



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 THEMBINKOSI SIPHO GOODMAN ZULU
860618 5797 087**

**THE TECHNICAL SERVICES DIRECTOR
OF THE MUNICIPALITY**

01 July 2025 – 30 June 2026

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 Mr. Thembinkosi Sipho Goodman Zulu 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;
- 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;

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- 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 July 2025** and will remain in force until **30 June 2026**, 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.
 - 4.2.4 The weightings show the relative importance of the key objectives to each other.

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- 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: Technical 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	60 %
Municipal Institutional Development and Transformation	%
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 ACTING DIRECTORIAL COMPETENCIES (CMC)	COMPETENCY DESCRIPTION	WEIGHT %
1. Strategic Direction and Leadership	Impact and influence institutional Performance Management Strategic Planning and Management Organisational Awareness	%
2. People Management	Human Capital Planning and Development Diversity Management Employee Relations Management Negotiation and dispute Management	20 %
3. Programme and Project Management	Program and project Planning and Implementation Service Delivery Management Program and Project Management and Evaluation	30 %
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	%
6. Governance Leadership	Policy Formulation Risk and Compliance Management Cooperative Governance	%
CORE COMPETENCIES		
7. Moral Competencies	Able to identify triggers, apply reasoning that promotes honesty and integrity and consistency display behavior that reflects moral competence.	%
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	25 %
9. Analysis and Innovation	Able to critically analysis information challenges and trends to establish and implement fact based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.	%

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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.	10 %
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.	5 %
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.	%
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.
- 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.					

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;

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- 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 Acting 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 2025 – September 2025	Before the end of October 2025
Second quarter	October 2025 – December 2025	Before the end of January 2026
Third quarter	January 2026 – March 2026	Before the end of April 2026
Fourth quarter	April 2026 – June 2026	Before the end of July 2026

- 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: **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.

8. DEVELOPMENTAL REQUIREMENTS

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

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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:
 - 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 –

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- 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.

SIGNED AT CAMPERDOWN ON THIS THE 21 DAY OF July 2025.

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AS WITNESSES:

1.  _____

2.  _____



MR T.S.G ZULU
DIRECTOR: TECHNICAL SERVICES

SIGNED AT CAMPERDOWN ON THIS THE 21 DAY OF July 2025.

AS WITNESSES:

1.  _____

2.  _____



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 THEMBINKOSI SIPHO GOODMAN ZULU
DIRECTOR: TECHNICAL SERVICES
[“the Employee”]**

01 July 2025 – 30 June 2026

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Period Under Review	
Surname	Zulu
Name	Thembinkosi Sipho Goodman
Municipality	Mkhambathini
Department	Technical Services
Race	
Gender	Male
Employee Number	
Date of Appointment	
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 Management Criteria (CMC)		Weight	Score
1 Strategic Direction and Leadership		%	
2. People Management		20 %	
3. Programme and Project Management		30 %	
4. Financial Management		10 %	
5. Change Management		%	
6. Governance Leadership		%	
7. Moral Competencies		%	
8. Planning and Organizing		25 %	
9. Analysis and Innovation		%	
10. Knowledge and Information Management		10 %	
11. Communication		5 %	
12. Results and Quality Focus		%	

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 Competency	(Indicate Choice)	WEIGHT %	Assessment Score
1. Competence in Self-Management		%	
2. Interpretation of and implementation within the legislative and national policy framework		20 %	
3. Knowledge of Performance Management and Reporting		25 %	
4. Knowledge of global of South African specific political, social and economic contexts		25 %	
5. Competence in policy conceptualization, analysis and implementation		%	
6. Knowledge of more than one functional municipal field/discipline		20 %	
7. Skills in Mediation		%	
8. Skills in Governance		10 %	
9. Competence as required by other national line sector department		%	
10. Exceptional and dynamic creativity to improve the functioning of the municipality		%	
Total percentage		100%	

PERSONAL DEVELOPMENT PLAN

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Date of Birth	Date of Admission	Date of Discharge
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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	60 %	-
2. Municipal Institutional Development and Transformation	%	
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%		

Core Management Competencies	Weight	Score
1. Strategic Capability & Leadership	%	
2. Programme & Project Management	30 %	
3. Financial Management (Compulsory)	10 %	
4. Change Management	%	
5. People Management	20 %	
6. Governance Leadership	%	
Total		
x 20%		

Leadership Competencies	Weight	Score
1. Moral Competence	%	
2. Planning and Organizing	25 %	
3. Analysis and Innovation	%	
4. Knowledge and Innovation	10 %	
5. Communication	5 %	
6. Result and Quality Focus	%	
Total		
X 20%		

Key Results

Key Performance Area	(A) Weight	(B) Weight
KRA (Key Result Area)		80%
CC (Conduct Criteria)		20%
c) FINAL SCORE		
FINAL SCORE IN PERCENTAGE (C/5X100)		

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: 

Date: 21/07/2025

I undertake to support **Mr. T.S.G Zulu.**(Technical Services Director) with the achievement of the above Performance and Development Plan .

SIGNATURE 

MUNICIPAL MANAGER : MR. S MNGWENGWE

Date: 21/07/2025

KEY PERFORMANCE AREA: BASIC SERVICE DELIVERY											
OUTPUT 2: IMPROVING ACCESS TO BASIC SERVICES											
OUTCOME 4: AN EMPLOYMENT, COMPETITIVE AND RESILIENT ECONOMIC INFRASTRUCTURE NETWORK											
BACK TO BASICS: PLAN 2 - TOWNSHIP BASIC SERVICES											
Ward	Ward Name	Ward Number	Ward Description	Ward Area (km²)	Ward Population	Ward Gender	Ward Income	Ward Education	Ward Health	Ward Water	Ward Sanitation
B01	BSD1.4	Ward 2	Opdam's Phase 2 Elaboration Ward 02	318	NA	NA	318	NA	NA	NA	NA
	BSD1.5	Ward 7	Construction of Thlano Community Hall	100%	90%	90%	90%	90%	90%	90%	90%
	BSD1.6	Ward 5	Midgale Access Road Ward 07	100%	8%	100%	8%	100%	8%	100%	8%
	BSD1.7	Ward 4	Construction of Tala Valley Sport Field Ward 04	30%	6%	30%	6%	30%	6%	30%	6%
	BSD1.8	Ward 3	Construction of Inbonyi Community Hall Ward 03	80%	50%	50%	50%	50%	50%	50%	50%
	BSD1.9	Ward 2	Construction of Nondaba Café Ward 02	100%	0%	100%	0%	100%	0%	100%	0%
	BSD1.10	Ward 1	Mangoshe Community Hall Maintenance Ward 1	100%	100%	100%	100%	100%	100%	100%	100%
	BSD1.11	Ward 2	Mangoshe Community Hall Maintenance Ward 2	100%	100%	100%	100%	100%	100%	100%	100%
	BSD1.12	Ward 3	Mangoshe Community Hall Maintenance Ward 3	100%	100%	100%	100%	100%	100%	100%	100%
	BSD1.13	Ward 4	Mangoshe Community Hall Maintenance Ward 4	100%	100%	100%	100%	100%	100%	100%	100%
B02	BSD1.14	Ward 5	Mangoshe Community Hall Maintenance Ward 5	100%	100%	100%	100%	100%	100%	100%	100%
B03	BSD1.15	Ward 6	Mangoshe Community Hall Maintenance Ward 6	100%	100%	100%	100%	100%	100%	100%	100%
B04	BSD1.16	Ward 7	Mangoshe Community Hall Maintenance Ward 7	100%	100%	100%	100%	100%	100%	100%	100%
B05	BSD1.17	Ward 8	Mangoshe Community Hall Maintenance Ward 8	100%	100%	100%	100%	100%	100%	100%	100%
B06	BSD1.18	Ward 9	Mangoshe Community Hall Maintenance Ward 9	100%	100%	100%	100%	100%	100%	100%	100%
B07	BSD1.19	Ward 10	Mangoshe Community Hall Maintenance Ward 10	100%	100%	100%	100%	100%	100%	100%	100%
B08	BSD1.20	Ward 11	Mangoshe Community Hall Maintenance Ward 11	100%	100%	100%	100%	100%	100%	100%	100%
B09	BSD1.21	Ward 12	Mangoshe Community Hall Maintenance Ward 12	100%	100%	100%	100%	100%	100%	100%	100%
B10	BSD1.22	Ward 13	Mangoshe Community Hall Maintenance Ward 13	100%	100%	100%	100%	100%	100%	100%	100%
B11	BSD1.23	Ward 14	Mangoshe Community Hall Maintenance Ward 14	100%	100%	100%	100%	100%	100%	100%	100%
B12	BSD1.24	Ward 15	Mangoshe Community Hall Maintenance Ward 15	100%	100%	100%	100%	100%	100%	100%	100%
B13	BSD1.25	Ward 16	Mangoshe Community Hall Maintenance Ward 16	100%	100%	100%	100%	100%	100%	100%	100%
B14	BSD1.26	Ward 17	Mangoshe Community Hall Maintenance Ward 17	100%	100%	100%	100%	100%	100%	100%	100%
B15	BSD1.27	Ward 18	Mangoshe Community Hall Maintenance Ward 18	100%	100%	100%	100%	100%	100%	100%	100%
B16	BSD1.28	Ward 19	Mangoshe Community Hall Maintenance Ward 19	100%	100%	100%	100%	100%	100%	100%	100%
B17	BSD1.29	Ward 20	Mangoshe Community Hall Maintenance Ward 20	100%	100%	100%	100%	100%	100%	100%	100%
B18	BSD1.30	Ward 21	Mangoshe Community Hall Maintenance Ward 21	100%	100%	100%	100%	100%	100%	100%	100%
B19	BSD1.31	Ward 22	Mangoshe Community Hall Maintenance Ward 22	100%	100%	100%	100%	100%	100%	100%	100%
B20	BSD1.32	Ward 23	Mangoshe Community Hall Maintenance Ward 23	100%	100%	100%	100%	100%	100%	100%	100%
B21	BSD1.33	Ward 24	Mangoshe Community Hall Maintenance Ward 24	100%	100%	100%	100%	100%	100%	100%	100%
B22	BSD1.34	Ward 25	Mangoshe Community Hall Maintenance Ward 25	100%	100%	100%	100%	100%	100%	100%	100%
B23	BSD1.35	Ward 26	Mangoshe Community Hall Maintenance Ward 26	100%	100%	100%	100%	100%	100%	100%	100%
B24	BSD1.36	Ward 27	Mangoshe Community Hall Maintenance Ward 27	100%	100%	100%	100%	100%	100%	100%	100%
B25	BSD1.37	Ward 28	Mangoshe Community Hall Maintenance Ward 28	100%	100%	100%	100%	100%	100%	100%	100%
B26	BSD1.38	Ward 29	Mangoshe Community Hall Maintenance Ward 29	100%	100%	100%	100%	100%	100%	100%	100%
B27	BSD1.39	Ward 30	Mangoshe Community Hall Maintenance Ward 30	100%	100%	100%	100%	100%	100%	100%	100%
B28	BSD1.40	Ward 31	Mangoshe Community Hall Maintenance Ward 31	100%	100%	100%	100%	100%	100%	100%	100%
B29	BSD1.41	Ward 32	Mangoshe Community Hall Maintenance Ward 32	100%	100%	100%	100%	100%	100%	100%	100%
B30	BSD1.42	Ward 33	Mangoshe Community Hall Maintenance Ward 33	100%	100%	100%	100%	100%	100%	100%	100%
B31	BSD1.43	Ward 34	Mangoshe Community Hall Maintenance Ward 34	100%	100%	100%	100%	100%	100%	100%	100%
B32	BSD1.44	Ward 35	Mangoshe Community Hall Maintenance Ward 35	100%	100%	100%	100%	100%	100%	100%	100%
B33	BSD1.45	Ward 36	Mangoshe Community Hall Maintenance Ward 36	100%	100%	100%	100%	100%	100%	100%	100%
B34	BSD1.46	Ward 37	Mangoshe Community Hall Maintenance Ward 37	100%	100%	100%	100%	100%	100%	100%	100%
B35	BSD1.47	Ward 38	Mangoshe Community Hall Maintenance Ward 38	100%	100%	100%	100%	100%	100%	100%	100%
B36	BSD1.48	Ward 39	Mangoshe Community Hall Maintenance Ward 39	100%	100%	100%	100%	100%	100%	100%	100%
B37	BSD1.49	Ward 40	Mangoshe Community Hall Maintenance Ward 40	100%	100%	100%	100%	100%	100%	100%	100%
B38	BSD1.50	Ward 41	Mangoshe Community Hall Maintenance Ward 41	100%	100%	100%	100%	100%	100%	100%	100%
B39	BSD1.51	Ward 42	Mangoshe Community Hall Maintenance Ward 42	100%	100%	100%	100%	100%	100%	100%	100%
B40	BSD1.52	Ward 43	Mangoshe Community Hall Maintenance Ward 43	100%	100%	100%	100%	100%	100%	100%	100%
B41	BSD1.53	Ward 44	Mangoshe Community Hall Maintenance Ward 44	100%	100%	100%	100%	100%	100%	100%	100%
B42	BSD1.54	Ward 45	Mangoshe Community Hall Maintenance Ward 45	100%	100%	100%	100%	100%	100%	100%	100%
B43	BSD1.55	Ward 46	Mangoshe Community Hall Maintenance Ward 46	100%	100%	100%	100%	100%	100%	100%	100%
B44	BSD1.56	Ward 47	Mangoshe Community Hall Maintenance Ward 47	100%	100%	100%	100%	100%	100%	100%	100%
B45	BSD1.57	Ward 48	Mangoshe Community Hall Maintenance Ward 48	100%	100%	100%	100%	100%	100%	100%	100%
B46	BSD1.58	Ward 49	Mangoshe Community Hall Maintenance Ward 49	100%	100%	100%	100%	100%	100%	100%	100%
B47	BSD1.59	Ward 50	Mangoshe Community Hall Maintenance Ward 50	100%	100%	100%	100%	100%	100%	100%	100%
B48	BSD1.60	Ward 51	Mangoshe Community Hall Maintenance Ward 51	100%	100%	100%	100%	100%	100%	100%	100%
B49	BSD1.61	Ward 52	Mangoshe Community Hall Maintenance Ward 52	100%	100%	100%	100%	100%	100%	100%	100%
B50	BSD1.62	Ward 53	Mangoshe Community Hall Maintenance Ward 53	100%	100%	100%	100%	100%	100%	100%	100%
B51	BSD1.63	Ward 54	Mangoshe Community Hall Maintenance Ward 54	100%	100%	100%	100%	100%	100%	100%	100%
B52	BSD1.64	Ward 55	Mangoshe Community Hall Maintenance Ward 55	100%	100%	100%	100%	100%	100%	100%	100%
B53	BSD1.65	Ward 56	Mangoshe Community Hall Maintenance Ward 56	100%	100%	100%	100%	100%	100%	100%	100%
B54	BSD1.66	Ward 57	Mangoshe Community Hall Maintenance Ward 57	100%	100%	100%	100%	100%	100%	100%	100%
B55	BSD1.67	Ward 58	Mangoshe Community Hall Maintenance Ward 58	100%	100%	100%	100%	100%	100%	100%	100%
B56	BSD1.68	Ward 59	Mangoshe Community Hall Maintenance Ward 59	100%	100%	100%	100%	100%	100%	100%	100%
B57	BSD1.69	Ward 60	Mangoshe Community Hall Maintenance Ward 60	100%	100%	100%	100%	100%	100%	100%	100%
B58	BSD1.70	Ward 61	Mangoshe Community Hall Maintenance Ward 61	100%	100%	100%	100%	100%	100%	100%	100%
B59	BSD1.71	Ward 62	Mangoshe Community Hall Maintenance Ward 62	100%	100%	100%	100%	100%	100%	100%	100%
B60	BSD1.72	Ward 63	Mangoshe Community Hall Maintenance Ward 63	100%	100%	100%	100%	100%	100%	100%	100%
B61	BSD1.73	Ward 64	Mangoshe Community Hall Maintenance Ward 64	100%	100%	100%	100%	100%	100%	100%	100%
B62	BSD1.74	Ward 65	Mangoshe Community Hall Maintenance Ward 65	100%	100%	100%	100%	100%	100%	100%	100%
B63	BSD1.75	Ward 66	Mangoshe Community Hall Maintenance Ward 66	100%	100%	100%	100%	100%	100%	100%	100%
B64	BSD1.76	Ward 67	Mangoshe Community Hall Maintenance Ward 67	100%	100%	100%	100%	100%	100%	100%	100%
B65	BSD1.77	Ward 68	Mangoshe Community Hall Maintenance Ward 68	100%	100%	100%	100%	100%	100%	100%	100%
B66	BSD1.78	Ward 69	Mangoshe Community Hall Maintenance Ward 69	100%	100%	100%	100%	100%	100%	100%	100%
B67	BSD1.79	Ward 70	Mangoshe Community Hall Maintenance Ward 70	100%	100%	100%	100%	100%	100%	100%	100%
B68	BSD1.80	Ward 71	Mangoshe Community Hall Maintenance Ward 71	100%	100%	100%	100%	100%	100%	100%	100%
B69	BSD1.81	Ward 72	Mangoshe Community Hall Maintenance Ward 72	100%	100%	100%	100%	100%	100%	100%	100%
B70	BSD1.82	Ward 73	Mangoshe Community Hall Maintenance Ward 73	100%	100%	100%	100%	100%	100%	100%	100%
B71	BSD1.83	Ward 74	Mangoshe Community Hall Maintenance Ward 74	100%	100%	100%	100%	100%	100%	100%	100%
B72	BSD1.84	Ward 75	Mangoshe Community Hall Maintenance Ward 75	100%	100%	100%	100%	100%	100%	100%	100%
B73	BSD1.85	Ward 76	Mangoshe Community Hall Maintenance Ward 76	100%	100%	100%	100%	100%	100%	100%	100%
B74	BSD1.86	Ward 77	Mangoshe Community Hall Maintenance Ward 77	100%	100%	100%	100%	100%	100%	100%	100%
B75	BSD1.87	Ward 78	Mangoshe Community Hall Maintenance Ward 78	100%	100%	100%	100%	100%	100%	100%	100%
B76	BSD1.88	Ward 79	Mangoshe Community Hall Maintenance Ward 79	100%	100%	100%	100%	100%	100%	100%	100%
B77	BSD1.89	Ward 80	Mangoshe Community Hall Maintenance Ward 80	100%	100%	100%	100%	100%	100%	100%	100%
B78	BSD1.90	Ward 81	Mangoshe Community Hall Maintenance Ward 81	100%	100%	100%	100%	100%	100%	100%	100%
B79	BSD1.91	Ward 82	Mangoshe Community Hall Maintenance Ward 82	100%	100%	100%	100%	100%	100%	100%	100%
B80	BSD1.92	Ward 83	Mangoshe Community Hall Maintenance Ward 83	100%	100%	100%	100%	100%	100%	100%	100%
B81	BSD1.93	Ward 84	Mangoshe Community Hall Maintenance Ward 84	100%							

