	9,000	90	10																
G20	Number of local government bodies providing services	10	10	100	10	G30	Number of new jobs created	1,000	900	90	10	G40	Number of children under 5 years old	100,000	95,000	95	10	G50	Number of trees planted	10,000	9,000	90	10																
G21	Number of local government bodies providing services	10	10	100	10	G31	Number of new jobs created	1,000	900	90	10	G41	Number of children under 5 years old	100,000	95,000	95	10	G51	Number of trees planted	10,000	9,000	90	10																
G22	Number of local government bodies providing services	10	10	100	10	G32	Number of new jobs created	1,000	900	90	10	G42	Number of children under 5 years old	100,000	95,000	95	10	G52	Number of trees planted	10,000	9,000	90	10																
G23	Number of local government bodies providing services	10	10	100	10	G33	Number of new jobs created	1,000	900	90	10	G43	Number of children under 5 years old	100,000	95,000	95	10	G53	Number of trees planted	10,000	9,000	90	10																
G24	Number of local government bodies providing services	10	10	100	10	G34	Number of new jobs created	1,000	900	90	10	G44	Number of children under 5 years old	100,000	95,000	95	10	G54	Number of trees planted	10,000	9,000	90	10																
G25	Number of local government bodies providing services	10	10	100	10	G35	Number of new jobs created	1,000	900	90	10	G45	Number of children under 5 years old	100,000	95,000	95	10	G55	Number of trees planted	10,000	9,000	90	10																
G26	Number of local government bodies providing services	10	10	100	10	G36	Number of new jobs created	1,000	900	90	10	G46	Number of children under 5 years old	100,000	95,000	95	10	G56	Number of trees planted	10,000	9,000	90	10																
G27	Number of local government bodies providing services	10	10	100	10	G37	Number of new jobs created	1,000	900	90	10	G47	Number of children under 5 years old	100,000	95,000	95	10	G57	Number of trees planted	10,000	9,000	90	10																
G28	Number of local government bodies providing services	10	10	100	10	G38	Number of new jobs created	1,000	900	90	10	G48	Number of children under 5 years old	100,000	95,000	95	10	G58	Number of trees planted	10,000	9,000	90	10																
G29	Number of local government bodies providing services	10	10	100	10	G39	Number of new jobs created	1,000	900	90	10	G49	Number of children under 5 years old	100,000	95,000	95	10	G59	Number of trees planted	10,000	9,000	90	10																
G30	Number of local government bodies providing services	10	10	100	10	G40	Number of new jobs created	1,000	900	90	10	G50	Number of children under 5 years old	100,000	95,000	95	10	G60	Number of trees planted	10,000	9,000	90	10																
G31	Number of local government bodies providing services	10	10	100	10	G41	Number of new jobs created	1,000	900	90	10	G51	Number of children under 5 years old	100,000	95,000	95	10	G61	Number of trees planted	10,000	9,000	90	10																
G32	Number of local government bodies providing services	10	10	100	10	G42	Number of new jobs created	1,000	900	90	10	G52	Number of children under 5 years old	100,000	95,000	95	10	G62	Number of trees planted	10,000	9,000	90	10																
G33	Number of local government bodies providing services	10	10	100	10	G43	Number of new jobs created	1,000	900	90	10	G53	Number of children under 5 years old	100,000	95,000	95	10	G63	Number of trees planted	10,000	9,000	90	10																
G34	Number of local government bodies providing services	10	10	100	10	G44	Number of new jobs created	1,000	900	90	10	G54	Number of children under 5 years old	100,000	95,000	95	10	G64	Number of trees planted	10,000	9,000	90	10																
G35	Number of local government bodies providing services	10	10	100	10	G45	Number of new jobs created	1,000	900	90	10	G55	Number of children under 5 years old	100,000	95,000	95	10	G65	Number of trees planted	10,000	9,000	90	10																
G36	Number of local government bodies providing services	10	10	100	10	G46	Number of new jobs created	1,000	900	90	10	G56	Number of children under 5 years old	100,000	95,000	95	10	G66	Number of trees planted	10,000	9,000	90	10																
G37	Number of local government bodies providing services	10	10	100	10	G47	Number of new jobs created	1,000	900	90	10	G57	Number of children under 5 years old	100,000	95,000	95	10	G67	Number of trees planted	10,000	9,000	90	10																
G38	Number of local government bodies providing services	10	10	100	10	G48	Number of new jobs created	1,000	900	90	10	G58	Number of children under 5 years old	100,000	95,000	95	10	G68	Number of trees planted	10,000	9,000	90	10																
G39	Number of local government bodies providing services	10	10	100	10	G49	Number of new jobs created	1,000	900	90	10	G59	Number of children under 5 years old	100,000	95,000	95	10	G69	Number of trees planted	10,000	9,000	90	10																
G40	Number of local government bodies providing services	10	10	100	10	G50	Number of new jobs created	1,000	900	90	10	G60	Number of children under 5 years old	100,000	95,000	95	10	G70	Number of trees planted	10,000	9,000	90	10																
G41	Number of local government bodies providing services	10	10	100	10	G51	Number of new jobs created	1,000	900	90	10	G61	Number of children under 5 years old	100,000	95,000	95	10	G71	Number of trees planted	10,000	9,000	90	10																
G42	Number of local government bodies providing services	10	10	100	10	G52	Number of new jobs created	1,000	900	90	10	G62	Number of children under 5 years old	100,000	95,000	95	10	G72	Number of trees planted	10,000	9,000	90	10																
G43	Number of local government bodies providing services	10	10	100	10	G53	Number of new jobs created	1,000	900	90	10	G63	Number of children under 5 years old	100,000	95,000	95	10	G73	Number of trees planted	10,000	9,000	90	10																
G44	Number of local government bodies providing services	10	10	100	10	G54	Number of new jobs created	1,000	900	90	10	G64	Number of children under 5 years old	100,000	95,000	95	10	G74	Number of trees planted	10,000	9,000	90	10																
G45	Number of local government bodies providing services	10	10	100	10	G55	Number of new jobs created	1,000	900	90	10	G65	Number of children under 5 years old	100,000	95,000	95	10	G75	Number of trees planted	10,000	9,000	90	10																
G46	Number of local government bodies providing services	10	10	100	10	G56	Number of new jobs created	1,000	900	90	10	G66	Number of children under 5 years old	100,000	95,000	95	10	G76	Number of trees planted	10,000	9,000	90	10																
G47	Number of local government bodies providing services	10	10	100	10	G57	Number of new jobs created	1,000	900	90	10	G67	Number of children under 5 years old	100,000	95,000	95	10	G77	Number of trees planted	10,000	9,000	90	10																
G48	Number of local government bodies providing services	10	10	100	10	G58	Number of new jobs created	1,000	900	90	10	G68	Number of children under 5 years old	100,000	95,000	95	10	G78	Number of trees planted	10,000	9,000	90	10																
G49	Number of local government bodies providing services	10	10	100	10	G59	Number of new jobs created	1,000	900	90	10	G69	Number of children under 5 years old	100,000	95,000	95	10	G79	Number of trees planted	10,000	9,000	90	10																
G50	Number of local government bodies providing services	10	10	100	10	G60	Number of new jobs created	1,000	900	90	10	G70	Number of children under 5 years old	100,000	95,000	95	10	G80	Number of trees planted	10,000	9,000	90	10																
G51	Number of local government bodies providing services	10	10	100	10	G61	Number of new jobs created	1,000	900	90	10	G71	Number of children under 5 years old	100,000	95,000	95	10	G81	Number of trees planted	10,000	9,000	90	10																
G52	Number of local government bodies providing services	10	10	100	10	G62	Number of new jobs created	1,000	900	90	10	G72	Number of children under 5 years old	100,000	95,000	95	10	G82	Number of trees planted	10,000	9,000	90	10																
G53	Number of local government bodies providing services	10	10	100	10	G63	Number of new jobs created	1,000	900	90	10	G73	Number of children under 5 years old	100,000	95,000	95	10	G83	Number of trees planted	10,000	9,000	90	10																
G54	Number of local government bodies providing services	10	10	100	10	G64	Number of new jobs created	1,000	900	90	10	G74	Number of children under 5 years old	100,000	95,000	95	10	G84	Number of trees planted	10,000	9,000	90	10																
G55	Number of local government bodies providing services	10	10	100	10	G65	Number of new jobs created	1,000	900	90	10	G75	Number of children under 5 years old	100,000	95,000	95	10	G85	Number of trees planted	10,000	9,000	90	10																
G56	Number of local government bodies providing services	10	10	100	10	G66	Number of new jobs created	1,000	900	90	10	G76	Number of children under 5 years old	100,000	95,000	95	10	G86	Number of trees planted	10,000	9,000	90	10																
G57	Number of local government bodies providing services	10	10	100	10	G67	Number of new jobs created	1,000	900	90	10	G77	Number of children under 5 years old	100,000	95,000	95	10	G87	Number of trees planted	10,000	9,000	90	10																
G58	Number of local government bodies providing services	10																																					