



BERGRIVIER MUNICIPALITY

PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

THE BERGRIVIER MUNICIPALITY

HEREIN REPRESENTED BY THE MUNICIPAL MANAGER

ADV HANLIE LINDE

(ID 700411 0082 083)

(Herein and after referred to as Employer)

AND

MR DENWIN CHARL VAN TURHA

(ID 710228 5058 084)

DIRECTOR TECHNICAL SERVICES

(Herein after referred to as Employee)

FOR THE FINANCIAL YEAR

1 July 2025 – 30 June 2026

Director Technical Services:

Municipal Manager: _____

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THE PARTIES HEREBY AGREE AS FOLLOWS:

1. INTRODUCTION

1.1 The Employer has entered into a contract of employment with the Employee in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee 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 Employee to a set of outcomes that will secure Local Government policy goals.

2. PURPOSE OF THIS AGREEMENT

The purpose of this agreement is to:

2.1 Comply with the provisions of Section 57(1)(b), (4B) and (5) of the Systems Act, and the Municipal Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Managers (2006) as amended by the Regulations on Appointment and Conditions of Employment of Senior Managers (2014), as well as the Contract of Employment entered into between the parties;

2.2 Specify objectives and targets defined and agreed with the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Employer;

2.3 Specify accountabilities as set out in the Performance Plan which is appended to this agreement as ANNEXURE A;

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- 2.4 Monitor and measure performance against set targeted outputs;
- 2.5 Use the Performance Agreement and Performance Plan as the basis to assess whether the Employee has met the performance expectations applicable to his job; and
- 2.6 Give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

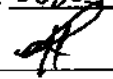
3. COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on 1 July 2025 and will remain in force until 30 June 2026 where after a new Performance Agreement shall be concluded between the parties for the next financial year.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement that replaces this Agreement by not later than the 31st July of each successive financial year or any portion thereof.
- 3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any legal reason.
- 3.4 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.

4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan is attached as **ANNEXURE A**, and sets out:
 - 4.1.1 The performance objectives and targets that must be met by the Employee; and
 - 4.1.2 The time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives reflected in **ANNEXURE A** are set by the Employer in consultation with the Employee and based on the Integrated Development

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Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Employer, and shall include key performance indicators, units of measure, details of evidence that must be provided to show that the indicator has been achieved, target dates and weightings which show the relative importance of key performance indicators to one another.

- 4.3 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

5. PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer.
- 5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.
- 5.4 The Employee undertakes to actively focus on the promotion and implementation of the KPA's (including special projects relevant to the Employee's responsibilities) within the local government framework.
- 5.5 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which are contained in this Performance Agreement.
- 5.5.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPA's) and Competencies respectively

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5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.

5.5.3 KPA's covering the main areas of work will account for 80% and Competencies will account for 20% of the final assessment.

5.6 The Employee's assessment will be based on his performance in terms of the outputs/outcomes (performance indicators) identified as per attached Performance Plan (**ANNEXURE A**), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee. The competencies will make up the other 20% of the Employee's assessment score.



Key Performance Area	No	%
As per the National Key Performance Areas:		
Basic Service Delivery (8)		
Municipal Institutional Development and Transformation (5)		
Local Economic Development (0)		
Municipal Financial Viability and Management (5)		
Good Governance and Public Participation (3)		
	21 KPI's	100% (80%)
Core competencies	12	100% (20%)
Total		200 (100%)

5.7 The competency framework as set out in the Regulations on Appointment and Conditions of Employment of Senior Managers (17 January 2014) consists of six leading competencies which comprise twenty driving competencies that communicate what is expected for effective performance in local government, and six core competencies that act as drivers to ensure that the leading competencies are executed at an optimal level.

LEADING COMPETENCIES	DRIVING COMPETENCIES
Strategic Direction and Leadership	<ul style="list-style-type: none"> • Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness

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People Management	<ul style="list-style-type: none">• Human Capital Planning and Development• Diversity Management• Employee Relations Management• Negotiation and Dispute Management
Program and Project Management	<ul style="list-style-type: none">• Program and Project Planning and Implementation• Service Delivery Management• Program and Project Monitoring and Evaluation
Financial Management	<ul style="list-style-type: none">• Budget Planning and Execution• Financial Strategy and Delivery• Financial Reporting and Monitoring
Change Leadership	<ul style="list-style-type: none">• Change Vision and Strategy• Process Design and Improvement• Change Impact Monitoring and Evaluation
Governance Leadership	<ul style="list-style-type: none">• Policy Formulation• Risk and Compliance Management• Cooperative Governance

CORE COMPETENCIES


Moral Competence
Planning and Organising
Analysis and Innovation
Knowledge and Information Management
Communication
Results and Quality Focus



- 5.8 There is no hierarchical connotation to the competencies, and all are essential to the role of a senior manager to influence high performance. All competencies will therefore be considered as measurable and critical in assessing the level of the Employees performance. These competencies are equally weighted as prescribed by regulation

6. PERFORMANCE ASSESSMENT

- 6.1 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan (IDP);
- 6.2 The Employee will submit his self-assessment to the Employer prior to the formal assessment;

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6.3 . Performance assessments will entail:

6.3.1 Assessment of the achievement of results as outlined in the performance plan (ANNEXURE A):

6.3.1.1 Each KPI shall be assessed according to the extent to which the specified standards or performance targets have been met and with due regard to ad-hoc tasks that had to be performed under the KPI.

6.3.1.2 The assessment of the performance of the Employee will be based on the following rating scale for KPI's:

Rating	Terminology	Description
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the 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 Employee 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 Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the 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 appraisal indicates that the Employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the Performance Plan.

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Rating	Terminology	Description
1	Unacceptable performance	Performance does not meet the standard expected for the job. The appraisal indicates that the Employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the Performance Plan. The Employee 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.

6.3.1.3 The rating will then be multiplied by the weighting to calculate the final score;

6.3.1.4 An overall rating will be calculated based on the total of the individual ratings calculated above.

6.3.1.5 In the instance where the employee could not perform due to reasons outside the control of the employer and employee, the KPI will not be considered during the evaluation. The employee should provide sufficient evidence in such instances; and

6.3.2 Assessment of competencies

6.3.2.1 Each competency shall be assessed according to the extent to which the specified standards for the required proficiency level have been met;

6.3.2.2 The assessment of the performance of the Employee will be based on the same rating scale as in section 6.3.1.2

6.3.2.3 The rating will then be multiplied by the weighting to calculate the final score. Each competency shall carry an equal weighting;

6.3.2.4 A full description of achievement levels per competency is attached as **ANNEXURE B**.

6.3.3 Overall rating

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An overall rating is calculated by combining the rating from 6.3.1 and 6.3.2 above. Such overall rating represents the outcome of the performance appraisal.

6.4 For purposes of appraising the performance of the Employee, an evaluation panel constituted of the following persons will be established, as mutually agreed upon:

- 6.4.1 Municipal Manager;
- 6.4.2 Chairperson of the Performance Audit Committee or a member of the Audit Committee in the absence of the Chairperson of the Performance Audit Committee;
- 6.4.3 Municipal Manager from another municipality; and
- 6.4.4 Member of the Mayoral Committee (Portfolio Chairperson).

7 SCHEDULE FOR PERFORMANCE REVIEWS

7.1 The performance of each Employee in relation to his performance agreement shall be reviewed on the following dates:

Quarter	Review Period	Review to be completed by
1	1 July 2025 – 30 September 2025	December 2025 (informal assessment by MM)
2	October – December 2025 as part of the 6 months evaluation for 1 July 2025 – 31 December 2025	March 2026 (Mid-year Panel Assessment)
3	January – March 2026	June 2026 (informal assessment by MM)
4	April – June 2026 as part of the 12 months evaluation for 1 July 2025 – 30 June 2026	September/October 2026 (Year-end Panel Assessment)

7.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force;

7.3 Performance reviews in the first and third quarter may be verbal if performance is deemed to be satisfactory by the Municipal Manager. In the event of unsatisfactory performance a panel evaluation shall be convened;

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- 7.4 The Employer shall keep a record of the mid-year, year-end and any other assessment meetings where a panel evaluation is convened;
- 7.5 Performance feedback shall be based on the Employer's assessment of the Employee's performance;
- 7.6 The Employer will be entitled to review and make reasonable changes to the provisions of **ANNEXURE A** from time to time for operational reasons. The Employee will be fully consulted before any such change is made; and
- 7.7 The Employer may amend the provisions of **ANNEXURE A** whenever the performance management system is adopted, implemented and/or amended as the case may be. In that case, the Employee will be fully consulted before any such change is made.

8 DEVELOPMENTAL REQUIREMENTS


- 8.1 Personal growth and development needs identified during any performance appraisal 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;
- 8.2 The Personal Development Plan (PDP) for addressing developmental gaps must be developed, if deemed necessary in individual cases, in consultation with the employee, the Portfolio Councillor and the Municipal Manager.

9 OBLIGATIONS OF THE EMPLOYER

The Employer shall-

- 9.1 Create an enabling environment to facilitate effective performance by the employee;
- 9.2 Provide access to skills development and capacity building opportunities;
- 9.3 Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- 9.4 On the request of the Employee delegate such powers reasonably required by the Employee to enable him to meet the performance objectives and targets established in terms of this Agreement; and

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9.5 Make available to the Employee such resources as the Employee may reasonable require from time to time assisting him to meet the performance objectives and targets established in terms of this Agreement.

10 CONSULTATION

10.1 The Employer agrees to consult the Employee timeously where the exercising of powers will have amongst others-

- 10.1.1 A direct effect on the performance of any of the Employee's functions;
- 10.1.2 Commit the Employee to implement or to give effect to a decision made by the Employer; and
- 10.1.3 A substantial financial effect on the Employer.


10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in clause 10.1 as soon as is practical to enable the Employee to take any necessary action.

11 REWARD

- 11.1 The employer and employee agree that a performance bonus ranging from 5% - 14% of the all-inclusive remuneration package may be paid to the employee for recognition of outstanding performance in terms of section 32 of the Local Government: Municipal Performance Regulations for Municipal Managers and Managers directly accountable to Municipal Managers, 2006 as amended.
- 11.2 The payment of the performance bonus is determined by the performance score obtained during the full financial year evaluation done during September/October-month following the end of the relevant financial year.
- 11.3 The performance bonus will be awarded pro-rata according to the period of this agreement based on the following:

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Performance groups	Percentage	Performance categories	Performance Panel Evaluation score	Performance bonus expressed as a percentage of the annual remuneration package of the employee as at 30 June of the year under review
Below satisfactory performance	0% to 129.99%	Unacceptable performance	0% to 129.99%	No reward
Above satisfactory performance	130% and above	Performance above fully effective	130% - 130.5%	5%
			130.6% to 131.5%	5.2%
			131.6% - 132.5%	5.4%
			132.6% - 133.5%	5.6%
			133.6% - 134.5%	5.8%
			134.6% - 135.5%	6%
			135.6% - 136.5%	6.2%
			136.6% - 137.5%	6.2%
			137.6% - 138.5%	6.4%
			138.6% - 139.5%	6.6%
			139.6% - 140.5%	6.8%
			140.6% - 141.5%	7%

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Performance groups	Percentage	Performance categories	Performance Panel Evaluation score	Performance bonus expressed as a percentage of the annual remuneration package of the employee as at 30 June of the year under review
			141.6% - 142.5%	7.2%
			142.6% - 143.5%	7.4%
			143.6% - 144.5%	7.5%
			144.6% - 145.5%	7.6%
			145.6% - 146.5%	7.8%
			146.6% - 147.5%	8%
			147.6% - 148.5%	8.5%
			148.6% - 149.5%	9%
			149.6% - 150.5%	9.5%
			150.6% - 151.5%	10%
			151.6% - 152.5%	10.5%
			152.6% - 153.5%	11%
			153.6% -	11.5%

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Performance groups	Percentage	Performance categories	Performance Panel Evaluation score	Performance bonus expressed as a percentage of the annual remuneration package of the employee as at 30 June of the year under review
			154.5%	
			154.6% - 155.5%	12%
			155.6% - 156.5%	13%
			156.6% and more	14%

11.4 The employer's performance management is done on the IGNITE system where the calculations specified in section 32 of the Municipal Performance Regulations have been converted to the Performance Ratings specified in 11.3 above. This has been tested by IGNITE with the Auditor General.

11.5 In the event of the Employee terminating his services during the validity of this Performance Agreement, the Employee's performance will be evaluated during the normal full financial year evaluation in September for the period during which he was employed. The employee will be entitled to a pro-rata performance bonus based on his evaluated performance rating for the period of actual service but subject to the following suspensive conditions:

11.5.1 That the period of actual service is at least three (3) months of the financial year; and

11.5.2 That he attends the performance evaluation in person.

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ANB

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- 11.6 The Employer will submit the total scores of the annual assessment and of the Employee to the Executive Mayoral Committee for purposes of recommending the performance bonus allocation as part of the approval of the Annual Report submission to Council.

12 MANAGEMENT OF ASSESSMENT OUTCOMES

- 12.1 Where the employer is, at any time during the employee's employment, not satisfied with the manager's performance in respect of any matter dealt with in this Agreement, the employer will give notice to the employee to attend a meeting.
- 12.2 The employee will have the opportunity at the meeting to satisfy the employer in respect of the measures being taken to ensure that his performance becomes satisfactory and any programme, including any dates, for implementing these measures.
- 12.3 Where there is a dispute or difference as to the performance of the employee under this Agreement, the parties will confer with a view to resolve the dispute or difference.
- 12.4 In the case of unacceptable performance, the employer shall –
- 12.4.1 Provide systematic remedial or developmental support to assist the Employee to improve his performance; and
 - 12.4.2 After appropriate performance counseling and having provided the necessary guidance and/or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his duties.

13 DISPUTE RESOLUTION

- 13.1 Any disputes about the nature of the employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment must be mediated by the Executive Mayor within 30 days of receipt of a formal

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dispute from the employee. The Executive Mayor's decision shall be final and binding on both parties.

- 13.2 Any disputes about the outcomes of the employee's performance evaluation must be mediated by the Executive Mayor provided that such member was not part of the evaluation panel within 30 days of receipt of a formal dispute from the employee. The Executive Mayor's decision shall be final and binding on both parties.

14 GENERAL

- 14.1 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 Employer.

- 14.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other legal instruments.

Thus done and signed at PIKETBERG on this the 30th day of JUNE 2025.

AS WITNESSES:

1. ABary
2. Ranon

[Signature]
DIRECTOR

Thus done and signed at Piketberg on this the 30th day of June 2025.

AS WITNESSES:

1. Ranon
2. ABary

[Signature]
MUNICIPAL MANAGER

Director Technical Services: [Signature]

Municipal Manager: [Signature]



Annexure A: Performance Plan

Director: Technical Services

Director Technical Services:

Municipal Manager:

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26


ANNEXURE A: PERFORMANCE PLAN

- i. The Performance Plan sets out the performance objectives and targets which are based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Employer, and includes key performance indicators, units of measure, details of evidence that must be provided to show that the indicator has been achieved, target dates and weightings which show the relative importance of key performance indicators to one another.
- ii. The employee's assessment will be based on his/her performance in terms of the outputs/outcomes (performance indicators) identified as per the performance plan which are linked to the National KPA's, which constitute 80% of the overall assessment result as per the weightings agreed to between the employer and employee.
- iii. The performance management system automatically rates performance in terms of the key performance indicators as follows which correlates with the rating referred to in 6.3.1.

Category	Colour	Explanation
KPI's Not Met/ Unacceptable performance	1	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee 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.
KPI's Almost Met / Not fully effective	2	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 employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.
KPI's Met / Fully effective	3	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.
KPI's Well Met / Performance significantly above expectations	4	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.
KPI's Extremely Well Met / Outstanding Performance	5	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee 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.

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Ref No.	National KPA & IDP	Strategic Goal & IDP	Key Performance Indicator	Unit of Measurement	Baseline	Portfolio of Evidence	2025/2026	Service Delivery and Budget Implementation Plan (SDBIP 2025/2026)				Weight
								Q1	Q2	Q3	Q4	
DIVISIONAL MANAGEMENT												
TBC	Municipal Institutional Development and Transformation	Ensure Good Governance	Manage and achieve 80% of the KPI's of the sub-directorate: Project Management	80% of the KPI's of the sub directorate have been met as per Ignite Dashboard report	80%	Updated SDBIP and report	80%	80%	80%	80%	80%	5.125
TBC	Municipal Institutional Development and Transformation	Ensure Good Governance	Manage and achieve 80% of the KPI's of the sub-directorate: Civil Services	80% of the KPI's of the sub directorate have been met as per Ignite Dashboard report	80%	Updated SDBIP and report	80%	80%	80%	80%	80%	5.125
TBC	Municipal Institutional Development and Transformation	Ensure Good Governance	Manage and achieve 80% of the KPI's of the sub-directorate: Electrical Services	90% of the KPI's of the sub directorate have been met as per Ignite Dashboard report	80%	Updated SDBIP and report	80%	80%	80%	80%	80%	5.125
GENERAL MANAGEMENT												
TBC	Municipal Financial Viability and Management	Strengthen Financial Sustainability	95 % of conditional road maintenance operational grant spent by 30 June 2026 [(Total amount spent/ Total allocation received)x100] as budgeted in the Bergrivier Municipality Operational Budget	Percentage of conditional road maintenance operational grant spent by 30 June 2026	95%	Annual submissions of claims to the Department of Public Works before 30 June 2026	95%	0	0	60%	95%	3.125

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Ref No.	National KPA & IDP	Strategic Goal & IDP	Key Performance Indicator	Unit of Measurement	Baseline	Portfolio of Evidence	2025/2026	Service Delivery and Budget Implementation Plan (SDBIP 2025/2026)				Weight
								Q1	Q2	Q3	Q4	
TBC	Municipal Financial Viability and Management	Strengthen Financial Sustainability	95% of the capital budget of Directorate: Technical Services spent by 30 June 2026 ((Total amount spent/Total allocation received)x100)	Percentage of capital budget of Directorate: Technical Services spent by 30 June 2026	95	Monthly Budget Statement-transfers expenditure (Table C7) of Section 71 In-Year Monthly & Quarterly Budget Statement	95%	15%	35%	65%	95%	7.125
TBC	Municipal Financial Viability and Management	Strengthen Financial Sustainability	Ensure the implementation of the annual Procurement Plan and submit reports to the Technical Portfolio Committee	Number of reports submitted to the Technical Portfolio Committee on the implementation of the Procurement Plan	1	Proof of submission of Procurement Plan	1	1	N/A	N/A	N/A	5.125
TBC	Municipal Financial Viability and Management	Strengthen Financial Sustainability	Sign SLA's for each development to facilitate an environment conducive to infrastructure development in partnership with the developer and/or investors. Signed SLA's/ total number of developments where SLA's are required)	% of developments with Signed SLA's with developers and/or	100%	Signed SLA's	100%	N/A	N/A	N/A	100%	2.125
TBC	Basic Service Delivery	Ensure Good Governance	100% of all complaints registered on IMIS are being attended to within the Directorate based on clients service charter.	Percentage of complaints registered on IMIS being attended to within the Directorate and completed based on client services charter	100	Minutes of Technical Portfolio Committee and IMIS report	100%	100%	100%	100%	100%	5.125

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Ref No.	National KPA & IDP	Strategic Goal & IDP	Key Performance Indicator	Unit of Measurement	Baseline	Portfolio of Evidence	2025/2026	Service Delivery and Budget Implementation Plan (SDBIP 2025/2026)				Weight
								Q1	Q2	Q3	Q4	
TBC	Municipal Institutional Development and Transformation	Empowering People Through Innovation	Develop strategy to reduce non-recyclable waste and transportation costs to landfill sites.	Completed strategy submitted by September 2025	1	Minutes of Technical Portfolio Committee and approved Minutes of Technical Portfolio Committee	1	N/A	1	N/A	N/A	4.125
TBC	Good Governance and Public Participation	Ensure Good Governance	Develop registry for all SOPs	Completed registry submitted by September 2025	7	Minutes of Technical Portfolio Committee	1	0	1	0	1	3.125
TBC	Good Governance and Public Participation	Ensure Good Governance	Evaluate performance agreements with all Managers reporting to Director in terms of Regulation 890	Percentage of performance agreements evaluated	100	Signed performance agreements for Deputy Directors reporting to Director	100%	N/A	N/A	N/A	100%	3.125
TBC	Good Governance and Public Participation	Ensure Good Governance	Ensure risk mitigation by bi-annually updating of risk registers, controls and action plans	Number of risk assessments conducted annually	2	Submission s of risk registers to Director Technical Services	2	1	1	1	1	3.125
TOP LAYER INDICATORS												

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Ref No.	National KPA & IDP	Strategic Goal & IDP	Key Performance Indicator	Unit of Measurement	Baseline	Portfolio of Evidence	2025/2026	Service Delivery and Budget Implementation Plan (SDBIP 2025/2026)				Weight
								Q1	Q2	Q3	Q4	
TBC	Basic Service Delivery	Sustainable Service Delivery	Limit water losses to 12 % by 30 June 2026 (Number of Kiloliters Water Purchased or Purified minus Number of Kiloliters Water Sold (including Free basic water) / Number of Kiloliters Water Purchased or Purified × 100)	Percentage of water losses 12 % or less by 30 June 2026 (Number of Kiloliters Water Purchased or Purified minus Number of Kiloliters Water Sold (including Free basic water) / Number of Kiloliters Water Purchased or Purified × 100)	12.14%	Relevant note in Annual Financial Statements for the year ended 30 June 2026	12%	N/A	N/A	N/A	12%	3.167
TBC	Basic Service Delivery	Sustainable Service Delivery	Limit unaccounted electricity to 10 % by 30 June 2026 (Number of Electricity Units Purchased and/or Generated - Number of Electricity Units Sold (incl Free basic electricity)) / Number of Electricity Units Purchased and/or generated) × 100)	Percentage unaccounted electricity by 30 June 2026 (Number of Electricity Units Purchased and/or Generated - Number of Electricity Units Sold (incl. Free basic electricity))/ Number of Electricity Units Purchased and/or generated) × 100)	11.67%	Relevant note in Annual Financial Statements for the year ended 30 June 2026	10%	N/A	N/A	N/A	10%	3.167
TBC	Municipal Financial Viability and Management	Sustainable Service Delivery	Spend 95 % of MIG conditional grant by 30 June 2026 to upgrade infrastructure [Total amount spent/ Total amount allocated) × 100]	Percentage of MIG conditional grant spent by 30 June 2026	83.90%	MIG report as signed by CFP and MM and send off to Provincial MIG office and COGTA	95%	0%	40%	60%	95%	3.167

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Ref No.	National KPA & IDP	Strategic Goal & IDP	Key Performance Indicator	Unit of Measurement	Baseline	Portfolio of Evidence	2025/2026	Service Delivery and Budget Implementation Plan (SDBIP 2025/2026)				Weight
								Q1	Q2	Q3	Q4	
TBC	Basic Service Delivery	Sustainable Service Delivery	95% water quality level obtained as per SANS 241 physical & micro parameters as at 31 December 2025 and 30 June 2026	Percentage water quality level as at 31 December 2025 and 30 June 2026	92.29%	Monthly Supply System Drinking Water Quality Performance Report & Excel Summary of Drinking Water Quality	95%	N/A	95%	N/A	95%	3.167
TBC	Municipal Institutional Development and Transformation	Empowering People Through Innovation	Create Full Time Equivalents (FTE's) in terms of the EPWP programme by 30 June 2026	Number of FTE's created by 30 June 2026	77	EPWP Performance Report	77	N/A	N/A	N/A	77	3.167
TBC	Basic Service Delivery	Strengthen Financial Sustainability	Formal households with access to water (NKPI Proxy - MSA, Reg. S10(a))-Number of formal households that receive piped water (credit & pre-paid water) that is connected to the municipal water infrastructure network as on 30 June 2026	Number of households which are billed for water or have prepaid meters as on 30 June 2026	10 147	Debtors Accrual Report extracted from Financial System	10 147	N/A	N/A	N/A	10 147	3.167

Director Technical Services: _____

Municipal Manager: _____

PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Ref No.	National KPA & IDP	Strategic Goal & IDP	Key Performance Indicator	Unit of Measurement	Baseline	Portfolio of Evidence	2025/2026	Service Delivery and Budget Implementation Plan (SDBIP 2025/2026)				Weight
								Q1	Q2	Q3	Q4	
TBC	Basic Service Delivery	Strengthen Financial Sustainability	Formal households with access to electricity (NKPI Proxy - MSA, Reg. S10(a))- Number of formal households connected to the municipal electrical infrastructure network (credit & prepaid electrical metering) (Excl Eskom areas) as on 30 June 2026	Number of households billed for electricity or have prepaid meters (Excl Eskom areas) as on 30 June 2026 (Contour + Active meters)	10 920	Debtors Accrual Report extracted from Financial System	10 920	N/A	N/A	N/A	10 920	3.167
TBC	Basic Service Delivery	Strengthen Financial Sustainability	Formal households with access to sanitation (NKPI Proxy - MSA, Reg. S10(a))- Number of formal households connected to the municipal wastewater sanitation/ sewerage network for sewerage service, irrespective of number of water closets (toilets) as on 30 June 2026	Number of households which are billed for sewerage as on 30 June 2026	8 482	Debtors Accrual Report extracted from Financial System	8 482	N/A	N/A	N/A	8 482	3.167
TBC	Basic Service Delivery	Strengthen Financial Sustainability	Formal households with access to refuse removal (NKPI Proxy - MSA, Reg. S10(a))-Number of formal households for which refuse is removed once per week as on 30 June 2026	Number of households which are billed for refuse removal as on 30 June 2026	10 795	Debtors Accrual Report extracted from Financial System	10 795	N/A	N/A	N/A	10 795	3.167
TOTAL												80

Director Technical Services: 

Municipal Manager: 



Annexure B: Competency Framework

Director: Technical Services

Director Technical Services: _____
Municipal Manager: _____




PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

ANNEXURE B: COMPETENCY DESCRIPTIONS
COMPETENCY DESCRIPTIONS (ANNEXURE B)

1. Leading Competencies Cluster

Competency Name	Strategic Direction and Leadership			
Competency Definition	Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate			
ACHIEVEMENT LEVELS				
BASIC	COMPETENT	ADVANCED	SUPERIOR	
<ul style="list-style-type: none">Understand institutional and departmental strategic objectives, but lacks the ability to inspire others to achieve set mandateDescribe how specific tasks link to institutional strategies but has limited influence in directing strategyHas a basic understanding of institutional performance management, but lacks the ability to integrate systems into a collective wholeDemonstrate a basic understanding of key decision- makers	<ul style="list-style-type: none">Give direction to a team in realising the institution's strategic mandate and set objectivesHas a positive impact and influence on the morale, engagement and participation of team membersDevelop actions plans to execute and guide strategy implementationAssist in defining performance measures to monitor the progress and effectiveness of the institutionDisplays an awareness of institutional structures and political factorsEffectively communicate barriers to execution to relevant partiesProvide guidance to all stakeholders in the achievement of the strategic mandateUnderstand the aim and objectives of the institution and relate it to own work	<ul style="list-style-type: none">Evaluate all activities to determine value and alignment to strategic intentDisplay in-depth knowledge and understanding of strategic planningAlign strategy and goals across all functional areasActively define performance measures to monitor the progress and effectiveness of the institutionConsistently challenge strategic plans to ensure relevanceUnderstand institutional structures and political factors, and the consequences of actionsEmpower others to follow strategic direction and deal with complex situationsGuide the institution through complex and ambiguous concernUse understanding of power relationships and dynamic tensions among key players to frame communications and develop strategies, positions and alliances	<ul style="list-style-type: none">Structure and position the institution to local government prioritiesActively use in-depth knowledge and understanding to develop and implement a comprehensive institutional frameworkHold self- accountable for strategy execution and resultsProvide impact and influence through building and maintaining strategic relationshipsCreate an environment that facilitates loyalty and innovation Display a superior level of self- discipline and integrity in actionsIntegrate various systems into a collective whole to optimise institutional performance managementUses understanding of competing interests to manoeuvre successfully to a win/win outcome	

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	People Management		
Competency Definition	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
<ul style="list-style-type: none">• Participate in team goal-setting and problem solving• Interact and collaborate with people of diverse backgrounds• Aware of guidelines for employee development, but requires support in implementing development initiatives	<ul style="list-style-type: none">• Seek opportunities to increase team contribution and responsibility• Respect and support the diverse nature of others and be aware of the benefits of a diverse approach• Effectively delegate tasks and empower others to increase contribution and execute functions optimally• Apply relevant employee legislation fairly and consistently• Facilitate team goal-setting and problem-solving• Effectively identify capacity requirements to fulfil the strategic mandate	<ul style="list-style-type: none">• Identify ineffective team and work processes and recommend remedial interventions• Recognise and reward effective and desired behaviour• Provide mentoring and guidance to others in order to increase personal effectiveness• Identify development and learning needs within the team• Build a work environment conducive to sharing, innovation, ethical behaviour and professionalism• Inspire a culture of performance excellence by giving positive and constructive feedback to the team• Achieve agreement or consensus in adversarial environments• Lead and unite diverse teams across divisions to achieve institutional objectives	<ul style="list-style-type: none">• Develop and incorporate best practice people management processes, approaches and tools across the institution• Foster a culture of discipline, responsibility and accountability• Understand the impact of diversity in performance and actively incorporate a diversity strategy in the institution• Develop comprehensive integrated strategies and approaches to human capital development and management• Actively identify trends and predict capacity requirements to facilitate unified transition and performance management

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Program and Project Management			
Competency Definition	Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives			
ACHIEVEMENT LEVELS				
BASIC	COMPETENT	ADVANCED	SUPERIOR	
<ul style="list-style-type: none">Initiate projects after approval from higher authoritiesUnderstand procedures of program and project management methodology, implications and stakeholder involvementUnderstand the rational of projects in relation to the institution's strategic objectivesDocument and communicate factors and risk associated with own workUse results and approaches of successful project implementation as guide	<ul style="list-style-type: none">Establish broad stakeholder involvement and communicate the project status and key milestonesDefine the roles and responsibilities of the project team and create clarity around expectationsFind a balance between project deadline and the quality of deliverablesIdentify appropriate project resources to facilitate the effective completion of the deliverablesComply with statutory requirements and apply policies in a consistent mannerMonitor progress and use of resources and make needed adjustments to timelines, steps, and resource allocation	<ul style="list-style-type: none">Manage multiple programs and balance priorities and conflicts according to institutional goalsApply effective risk management strategies through impact assessment and resource requirementsModify project scope and budget when required without compromising the quality and objectives of the projectInvolve top-level authorities and relevant stakeholders in seeking project buy-inIdentify and apply contemporary project management methodologyInfluence and motivate project team to deliver exceptional resultsMonitor policy implementation and apply procedures to manage risks	<ul style="list-style-type: none">Understand and conceptualise the long-term implications of desired project outcomesDirect a comprehensive strategic macro and micro analysis and scope projects accordingly to realise institutional objectivesConsider and initiate projects that focus on achievement of the long-term objectivesInfluence people in positions of authority to implement outcomes of projectsLead and direct translation of policy into workable actions plansEnsures that programs are monitored to track progress and optimal resource utilisation, and that adjustments are made as needed	

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Financial Management			
Competency Definition	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner			
ACHIEVEMENT LEVELS				
BASIC	COMPETENT	ADVANCED	SUPERIOR	
<ul style="list-style-type: none">• Understand basic financial concepts and methods as they relate to institutional processes and activities• Display awareness into the various sources of financial data, reporting mechanisms, financial governance, processes and systems• Understand the importance of financial accountability• Understand the importance of asset control	<ul style="list-style-type: none">• Exhibit knowledge of general financial concepts, planning, budgeting, and forecasting and how they interrelate• Assess, identify and manage financial risks• Assume a cost-saving approach to financial management• Prepare financial reports based on specified formats• Consider and understand the financial implications of decisions and suggestions• Ensure that delegation and instructions as required by National Treasury guidelines are reviewed and updated• Identify and implement proper monitoring and evaluation practices to ensure appropriate spending against budget	<ul style="list-style-type: none">• Take active ownership of planning, budgeting, and forecast processes and provides credible answers to queries within own responsibility• Prepare budgets that are aligned to the strategic objectives of the institution• Address complex budgeting and financial management concerns• Put systems and processes in place to enhance the quality and integrity of financial management practices• Advise on policies and procedures regarding asset control• Promote National Treasury's regulatory framework for Financial Management	<ul style="list-style-type: none">• Develop planning tools to assist in evaluating and monitoring future expenditure trends• Set budget frameworks for the institution• Set strategic direction for the institution on expenditure and other financial processes• Build and nurture partnerships to improve financial management and achieve financial savings• Actively identify and implement new methods to improve asset control• Display professionalism in dealing with financial data and processes	

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Change Leadership		
Competency Definition	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
<ul style="list-style-type: none">• Display an awareness of change interventions, and the benefits of transformation initiatives• Able to identify basic needs for change• Identify gaps between the current and desired state• Identify potential risk and challenges to transformation, including resistance to change factors• Participate in change programs and piloting change interventions• Understand the impact of change interventions on the institution within the broader scope of Local government	<ul style="list-style-type: none">• Perform an analysis of the change impact on the social, political and economic environment• Maintain calm and focus during change• Able to assist team members during change and keep them focused on the deliverables• Volunteer to lead change efforts outside of own work team• Able to gain buy-in and approval for change from relevant stakeholders• Identify change readiness levels and assist in resolving resistance to change factors• Design change interventions that are aligned with the institution's strategic objectives and goals	<ul style="list-style-type: none">• Actively monitor change impact and results and convey progress to relevant stakeholders• Secure buy-in and sponsorship for change initiatives• Continuously evaluate change strategy and design and introduce new approaches to enhance the institution's effectiveness• Build and nurture relationships with various stakeholders to establish strategic alliance in facilitating change• Take the lead in impactful change programs• Benchmark change interventions against best change practices• Understand the impact and psychology of change, and put remedial interventions in place to facilitate effective transformation• Take calculated risk and seek new ideas from best practice scenarios, and identify the potential for implementation	<ul style="list-style-type: none">• Sponsor change agents and create a network of change leaders who support the interventions• Actively adapt current structures and processes to incorporate the change interventions• Mentor and guide team members on the effects of change, resistance factors and how to integrate change• Motivate and inspire others around change initiatives

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Governance Leadership		
Competency Definition	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
<ul style="list-style-type: none">• Display a basic awareness of risk, compliance and governance factors but require guidance and development in implementing such requirements• Understand the structure of cooperative government but requires guidance on fostering workable relationships between stakeholders• Provide input into policy formulation	<ul style="list-style-type: none">• Display a thorough understanding of governance and risk and compliance factors and implement plans to address these• Demonstrate understanding of the techniques and processes for optimising risk taking decisions within the institution• Actively drive policy formulation within the institution to ensure the achievement of objectives	<ul style="list-style-type: none">• Able to link risk initiatives into key institutional objectives and drivers• Identify, analyse and measure risk, create valid risk forecasts, and map risk profiles• Apply risk control methodology and approaches to prevent and reduce risk that impede on the achievement of institutional objectives• Demonstrate a thorough understanding of risk retention plans• Identify and implement comprehensive risk management systems and processes• Implement and monitor the formulation of policies, identify and analyse constraints and challenges with implementation and provide recommendations for improvement	<ul style="list-style-type: none">• Demonstrate a high level of commitment in complying with governance requirements• Implement governance and compliance strategy to ensure achievement of institutional objectives within the legislative framework• Able to advise Local Government on risk management strategies, best practice interventions and compliance management• Able to forge positive relationships on cooperative governance level to enhance the effectiveness of local government• Able to shape, direct and drive the formulation of policies on a macro level

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

2. Core Competencies Cluster

Competency Name	Moral Competence		
Competency Definition	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
<ul style="list-style-type: none">• Realise the impact of acting with integrity, but requires guidance and development in implementing principles• Follow the basic rules and regulations of the institution• Able to identify basic moral situations, but requires guidance and development in understanding and reasoning with moral intent	<ul style="list-style-type: none">• Conduct self in alignment with the values of Local Government and the institution• Able to openly admit own mistakes and weaknesses and seek assistance from others when unable to deliver• Actively report fraudulent activity and corruption within local government• Understand and honour the confidential nature of matters without seeking personal gain• Able to deal with situations of conflict of interest promptly and in the best interest of local government	<ul style="list-style-type: none">• Identify, develop, and apply measures of self- correction• Able to gain trust and respect through aligning actions with commitments• Make proposals and recommendations that are transparent and gain the approval of relevant stakeholders• Present values, beliefs and ideas that are congruent with the institution's rules and regulations• Takes an active stance against corruption and dishonesty when noted• Actively promote the value of the institution to internal and external stakeholders• Able to work in unity with a team and not seek personal gain• Apply universal moral principles consistently to achieve moral decisions	<ul style="list-style-type: none">• Create an environment conducive of moral practices• Actively develop and implement measures to combat fraud and corruption• Set integrity standards and shared accountability measures across the institution to support the objectives of local government• Take responsibility for own actions and decisions, even if the consequences are unfavourable

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Planning and Organising			
Competency Definition	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk			
ACHIEVEMENT LEVELS				
BASIC	COMPETENT	ADVANCED	SUPERIOR	
<ul style="list-style-type: none">• Able to follow basic plans and organise tasks around set objectives• Understand the process of planning and organising but requires guidance and development in providing detailed and comprehensive plans• Able to follow existing plans and ensure that objectives are met• Focus on short-term objectives in developing plans and actions• Arrange information and resources required for a task, but require further structure and organisation	<ul style="list-style-type: none">• Actively and appropriately organise information and resources required for a task• Recognise the urgency and importance of tasks• Balance short and long-term plans and goals and incorporate into the team's performance objectives• Schedule tasks to ensure they are performed within budget and with efficient use of time and resources• Measures progress and monitor performance results	<ul style="list-style-type: none">• Able to define institutional objectives, develop comprehensive plans, integrate and coordinate activities, and assign appropriate resources for successful implementation• Identify in advance required stages and actions to complete tasks and projects• Schedule realistic timelines, objectives and milestones for tasks and projects• Produce clear, detailed and comprehensive plans to achieve institutional objectives• Identify possible risk factors and design and implement appropriate contingency plans• Adapt plans in light of changing circumstances• Prioritise tasks and projects according to their relevant urgency and importance	<ul style="list-style-type: none">• Focus on broad strategies and initiatives when developing plans and actions• Able to project and forecast short, medium and long term requirements of the institution and local government• Translate policy into relevant projects to facilitate the achievement of institutional objectives	

Director Technical Services: 


Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Analysis and Innovation			
Competency Definition	Able to critically analyse 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			
ACHIEVEMENT LEVELS				
BASIC	COMPETENT	ADVANCED	SUPERIOR	
<ul style="list-style-type: none">Understand the basic operation problem solving of analysis, but lack detail and thoroughnessAble to balance independent analysis with requesting assistance from othersRecommend new ways to perform tasks within own functionPropose simple remedial interventions that marginally challenges the status quoListen to the ideas and perspectives of others and explore opportunities to enhance such innovative thinking	<ul style="list-style-type: none">Demonstrate Logical techniques and approaches and provide rationale for recommendationsDemonstrate objectivity, insight, and thoroughness when analysing problemsAble to break down complex problems into manageable parts and identify solutionsConsult internal and external stakeholders on opportunities to improve processes and service deliveryClearly communicate the benefits of new opportunities and innovative solutions to stakeholdersContinuously identify opportunities to enhance internal processesIdentify and analyse opportunities conducive to innovative approaches and propose remedial intervention	<ul style="list-style-type: none">Coaches team members on analytical and innovative approaches and techniquesEngage with appropriate individuals in analysing and resolving complex problemsIdentify solutions on various areas in the institutionFormulate and implement new ideas throughout the institutionAble to gain approval and buy- in for proposed interventions from relevant stakeholdersIdentify trends and best practices in process and service delivery and propose institutional applicationContinuously engage in research to identify client needs	<ul style="list-style-type: none">Demonstrate complex analytical and problem-solving approaches and techniquesCreate an environment conducive to analytical and fact-based problem-solvingAnalyse, recommend solutions and monitor trends in key challenges to prevent and manage occurrenceCreate an environment that fosters innovative thinking and follows a learning organisation approachBe a thought leader on innovative customer service delivery, and process optimisationPlay an active role in sharing best practice solutions and engage in national and international local government seminars and conferences	

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Knowledge and Information Management			
Competency Definition	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			
ACHIEVEMENT LEVELS				
BASIC	COMPETENT	ADVANCED	SUPERIOR	
<ul style="list-style-type: none">• Collect, categorise and track relevant information required for specific tasks and projects• Analyse and interpret information to draw conclusions• Seek new sources of information to increase the knowledge base• Regularly share information and knowledge with internal stakeholders and team members	<ul style="list-style-type: none">• Use appropriate information systems and technology to manage institutional knowledge and information sharing• Evaluate data from various sources and use information effectively to influence decisions and provide solutions• Actively create mechanisms and structures for sharing of information• Use external and internal resources to research and provide relevant and cutting-edge knowledge to enhance institutional effectiveness and efficiency	<ul style="list-style-type: none">• Effectively predict future information and knowledge management requirements and systems• Develop standards and processes to meet future knowledge management needs• Share and promote best- practice knowledge management across various institutions• Establish accurate measures and monitoring systems for knowledge and information management• Create a culture conducive of learning and knowledge sharing• Hold regular knowledge and information sharing sessions to elicit new ideas and share best practice approaches	<ul style="list-style-type: none">• Create and support a vision and culture where team members are empowered to seek, gain and share knowledge and information• Establish partnerships across local government to facilitate knowledge management• Demonstrate a mature approach to knowledge and information sharing with an abundance and assistance approach• Recognise and exploit knowledge points in interactions with internal and external stakeholders	

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Communication		
Competency Definition	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		
ACHIEVEMENT LEVELS			
BASIC	COMPETENT	ADVANCED	SUPERIOR
<ul style="list-style-type: none">• Demonstrate an understanding for communication levers and tools appropriate for the audience, but requires guidance in utilising such tools• Express ideas in a clear and focused manner, but does not always take the needs of the audience into consideration• Disseminate and convey information and knowledge adequately	<ul style="list-style-type: none">• Express ideas to individuals and groups in formal and informal settings in a manner that is interesting and motivating• Able to understand, tolerate and appreciate diverse perspectives, attitudes and beliefs• Adapt communication content and style to suit the audience and facilitate optimal information transfer• Deliver content in a manner that gains support, commitment and agreement from relevant stakeholders• Compile clear, focused, concise and well-structured written documents	<ul style="list-style-type: none">• Effectively communicate high-risk and sensitive matters to relevant stakeholders• Develop a well-defined communication strategy• Balance political perspectives with institutional needs when communicating viewpoints on complex issues• Able to effectively direct negotiations around complex matters and arrive at a win-win situation that promotes Batho Pele principles• Market and promote the institution to external stakeholders and seek to enhance a positive image of the institution• Able to communicate with the media with high levels of moral competence and discipline	<ul style="list-style-type: none">• Regarded as a specialist in negotiations and representing the institution• Able to inspire and motivate others through positive communication that is impactful and relevant• Creates an environment conducive to transparent and productive communication and critical and appreciative conversations• Able to coordinate negotiations at different levels within local government and externally

Director Technical Services: 

Municipal Manager: 





PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

Competency Name	Results and Quality Focus			
Competency Definition	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			
ACHIEVEMENT LEVELS				
BASIC	COMPETENT	ADVANCED	SUPERIOR	
<ul style="list-style-type: none">Understand quality of work but requires guidance in attending to important mattersShow a basic commitment to achieving the correct resultsProduce the minimum level of results required in the roleProduce outcomes that is of a good standardFocus on the quantity of output but requires development in incorporating the quality of workProduce quality work in general circumstances, but fails to meet expectation when under pressure	<ul style="list-style-type: none">Focus on high- priority actions and does not become distracted by lower-priority activitiesDisplay firm commitment and pride in achieving the correct resultsSet quality standards and design processes and tasks around achieving set standardsProduce output of high qualityAble to balance the quantity and quality of results in order to achieve objectivesMonitors progress, quality of work, and use of resources; provide status updates, and make adjustments as needed	<ul style="list-style-type: none">Consistently verify own standards and outcomes to ensure quality outputFocus on the end result and avoids being distractedDemonstrate a determined and committed approach to achieving results and quality standardsFollow task and projects through to completionSet challenging goals and objectives to self and team and display commitment to achieving expectationsMaintain a focus on quality outputs when placed under pressureEstablishing institutional systems for managing and assigning work, defining responsibilities, tracking, monitoring and measuring success, evaluating and valuing the work of the institution	<ul style="list-style-type: none">Coach and guide others to exceed quality standards and resultsDevelop challenging, client-focused goals and sets high standards for personal performanceCommit to exceed the results and quality standards, monitor own performance and implement remedial interventions when requiredWork with team to set ambitious and challenging team goals, communicating long-and short-term expectationsTake appropriate risks to accomplish goalsOvercome setbacks and adjust action plans to realise goalsFocus people on critical activities that yield a high impact	

Director Technical Services: 

Municipal Manager: 







Annexure C: Personal Development Plan

Director: Technical Services

Director Technical Services: _____

Municipal Manager: _____

ANNEXURE C: PERSONAL DEVELOPMENT PLAN: MR DENWIN VAN TURHA

Background

This Personal Development Plan (PDP) is drafted in terms of Section 8 of the Performance Agreement entered into annually between the Municipal Manager of Bergrivier Municipality (Employer) and the Director Technical Services (Employee).

Application

This is the PDP for the period from 1 July 2025 to 30 June 2026.

Agreement

The Employer acknowledges and agrees that the Employee is experienced and skilled to perform the current requirements of employment.

In the spirit of continued learning and building experiences the Employer will support the Employee in the following endeavors during this period:

1. The Employee will further his understanding of and experience in Local Government by participating regularly in SALGA workshops and other educational opportunities provided by National - Provincial- and Local Government as well as other institutions. The Employer did approve a budget for this purpose and will allow the Employee to partake within the limits of the approved budget.
2. The Employer acknowledges that the Employee is a member of the ECSA (Engineering Council of SA) as Pr Techni Eng and a member of IMESA and that the Employee will need time off to attend one annual conference for each of these Institutions. Participation will be subject to the approved budget.
3. The employee wishes to state his interest and willingness to further his skills and knowledge in the field of Engineering Management through formal studies. The employer notes this interest.

Director Technical Services: _____

Municipal Manager: _____



PERFORMANCE AGREEMENT: DIRECTOR TECHNICAL SERVICES 2025/26

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Director Technical Services: 

Municipal Manager: 