



PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

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

MR S MNGWENGWE
[REDACTED]

and

NONHLANHLA S'THABILE MKHIZE
[REDACTED]

**COMMUNITY SERVICES DIRECTOR
OF THE MUNICIPALITY**

01 July 2026 – 30 June 2027

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

Community Services Director Nonhlanhla S'thabile Mkhize, Identity Number, 8104290299082 of the Municipality (Hereinafter referred to as the **Community Services Manager**).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Mkhambathini Municipality has entered into a contract of employment with the **Community Services Director** 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 **Community Services Director** 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 **Community Services Director** 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 **Community Services Director** and to communicate to the **Community Services Director** Mkhambathini Municipality's expectations of the **Community Services Director** 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 **Community Services Director** has met the performance expectations applicable to his or her job;
- 2.6 in the event of outstanding performance, to appropriately reward the **Community Services Director**; and

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- 2.7 give effect to the Mkhambathini Municipality's commitment to a performance-orientated relationship with its **Community Services Director** in attaining equitable and improved service delivery.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **01 July 2026** and will remain in force until **30 June 2027** 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 **Community Services Director** 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 **Community Services Director** ; 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 **Community Services Director** 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.
- 4.3 The **Community Services Director** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in **Mkhambathini Municipality's** Integrated Development Plan.

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5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The **Community Services Director** 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 **Community Services Director** 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 **Community Services Director** about the specific performance standards that will be included in the performance management system as applicable to the **Community Services Director**
- 5.4 The **Community Services Director** agrees to participate in the performance management and development system that the Employer adopts
- 5.5 The **Community Services Director** undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the **Community Services Director** responsibilities) within the local government framework.
- 5.6 The criteria upon which the performance of the **Community Services Director** shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
- 5.6.1 The **Community Services Director** 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 **Community Services Director** 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 **Community Services Director**

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	20 %
Municipal Institutional Development and Transformation	15 %
Local Economic Development (LED)	30 %
Municipal Financial Viability and Management	10 %
Good Governance and Public Participation	10 %
Cross Cutting	15 %
Total	100%

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

LEADING COMPETENCIES		
CORE MANAGERIAL COMPETENCIES (CMC)	COMMUNITY SERVICES DIRECTOR	WEIGHT %
1. Strategic Direction and Leadership	- Impact and influence on institutional Performance Management - Strategic Planning and Management - Organisational Awareness	20 %
2. People Management	- Human Capital Planning and Development - Diversity Management - Employee Relations Management - Negotiation and dispute Management	10 % 20 NSM
3. Programme and Project Management	- Program and project Planning and Implementation - Service Delivery Management - Program and Project Management and Evaluation	10 %
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	10 %
6. Governance Leadership	- Policy Formulation - Risk and Compliance Management - Cooperative Governance	20 %
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	10 %
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.	%
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.	%
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 **Community Services Director** performance; and

6.1.2 the intervals for the evaluation of the **Community Services Director** performance.

6.2 Despite the establishment of agreed intervals for evaluation, the **Mkhambathini Municipality** may in addition review the **Community Services Director** 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 **Community Services Director** performance will be measured in terms of contributions to the goals and strategies set out in the **Community 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 **Community Services Director** 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 Chief Financial Officer at this level. The appraisal indicates that the Community Services Director 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 Community Services Director 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 Community Services Director 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 Community Services Director has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the Community Services Director has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The Community Services Director 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 managers directly accountable to the Municipal Manager, an evaluation panel constituted of the following persons must be established -
- 6.8.1 Municipal Manager;
 - 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 manager 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 **Community Services Director** 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 2026– September 2026	Before the end of October 2026
Second quarter	October 2026– December 2026	Before the end of January 2027
Third quarter	January 2027– March 2027	Before the end of April 2027
Fourth quarter	April 2027 – June 2027	Before the end of July 2027

- 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 **Community Services Director** 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 **Community Services Director** 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 **Community Services Director** 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 **Community Services Director**
- 9.1.2 provide access to skills development and capacity building opportunities;
- 9.1.3 work collaboratively with the **Community Services Director** to solve problems and generate solutions to common problems that may impact on the performance of the **Community Services Director**;
- 9.1.4 on the request of the **Community Services Director** delegate such powers reasonably required the **Community Services Director** 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 **Community Services Director** such resources as the **Community Services Director** 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 **Community Services Director** timorously where the exercising of the powers will have amongst others –

10.1.1 a direct effect on the performance of any of the **Community Services Director** functions;

10.1.2 Commit the **Community Services Director** 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 **Community Services Director** 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 **Community Services Director** to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

11.1 The evaluation of the **Community Services Director** Performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

11.1.1 A performance bonus of between 5% to 14% of all-inclusive annual remuneration package may be paid to the **Community Services Director** in recognition of outstanding performance to be constituted as follows:

11.1.2 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and

11.1.3 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.

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11.3 In the case of unacceptable performance, the **Mkhambathini Municipality** shall –

11.3.1 provide systematic remedial or developmental support to assist the **Community Services Director** 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 **Community Services Director** 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 employees performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –

- (a) In case of the Municipal Manager, the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Mayor; or any other person designated by the MEC; and
- (b) in the case of managers directly accountable to the municipal manager, the executive mayor or mayor within thirty (30) days of receipt of a formal dispute from the employee;

Whose decision shall be final and binding on both parties.

12.1.2 any disputes about the outcome of the employee performance evaluation must be mediated by:-

- (a) In case of the Municipal Manager, the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the employee; or any other person designated by the MEC; and
- (b) In the case of managers directly accountable to the Municipal Manager, 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: Community Services**;

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 **Community Services Director** 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 **Community Services Director** 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 08 DAY OF July 2026.

AS WITNESSES:

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MS NSUNKHIZE
COMMUNITY SERVICES DIRECTOR

AS WITNESSES:

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2. 


MR S MNGWENGWE
MUNICIPAL MANAGER



Appendix B

Entered into by and between

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

(Duly authorised by Council)

**MR S MNGWENGWE
MUNICIPAL MANAGER**

AND

**NONHLANHLA S'THABILE MKHIZE
DIRECTOR: COMMUNITY SERVICES
[“the Employee”]**

01 July 2026 – 30 June 2027

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Period Under Review	
Surname	Mkhize
Name	Nonhlanhla S.
Municipality	Mkhambathini
Department	Community Services
Race	Black
Gender	Female
Employee Number	434
Date of Appointment	03/01/2023
Salary Package	

Performance Plan

Attached as Annexure C

Nonhlanhla S. Mkhize
Mkhambathini Municipality
Community Services

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	Milestones/Comments
1 Strategic Direction and Leadership	%		
2. People Management	%		
3. Programme and Project Management	%		
4. Financial Management	%		
5. Change Management	%		
6. Governance Leadership	%		
7. Moral Competencies	%		
8. Planning and Organizing	%		
9. Analysis and Innovation	%		
10. Knowledge and Information Management	%		
11. Communication	%		
12. Results and Quality Focus	%		

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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 (COC)			MILESTONES/COMMENTS
1. Competence in Self-Management			%
2. Interpretation of and implementation within the legislative and national policy framework			%
3. Knowledge of Performance Management and Reporting			%
4. Knowledge of global of South African specific political, social and economic contexts			%
5. Competence in policy conceptualization, analysis and implementation			%
6. Knowledge of more than one functional municipal field/discipline			%
7. Skills in Mediation			%
8. Skills in Governance			%
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%	

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PERSONAL DEVELOPMENT PLAN

Areas to be Developed	How you will achieve this	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*)

KPA	WEIGHT	RATING
1. Basic Service Delivery	%	
2. Municipal Institutional Development and Transformation	%	
3. Local Economic Development	%	
4. Municipal Financial Viability and Management	%	
5. Good Governance and Public Participation	%	
6. Cross Cutting	%	
Total		
x 80%		

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

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

Key Results

KPA	(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

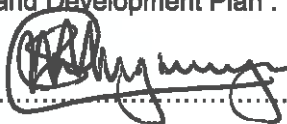
I agree with the objectives as set out in the above Performance and Development Plan and undertake to achieve the objectives as agreed on.

SIGNATURE: 

Name of Director Community Services: Ms NS Mkhize

Date: 08/07/2026

I undertake to support **Ms NS Mkhize** .(Name of Director) with the achievement of the above Performance and Development Plan .

SIGNATURE: 

Municipal Manager : Mr S Mngwengwe

Date: 08/07/2026

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LEDA.1.1	LEDA.1.2	LEDA.1.3	LEDA.2	LEDA.3	LEDA.4	LEDA.5	LEDA.6	LEDA.7	LEDA.8	LEDA.9	LEDA.10	LEDA.11	LEDA.12	LEDA.13	LEDA.14	LEDA.15	LEDA.16	LEDA.17	LEDA.18	LEDA.19	LEDA.20	LEDA.21	LEDA.22	LEDA.23	LEDA.24	LEDA.25	LEDA.26	LEDA.27	LEDA.28	LEDA.29	LEDA.30	LEDA.31	LEDA.32	LEDA.33	LEDA.34	LEDA.35	LEDA.36	LEDA.37	LEDA.38	LEDA.39	LEDA.40	LEDA.41	LEDA.42	LEDA.43	LEDA.44	LEDA.45	LEDA.46	LEDA.47	LEDA.48	LEDA.49	LEDA.50	LEDA.51	LEDA.52	LEDA.53	LEDA.54	LEDA.55	LEDA.56	LEDA.57	LEDA.58	LEDA.59	LEDA.60	LEDA.61	LEDA.62	LEDA.63	LEDA.64	LEDA.65	LEDA.66	LEDA.67	LEDA.68	LEDA.69	LEDA.70	LEDA.71	LEDA.72	LEDA.73	LEDA.74	LEDA.75	LEDA.76	LEDA.77	LEDA.78	LEDA.79	LEDA.80	LEDA.81	LEDA.82	LEDA.83	LEDA.84	LEDA.85	LEDA.86	LEDA.87	LEDA.88	LEDA.89	LEDA.90	LEDA.91	LEDA.92	LEDA.93	LEDA.94	LEDA.95	LEDA.96	LEDA.97	LEDA.98	LEDA.99	LEDA.100	LEDA.101	LEDA.102	LEDA.103	LEDA.104	LEDA.105	LEDA.106	LEDA.107	LEDA.108	LEDA.109	LEDA.110	LEDA.111	LEDA.112	LEDA.113	LEDA.114	LEDA.115	LEDA.116	LEDA.117	LEDA.118	LEDA.119	LEDA.120	LEDA.121	LEDA.122	LEDA.123	LEDA.124	LEDA.125	LEDA.126	LEDA.127	LEDA.128	LEDA.129	LEDA.130	LEDA.131	LEDA.132	LEDA.133	LEDA.134	LEDA.135	LEDA.136	LEDA.137	LEDA.138	LEDA.139	LEDA.140	LEDA.141	LEDA.142	LEDA.143	LEDA.144	LEDA.145	LEDA.146	LEDA.147	LEDA.148	LEDA.149	LEDA.150	LEDA.151	LEDA.152	LEDA.153	LEDA.154	LEDA.155	LEDA.156	LEDA.157	LEDA.158	LEDA.159	LEDA.160	LEDA.161	LEDA.162	LEDA.163	LEDA.164	LEDA.165	LEDA.166	LEDA.167	LEDA.168	LEDA.169	LEDA.170	LEDA.171	LEDA.172	LEDA.173	LEDA.174	LEDA.175	LEDA.176	LEDA.177	LEDA.178	LEDA.179	LEDA.180	LEDA.181	LEDA.182	LEDA.183	LEDA.184	LEDA.185	LEDA.186	LEDA.187	LEDA.188	LEDA.189	LEDA.190	LEDA.191	LEDA.192	LEDA.193	LEDA.194	LEDA.195	LEDA.196	LEDA.197	LEDA.198	LEDA.199	LEDA.200	LEDA.201	LEDA.202	LEDA.203	LEDA.204	LEDA.205	LEDA.206	LEDA.207	LEDA.208	LEDA.209	LEDA.210	LEDA.211	LEDA.212	LEDA.213	LEDA.214	LEDA.215	LEDA.216	LEDA.217	LEDA.218	LEDA.219	LEDA.220	LEDA.221	LEDA.222	LEDA.223	LEDA.224	LEDA.225	LEDA.226	LEDA.227	LEDA.228	LEDA.229	LEDA.230	LEDA.231	LEDA.232	LEDA.233	LEDA.234	LEDA.235	LEDA.236	LEDA.237	LEDA.238	LEDA.239	LEDA.240	LEDA.241	LEDA.242	LEDA.243	LEDA.244	LEDA.245	LEDA.246	LEDA.247	LEDA.248	LEDA.249	LEDA.250	LEDA.251	LEDA.252	LEDA.253	LEDA.254	LEDA.255	LEDA.256	LEDA.257	LEDA.258	LEDA.259	LEDA.260	LEDA.261	LEDA.262	LEDA.263	LEDA.264	LEDA.265	LEDA.266	LEDA.267	LEDA.268	LEDA.269	LEDA.270	LEDA.271	LEDA.272	LEDA.273	LEDA.274	LEDA.275	LEDA.276	LEDA.277	LEDA.278	LEDA.279	LEDA.280	LEDA.281	LEDA.282	LEDA.283	LEDA.284	LEDA.285	LEDA.286	LEDA.287	LEDA.288	LEDA.289	LEDA.290	LEDA.291	LEDA.292	LEDA.293	LEDA.294	LEDA.295	LEDA.296	LEDA.297	LEDA.298	LEDA.299	LEDA.300	LEDA.301	LEDA.302	LEDA.303	LEDA.304	LEDA.305	LEDA.306	LEDA.307	LEDA.308	LEDA.309	LEDA.310	LEDA.311	LEDA.312	LEDA.313	LEDA.314	LEDA.315	LEDA.316	LEDA.317	LEDA.318	LEDA.319	LEDA.320	LEDA.321	LEDA.322	LEDA.323	LEDA.324	LEDA.325	LEDA.326	LEDA.327	LEDA.328	LEDA.329	LEDA.330	LEDA.331	LEDA.332	LEDA.333	LEDA.334	LEDA.335	LEDA.336	LEDA.337	LEDA.338	LEDA.339	LEDA.340	LEDA.341	LEDA.342	LEDA.343	LEDA.344	LEDA.345	LEDA.346	LEDA.347	LEDA.348	LEDA.349	LEDA.350	LEDA.351	LEDA.352	LEDA.353	LEDA.354	LEDA.355	LEDA.356	LEDA.357	LEDA.358	LEDA.359	LEDA.360	LEDA.361	LEDA.362	LEDA.363	LEDA.364	LEDA.365	LEDA.366	LEDA.367	LEDA.368	LEDA.369	LEDA.370	LEDA.371	LEDA.372	LEDA.373	LEDA.374	LEDA.375	LEDA.376	LEDA.377	LEDA.378	LEDA.379	LEDA.380	LEDA.381	LEDA.382	LEDA.383	LEDA.384	LEDA.385	LEDA.386	LEDA.387	LEDA.388	LEDA.389	LEDA.390	LEDA.391	LEDA.392	LEDA.393	LEDA.394	LEDA.395	LEDA.396	LEDA.397	LEDA.398	LEDA.399	LEDA.400	LEDA.401	LEDA.402	LEDA.403	LEDA.404	LEDA.405	LEDA.406	LEDA.407	LEDA.408	LEDA.409	LEDA.410	LEDA.411	LEDA.412	LEDA.413	LEDA.414	LEDA.415	LEDA.416	LEDA.417	LEDA.418	LEDA.419	LEDA.420	LEDA.421	LEDA.422	LEDA.423	LEDA.424	LEDA.425	LEDA.426	LEDA.427	LEDA.428	LEDA.429	LEDA.430	LEDA.431	LEDA.432	LEDA.433	LEDA.434	LEDA.435	LEDA.436	LEDA.437	LEDA.438	LEDA.439	LEDA.440	LEDA.441	LEDA.442	LEDA.443	LEDA.444	LEDA.445	LEDA.446	LEDA.447	LEDA.448	LEDA.449	LEDA.450	LEDA.451	LEDA.452	LEDA.453	LEDA.454	LEDA.455	LEDA.456	LEDA.457	LEDA.458	LEDA.459	LEDA.460	LEDA.461	LEDA.462	LEDA.463	LEDA.464	LEDA.465	LEDA.466	LEDA.467	LEDA.468	LEDA.469	LEDA.470	LEDA.471	LEDA.472	LEDA.473	LEDA.474	LEDA.475	LEDA.476	LEDA.477	LEDA.478	LEDA.479	LEDA.480	LEDA.481	LEDA.482	LEDA.483	LEDA.484	LEDA.485	LEDA.486	LEDA.487	LEDA.488	LEDA.489	LEDA.490	LEDA.491	LEDA.492	LEDA.493	LEDA.494	LEDA.495	LEDA.496	LEDA.497	LEDA.498	LEDA.499	LEDA.500	LEDA.501	LEDA.502	LEDA.503	LEDA.504	LEDA.505	LEDA.506	LEDA.507	LEDA.508	LEDA.509	LEDA.510	LEDA.511	LEDA.512	LEDA.513	LEDA.514	LEDA.515	LEDA.516	LEDA.517	LEDA.518	LEDA.519	LEDA.520	LEDA.521	LEDA.522	LEDA.523	LEDA.524	LEDA.525	LEDA.526	LEDA.527	LEDA.528	LEDA.529	LEDA.530	LEDA.531	LEDA.532	LEDA.533	LEDA.534	LEDA.535	LEDA.536	LEDA.537	LEDA.538	LEDA.539	LEDA.540	LEDA.541	LEDA.542	LEDA.543	LEDA.544	LEDA.545	LEDA.546	LEDA.547	LEDA.548	LEDA.549	LEDA.550	LEDA.551	LEDA.552	LEDA.553	LEDA.554	LEDA.555	LEDA.556	LEDA.557	LEDA.558	LEDA.559	LEDA.560	LEDA.561	LEDA.562	LEDA.563	LEDA.564	LEDA.565	LEDA.566	LEDA.567	LEDA.568	LEDA.569	LEDA.570	LEDA.571	LEDA.572	LEDA.573	LEDA.574	LEDA.575	LEDA.576	LEDA.577	LEDA.578	LEDA.579	LEDA.580	LEDA.581	LEDA.582	LEDA.583	LEDA.584	LEDA.585	LEDA.586	LEDA.587	LEDA.588	LEDA.589	LEDA.590	LEDA.591	LEDA.592	LEDA.593	LEDA.594	LEDA.595	LEDA.596	LEDA.597	LEDA.598	LEDA.599	LEDA.600	LEDA.601	LEDA.602	LEDA.603	LEDA.604	LEDA.605	LEDA.606	LEDA.607	LEDA.608	LEDA.609	LEDA.610	LEDA.611	LEDA.612	LEDA.613	LEDA.614	LEDA.615	LEDA.616	LEDA.617	LEDA.618	LEDA.619	LEDA.620	LEDA.621	LEDA.622	LEDA.623	LEDA.624	LEDA.625	LEDA.626	LEDA.627	LEDA.628	LEDA.629	LEDA.630	LEDA.631	LEDA.632	LEDA.633	LEDA.634	LEDA.635	LEDA.636	LEDA.637	LEDA.638	LEDA.639	LEDA.640	LEDA.641	LEDA.642	LEDA.643	LEDA.644	LEDA.645	LEDA.646	LEDA.647	LEDA.648	LEDA.649	LEDA.650	LEDA.651	LEDA.652	LEDA.653	LEDA.654	LEDA.655	LEDA.656	LEDA.657	LEDA.658	LEDA.659	LEDA.660	LEDA.661	LEDA.662	LEDA.663	LEDA.664	LEDA.665	LEDA.666	LEDA.667	LEDA.668	LEDA.669	LEDA.670	LEDA.671	LEDA.672	LEDA.673	LEDA.674	LEDA.675	LEDA.676	LEDA.677	LEDA.678	LEDA.679	LEDA.680	LEDA.681	LEDA.682	LEDA.683	LEDA.684	LEDA.685	LEDA.686	LEDA.687	LEDA.688	LEDA.689	LEDA.690	LEDA.691	LEDA.692	LEDA.693	LEDA.694	LEDA.695	LEDA.696	LEDA.697	LEDA.698	LEDA.699	LEDA.700	LEDA.701	LEDA.702	LEDA.703	LEDA.704	LEDA.705	LEDA.706	LEDA.707	LEDA.708	LEDA.709	LEDA.710	LEDA.711	LEDA.712	LEDA.713	LEDA.714	LEDA.715	LEDA.716	LEDA.717	LEDA.718	LEDA.719	LEDA.720	LEDA.721	LEDA.722	LEDA.723	LEDA.724	LEDA.725	LEDA.726	LEDA.727	LEDA.728	LEDA.729	LEDA.730	LEDA.731	LEDA.732	LEDA.733	LEDA.734	LEDA.735	LEDA.736	LEDA.737	LEDA.738	LEDA.739	LEDA.740	LEDA.741	LEDA.742	LEDA.743	LEDA.744	LEDA.745	LEDA.746	LEDA.747	LEDA.748	LEDA.749	LEDA.750	LEDA.751	LEDA.752	LEDA.753	LEDA.754	LEDA.755	LEDA.756	LEDA.757	LEDA.758	LEDA.759	LEDA.760	LEDA.761	LEDA.762	LEDA.763	LEDA.764	LEDA.765	LEDA.766	LEDA.767	LEDA.768	LEDA.769	LEDA.770	LEDA.771	LEDA.772	LEDA.773	LEDA.774	LEDA.775	LEDA.776	LEDA.777	LEDA.778	LEDA.779	LEDA.780	LEDA.781	LEDA.782	LEDA.783	LEDA.784	LEDA.785	LEDA.786	LEDA.787	LEDA.788	LEDA.789	LEDA.790	LEDA.791	LEDA.792	LEDA.793	LEDA.794	LEDA.795	LEDA.796	LEDA.797	LEDA.798	LEDA.799	LEDA.800	LEDA.801	LEDA.802	LEDA.803	LEDA.804	LEDA.805	LEDA.806	LEDA.807	LEDA.808	LEDA.809	LEDA.810	LEDA.811	LEDA.812	LEDA.813	LEDA.814	LEDA.815	LEDA.816	LEDA.817	LEDA.818	LEDA.819	LEDA.820	LEDA.821	LEDA.822	LEDA.823	LEDA.824	LEDA.825	LEDA.826	LEDA.827	LEDA.828	LEDA.829	LEDA.830	LEDA.831	LEDA.832	LEDA.833	LEDA.834	LEDA.835	LEDA.836	LEDA.837	LEDA.838	LEDA.839	LEDA.840	LEDA.841	LEDA.842	LEDA.843	LEDA.844	LEDA.845	LEDA.846	LEDA.847	LEDA.848	LEDA.849	LEDA.850	LEDA.851	LEDA.852	LEDA.853	LEDA.854	LEDA.855	LEDA.856	LEDA.857	LEDA.858	LEDA.859	LEDA.860	LEDA.861	LEDA.862	LEDA.863	LEDA.864	LEDA.865	LEDA.866	LEDA.867	LEDA.868	LEDA.869	LEDA.870	LEDA.871	LEDA.872	LEDA.873	LEDA.874	LEDA.875	LEDA.876	LEDA.877	LEDA.878	LEDA.879	LEDA.880	LEDA.881	LEDA.882	LEDA.883	LEDA.884	LEDA.885	LEDA.886	LEDA.887	LEDA.888	LEDA.889	LEDA.890	LEDA.891	LEDA.892	LEDA.893	LEDA.894	LEDA.895	LEDA.896	LEDA.897	LEDA.898	LEDA.899	LEDA.900	LEDA.901	LEDA.902	LEDA.903	LEDA.904	LEDA.905	LEDA.906	LEDA.907	LEDA.908	LEDA.909	LEDA.910	LEDA.911	LEDA.912	LEDA.913	LEDA.914	LEDA.915	LEDA.916	LEDA.917	LEDA.918	LEDA.919	LEDA.920	LEDA.921	LEDA.922	LEDA.923	LEDA.924	LEDA.925	LEDA.926	LEDA.927	LEDA.928	LEDA.929	LEDA.930	LEDA.931	LEDA.932	LEDA.933	LEDA.934	LEDA.935	LEDA.936	LEDA.937	LEDA.938	LEDA.939	LEDA.940	LEDA.941	LEDA.942	LEDA.943	LEDA.944	LEDA.945	LEDA.946	LEDA.947	LEDA.948	LEDA.949	LEDA.950	LEDA.951	LEDA.952	LEDA.953	LEDA.954	LEDA.955	LEDA.956	LEDA.957	LEDA.958	LEDA.959	LEDA.960	LEDA.961	LEDA.962	LEDA.963	LEDA.964	LEDA.965	LEDA.966	LEDA.967	LEDA.968	LEDA.969	LEDA.970	LEDA.971	LEDA.972	LEDA.973	LEDA.974	LEDA.975	LEDA.976	LEDA.977	LEDA.978	LEDA.979	LEDA.980	LEDA.981	LEDA.982	LEDA.983	LEDA.984	LEDA.985	LEDA.986	LEDA.987	LEDA.988	LEDA.989	LEDA.990	LEDA.991	LEDA.992	LEDA.993	LEDA.994	LEDA.995	LEDA.996	LEDA.997	LEDA.998	LEDA.999	LEDA.1000
2.1 To facilitate economic development and job creation through collaboration with existing and new industries			3.1 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.2 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.3 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.4 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.5 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.6 To develop and support all 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programs			3.12 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.13 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.14 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.15 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.16 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual arrangements, support and development programs			3.17 To develop and support all strategic SMEs and cooperatives while the municipality through establishment of individual 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