



PERFORMANCE AGREEMENT

**MADE AND ENTERED INTO BY AND
BETWEEN:**

**NGQUSHWA LOCAL MUNICIPALITY
AS REPRESENTED BY**

**MR.NDODA MGENGO
MUNICIPAL MANAGER
AND**

**MR.VUYISA MBANGI
DIRECTOR COMMUNITY SERVICES**

THE EMPLOYEE OF THE MUNICIPALITY

FOR THE

**FINANCIAL YEAR: 01 JULY 2022 – 30 JUNE
2023**

ENTERED INTO BY AND BETWEEN:

The Ngqushwa Municipality herein represented by **MR.NDODA MGENGO** in his capacity as the Acting Municipal Manager (hereinafter referred to as the **Employer**)

and

MR.VUYISA MBANGI; the Director Community Services of the Municipality (hereinafter referred to as the **Employee**).

WHEREBY IT IS AGREED 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.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4) 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), (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 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 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 employee has met the performance expectations applicable to his job;
- 2.6 in the event of outstanding performance, to appropriately reward the employee; and

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2.7 give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **01 July 2022** and will remain in force until **30 June 2023** thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement in each quarter. 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 **Employee's** 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 A) 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 and targets reflected in Annexure A are set by the **Employer** in consultation with the **Employee** and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Employer**, 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 **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 towards the promotion and implementation of the KPAs (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 shall be contained in the Performance Agreement.
 - 5.5.1 The **Employee** will 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.
 - 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
 - 5.5.3 KPAs covering the main areas of work will account for 80% and CCRs 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 below agreed to between the **Employer** and **Employee**:

Key Performance Areas (KPA's)	Weighting
Quality Basic Services and Infrastructure Development	15%
Institutional Development and Design	10%
Local Economic Development and Spatial Planning	50%
Financial Viability and Management	15%
Good Governance and Public Participation	10%
Total	100%

- 5.7 Key performance areas related to the functional area of the **Employee** will be subject to negotiation between the **Employer** and the **Employee**.
- 5.8 The CCRs will make up the other 20% of the **Employee's** assessment score. CCRs that are deemed to be most critical for the **Employee's** specific job will be selected (✓) from the list below as agreed to between the **Employer** and **Employee**. Three of the CCRs are compulsory for Managers directly accountable to Municipal Managers:

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Core Competency Requirements for Managers (CCR)		Indicate Choice: Select Yes/No	Weight
Core Managerial Competencies			
CCR1	Strategic Capability and Leadership	Yes	10%
CCR2	Programme and Project Management	Yes	12%
CCR3	Financial Management	Compulsory	15%
CCR4	Service Delivery Innovation	Yes	10%
CCR5	People Management and Empowerment	Compulsory	15%
CCR6	Client Orientation and Customer Focus	Compulsory	12%
CCR7	Communication	Yes	5%
CCR8	Risk Management	Yes	5%
CCR9	Audit Action Plan	Yes	5%
Core Occupational Competencies			
CCR10	Interpretation of and implementation within the legislative and national policy framework	Yes	4%
CCR11	Knowledge of developmental local government	Yes	2%
CCR12	Knowledge of Performance Management and Reporting	Yes	5%
Total CCR Score			100%

6. EVALUATING PERFORMANCE

6.1 The Municipality's Performance Management Framework sets out -

6.1.1 the standards and procedures for evaluating the **Employee's** performance; and

6.1.2 the intervals for the evaluation of the **Employee's** performance.

6.2 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.

6.3 Personal growth and development needs identified during any performance review discussion will be documented in a Personal Development Plan as well as the actions agreed to and implementation will take place within set time frames.

6.4 The **Employee's** performance will be measured in terms of contributions to the goals and strategies set out in the **Employer'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 will 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 have had to be performed under the KPA.
- (b) An indicative rating on the five-point scale will be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) will be used to add the scores and calculate a final KPA score.

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6.5.2 Assessment of the CCRs

- (a) Each CCR will be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale will be provided for each CCR.
- (c) This rating will 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) will 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 **Employee** 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 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.					
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 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 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.					

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Level	Terminology	Description	Rating				
			1	2	3	4	5
1	Unacceptable performance	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.					

- 6.8 For purposes of evaluating the annual performance of the **Employee**, an evaluation panel constituted of the following persons shall 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 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 Performance Management System of the municipality shall 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 each **Employee** in relation to his 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:

First quarter	:	July – September 2022
Second quarter	:	October – December 2022
Third quarter	:	January – March 2023
Fourth quarter	:	April – June 2023

- 7.2 The **Employer** shall keep a record of the mid-year review and annual assessment meetings.
- 7.3 Performance feedback shall be based on the **Employer's** assessment of the **Employee's** performance.
- 7.4 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.
- 7.5 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

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

9. OBLIGATIONS OF THE EMPLOYER

- 9.1 The **Employer** shall –
- 9.1.1 create an enabling environment to facilitate effective performance by the **Employee**;
 - 9.1.2 provide access to skills development and capacity building opportunities;
 - 9.1.3 work collaboratively with the **Employee** to solve problems and generate solutions to common problems that may impact on the performance of the **Employee**;
 - 9.1.4 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
 - 9.1.5 make available to the **Employee** such resources as the **Employee** may reasonably require from time to time to assist 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 the powers will have amongst others –
- 10.1.1 a direct effect on the performance of any of the **Employee's** functions;
 - 10.1.2 commitment of 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 10.1 as soon as is practicable to enable the **Employee** to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of the **Employee's** performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 11.2 A performance bonus of between 1% to 14% of the all-inclusive annual remuneration package may be paid to the **Employee** in recognition of outstanding performance to be constituted as follows:
- 11.2.1 a score of 101% to 129% is awarded a performance bonus ranging from 1% to 5%; and
 - 11.2.2 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
 - 11.2.3 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 11.3 In the case of unacceptable performance, the **Employer** shall –

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11.3.1 provide systematic remedial or developmental support to assist the **Employee** to improve his 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 **Employer** may consider steps to terminate the contract of employment of the **Employee** on grounds of unfitness or incapacity to carry out his duties.

12. DISPUTE RESOLUTION

12.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/or salary increment in the Agreement, must be mediated by the Mayor within thirty (30) days of receipt of a formal dispute from the Employee, whose decision shall be final and binding on both parties.

12.2 Any disputes about the outcome of the Employee's performance evaluation, must be mediated by a member of the Municipal Council, provided that such member was not part of the evaluation panel provided for in 6.8, within thirty (30) days of receipt of a formal dispute from the Employee, whose decision shall be final and binding on both parties.



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 **Employer**.

13.2 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 instruments.

Thus **done** and **signed** at Ngqushwa Local Municipality on this day of July 2022

AS WITNESSES:

1. 
2. 


EMPLOYEE

AS WITNESSES:

1. 
2. 


MUNICIPAL MANAGER

ANNEXURE B: PERSONAL DEVELOPMENTAL GOAL

NGQUSHWA LOCAL MUNICIPALITY – PERFORMANCE AGREEMENT ANNEXURE B

PERSONAL DEVELOPMENT PLAN 2022/2023

FULL NAMES : MR.VUYISA MBANGI

EMPLOYEE NUMBER : 970640

POSITION : DIRECTOR COMMUNITY SERVICES

KPA : LOCAL ECONOMIC DEVELOPMENT AND SPATIAL PLANNING

SUPERVISOR'S NAME : MR.NDODA MGENGO (MUNICIPAL MANAGER)

JOB PURPOSE : MANAGE COMMUNITY SERVICES DEPARTMENT

Table 1: Areas of Development and Formal Training

#	SKILLS PERFORMANCE GAP	OUTCOME EXPECTED	SUGGESTED TRAINING AND / OR DEVELOPMENT ACTIVITY	SUGGESTED TIMEFRAME	SUPPORT PERSON
1.	Performance Management	To be able to enter into performance agreements with all managers ,monitor and evaluate against set criteria within relevant time frames	Monitoring and Evaluation Course	1 year	Municipal Manager
2.	Planning and Organising	To strengthen planning and organising within the Municipality	Planning and Organising	1 year	Municipal Manager

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3.	Risk Management	Effective Risk Management	Risk Management	1 year	Municipal Manager
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Table 2: Other

You may attend an awareness session, seminar, conference, understudying, on-the-job training within the year that will seek to address any of the areas of development or personal development needs.

#	NAME OF SESSION, SEMINAR, CONFERENCE	OBJECTIVE OF DEVELOPMENT	QUARTER TARGETED / PERIOD / TIMEFRAME
1.	Spatial Planning and Development Conference	To effectively manage and acquire additional knowledge on sections that are within Directorate	1 -2 YEARS
2.	Local Economic Development Conference		1 year
3.	Ocean Economy Conference		1 year
4.	Waste and Environment Conference		1 year
5.	Traffic Management/Law		

We, (Employee) and (Supervisor) agree that the above-mentioned areas for development and the type of intervention suggested would be engaged in to achieve objectives/ for development. We also understand that due to the operational requirements and budget constraints of the Municipality (Department/division/unit), it may not be possible to undertake the training and development stated with the type of intervention stated and/or within the quarter of the year as stated. There is also an understanding between us that areas of development could be identified throughout the year and that this may change the order of priority and type of intervention as stated in the plan.

Signature: (Employee)  Date: 1 / 07 / 2022

Supervisor's Signature:  Date: 1 / 07 / 2022

2022/23 SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN (SDBIP)

KPA3 : LOCAL ECONOMIC DEVELOPMENT AND SPATIAL DEVELOPMENT WEIGHT : 20

Strategy	Objective	Key Performance Indicator	Annual Target	Budget	Baseline	Quarter One(1) Target	Quarter One (1) Evidence Required	Quarter Two (2) Target	Quarter Two (2) Evidence Required	Quarter Three (3) Target	Quarter Three (3) Evidence Required	Quarter Four (4) Target	Quarter Four (4) Evidence Required	Custodian	KPI NO	
Strives to ensure safe, sustainable and environmental friendly livelihoods and sustainable economic growth using all available natural resources	To create an enabling environment that promotes the capacitation of SME's, Development of Local Economy and Employment creation by 2027	Number of developmental programmes and profiling provided to Ngqushwa SME's by 30 June 2023	Three (3) developmental programmes provided to 45 Ngqushwa SME's and One quarterly profiling conducted to 45 SME's by 30 June 2023	R106 000.00	LED Strategy	Conduct profiling to 45 Ngqushwa SME's for developmental programmes by 30 September 2022	Signed Profile Report on 45 SME's profiled for developmental programmes	Conduct Skills Development and Networking session to 15 Ngqushwa SME's by 31 December 2022	1. Signed quarterly report on Skills Development and Networking session provided to 15 Ngqushwa SME's 2. Attendance registers	Conduct Skills Development to 15 Ngqushwa SME's by 31 March 2023	1. Signed quarterly report on skills development provided to 15 Ngqushwa SME's 2. Attendance register	Conduct Networking session to 15 Ngqushwa SME's by 30 June 2023	1. Signed quarterly report on Networking session conducted to 15 Ngqushwa SME's 2. Attendance register	Director Community Services	LED&SD 1	
		Number of reports developed on Co-operatives mentored on Honey production by 30 June 2023	Four (4) reports developed on One (1) Secondary Co-operative (seven primary co-operatives) mentored on Honey Production by 30 June 2023	R300 000.00	LED Strategy	Develop quarterly report on issuing of Advertisement for mentoring services of One Secondary Co-operative (seven Primary co-operatives) on Honey Production by 30 September 2022	Signed report on Advertisement for mentoring services of One Secondary Co-operative (seven Primary co-operatives) on Honey Production and Proof of advertisement	Develop quarterly report on mentoring services of One Secondary Co-operative (seven Primary co-operatives) on Honey Production by 31 December 2022	Signed quarterly report on Mentoring services provided to One Secondary Co-operative (seven Primary co-operatives) .	Develop quarterly report on mentoring services conducted to One Secondary Co-operative (seven Primary co-operatives) . by 31 March 2023	Signed Report on mentoring services conducted to One Secondary Co-operative (seven Primary co-operatives).	Develop quarterly report on Monitoring and Evaluation of services provided to One Secondary Co-operative (seven Primary co-operatives) by 30 June 2023	Signed quarterly report on Monitoring and Evaluation of services provided to Secondary Co-operative (seven Primary co-operatives) .	Director Community Services	LED&SD 2	
		Number of reports on SMME supported through Incentive Programme by 30 June 2023	Four(4) reports developed on Ten (10) SMMEs supported through SMME Incentive Programme by 30 June 2023	R500 000.00	LED Strategy	Develop quarterly report on Development of evaluation and selection criteria of SMME supported through Incentive programme by 30 September 2022	Signed report on development of evaluation and selection criteria for SMME supported through incentive programme	Develop a report on issuing out a Call for Proposals and Conduct SMME Profiling of the identified SMME by 31 December 2022	Signed quarterly report on proposals received and SMME profiled	Develop quarterly report on Procurement and hand over of production inputs to Ten(10) SMME supported through incentive programme by 31 March 2023	Signed report on procurement and delivery of production inputs, delivery notes and acknowledgement of receipt	Develop quarterly report on Monitoring and Evaluation conducted to Ten(10) SMME's supported by 30 June 2023	Signed report on Monitoring and Evaluation of the Ten(10) SMME's supported.	Director Community Services	LED&SD 3	
	To create conducive environment for Tourism and Heritage attractions there by marketing Ngqushwa as a preferred Tourist destination of choice by 2027	Number of reports developed on development, signing and implementation of SLA by Ngqushwa Local Municipality and ASPIRE on support provided to Film and Development Initiatives by 30 June 2023	One SLA on support provided to Film Development Initiative developed and signed by Ngqushwa Local Municipality and ASPIRE and Three(3) reports on implementation of SLA developed by 30 June 2023	R900 000.00	LED Strategy	Facilitate the development and signing of SLA by Ngqushwa Local Municipality and ASPIRE by 30 September 2022	Developed and Signed SLA by Ngqushwa Local Municipality and ASPIRE	Develop quarterly report on Implementation of SLA signed by Ngqushwa Local Municipality and ASPIRE by 31 December 2022	Signed quarterly report on implementation of SLA signed by Ngqushwa Local Municipality and ASPIRE	Develop quarterly report on support provided to Film and Development initiative in line with SLA signed by Ngqushwa Local Municipality and ASPIRE by 31 March 2023	Signed Report on Support provided to the Film and Development Initiative in line with signed SLA	Develop quarterly report on support provided to Film and Development initiative in line with SLA signed by Ngqushwa Local Municipality and ASPIRE by 30 June 2023	Signed Report on Support provided to the Film and Development Initiative in line with signed SLA	Director Community Services	LED&SD 4	
		Number of reports compiled on Heritage Programmes conducted by 30 June 2023	Two reports developed on Heritage (two) programmes conducted by 30 June 2023	R299 077.00	LED Strategy	Compile quarterly report on One Heritage Hiking Trail conducted by 30 September 2022	1. Signed quarterly report on hiking trail 2. Attendance register	Not Applicable	Not Applicable	Not Applicable	Not Applicable	Compile a quarterly report on Umqashu Heritage Event conducted by 30 June 2023	1. Signed quarterly report on Umqashu Heritage Event conducted 2. Attendance register	Director Community Services	LED&SD 5	
	To enhance equitable access to all natural resources and participation in Agricultural opportunities through unlocking Agricultural potential by 2027	Number of Agricultural forums held by 30 June 2023	Four (4) Ngqushwa Agricultural forums held by 30 June 2023	R0	LED Strategy	Conduct One (1) Ngqushwa Agricultural forum with relevant stakeholders by 30 September 2022	1. Signed quarterly report on Agricultural forum held, 2. Agenda and attendance register	Conduct One (1) Ngqushwa Agricultural forum with relevant stakeholders by 31 December 2022	1. Signed quarterly report on Agricultural forum held, 2. Agenda and attendance register	Conduct One (1) Ngqushwa Agricultural forum with relevant stakeholders by 31 March 2023	1. Signed quarterly report on Agricultural forum held, 2. Agenda and attendance register	Conduct One (1) Ngqushwa Agricultural forum with relevant stakeholders by 30 June 2023	1. Signed quarterly report on Agricultural forum held, 2. Agenda and attendance register	Director Community Services	LED&SD 6	
	To promote an inclusive economic growth and maintain healthy balance between the resources used and renewability on Ocean Environment by 2027	Number of Coastal Management Committee meeting held by 30 June 2023	Four Coastal Management Committee meetings held by 30 June 2023	R0	Four quarterly Coastal Management committee meeting held	Conduct One (1) Coastal Management Committee meeting with relevant stakeholders by 30 September 2022	1. Signed quarterly report on Coastal Management Committee meeting coordinated, 2. Agenda, Minutes and attendance register of the meeting	Conduct One (1) Coastal Management Committee meeting with relevant stakeholders by 31 December 2022	1. Signed quarterly report on Coastal Management Committee meeting coordinated, 2. Agenda, Minutes and attendance register of the meeting	Conduct One (1) Coastal Management Committee meeting with relevant stakeholders by 31 March 2023	1. Signed quarterly report on Coastal Management Committee meeting coordinated, 2. Agenda, Minutes and attendance register of the meeting	Conduct One (1) Coastal Management Committee meeting with relevant stakeholders by 30 June 2023	1. Signed quarterly report on Coastal Management Committee meeting coordinated, 2. Agenda, Minutes and attendance register of the meeting	Director Community Services	LED&SD 7	
		Number of Coastal Management campaign conducted inline with Blue Flag Status criteria by 30 June 2023	Four (4) Coastal Management campaigns conducted inline with Blue Flag Status criteria by 30 June 2023	R160 000.00	Four quarterly Coastal Management campaigns conducted inline with Blue Flag Status held in 2021/22	Conduct One (1) quarterly Coastal Management campaign by 30 September 2022	1. Signed quarterly report on Coastal Management campaign conducted, 2. Agenda of the campaign and attendance register	Conduct One (1) quarterly Coastal Management campaign by 31 December 2022	1. Signed quarterly report on Coastal Management campaign conducted, 2. agenda of the campaign and attendance register	Conduct One (1) quarterly Coastal Management campaign by 31 March 2023	1. Signed quarterly report on Coastal Management campaign conducted, 2. Agenda of the campaign and attendance register	Conduct One (1) quarterly Coastal Management campaign by 30 June 2023	1. Signed quarterly report on Coastal Management campaign conducted, 2. Agenda of the campaign and attendance register	Director Community Services	LED&SD 8	
		Number of reports compiled on maintenance of Hamburg and Bira Beach public amenities by 30 June 2023	Four (4) reports compiled on maintenance of Hamburg and Bira Beach public amenities by 30 June 2023	R 233 000.00	Four reports on maintenance of Hamburg and Bira Beach public amenities developed in 2021/22	Compile quarterly report on maintenance of Hamburg and Bira Beach public amenities by 30 September 2022	1. Signed quarterly report on maintenance of Hamburg and Bira Beach public amenities 2. Job card	Compile a quarterly report on maintenance of Hamburg and Bira Beach public amenities by 31 December 2022	1. Signed quarterly report on maintenance of Hamburg and Bira Beach public amenities 2. Job card	Compile a quarterly report on maintenance of Hamburg and Bira Beach public amenities by 31 March 2023	1. Signed quarterly report on maintenance of Hamburg and Bira Beach public amenities 2. Job card	Compile a quarterly report on maintenance of Hamburg and Bira Beach public amenities by 30 June 2023	1. Signed quarterly report on maintenance of Hamburg and Bira Beach public amenities 2. Job card	Director Community Services	LED&SD 9	
	To provide responsive, accountable, effective and sustainable public services.	To manage the rendering of efficient and sustainable Traffic and Law enforcement services to all road users and Public by 2027.	Number of Ngqushwa Community Safety Forum held by 30 June 2023	Four (4) Ngqushwa Community Safety Forums held by 30 June 2023	R0	Four Community Safety Forums held in 2021/22	Conduct One (1) Ngqushwa Community Safety Forum with relevant stakeholders by 30 September 2022	1. Signed quarterly report on Ngqushwa Community Safety Forum, 2. Agenda and Minutes of the forum	Conduct One (1) Ngqushwa Community Safety Forum with relevant stakeholders by 31 December 2022	1. Signed quarterly report on Ngqushwa Community Safety Forum, 2. Agenda and Minutes of the forum	Conduct One (1) Ngqushwa Community Safety Forum with relevant stakeholders by 31 March 2023	1. Signed quarterly report on Ngqushwa Community Safety Forum, 2. Agenda and Minutes of the forum	Conduct One (1) Ngqushwa Community Safety Forum with relevant stakeholders by 30 June 2023	1. Signed quarterly report on Ngqushwa Community Safety Forum coordinated, 2. Agenda and Minutes of the forum	Director Community Services	LED&SD 10
			Number of reports compiled on drivers licence testing by 30 June 2023	Four (4) quarterly reports compiled on drivers licence testing by 30 June 2023	R0	Four reports on drivers licence testing developed in 2021/22	Compile quarterly report on drivers licence testing by 30 September 2022	1. Signed quarterly report on people tested for drivers licence 2. NATIS report	Compile quarterly report on drivers licence testing by 31 December 2022	1. Signed quarterly report on people tested for drivers licence 2. NATIS report.	Compile quarterly report on drivers licence testing by 31 March 2023	1. Signed quarterly report on people tested for drivers licence 2. NATIS report	Compile quarterly report on drivers licence testing by 30 June 2023	1. Signed quarterly report on people tested for drivers licence 2. NATIS report	Director Community Services	LED&SD 11
			Number of reports compiled on road offence tickets issued within Ngqushwa Local Municipality to road users by 30 June 2023	Four (4) quarterly reports compiled on roads offence tickets issued within Ngqushwa Local Municipality by 30 June 2023	R0	Four reports on roads offence tickets issued developed in 2021/22	Quarterly report compiled on roads offence tickets issued to road users within Ngqushwa Local Municipality by 30 September 2022	1. Signed quarterly report on road offence tickets issued to road users and 2. TCS report	Quarterly report compiled on roads offence tickets issued to road users within Ngqushwa Local Municipality by 31 December 2022	1. Signed quarterly report on road offence tickets issued to road users and 2. TCS report	Quarterly report compiled on roads offence tickets issued to road users within Ngqushwa Local Municipality by 31 March 2023	1. Signed quarterly report on road offence tickets issued to road users and 2. TCS report	Quarterly report compiled on roads offence tickets issued to road users within Ngqushwa Local Municipality by 30 June 2023	1. Signed quarterly report on road offence tickets issued to road users and 2. TCS report	Director Community Services	LED&SD 12
Number of reports compiled on utilization of radar trailer for collection of traffic tickets by 30 June 2023			Four(4) quarterly reports compiled on utilization of radar trailer for collection of traffic tickets by 30 June 2023	R0		Quarterly report compiled on utilization of radar trailer for collection of traffic tickets by 30 September 2022	.Signed quarterly report on utilization of radar trailer for collection of traffic tickets.	Quarterly report compiled on utilization of radar trailer for collection of traffic tickets by 31 December 2022	Signed quarterly report on utilization of radar trailer for collection of traffic tickets.	Quarterly report compiled on utilization of radar trailer for collection of traffic tickets by 31 March 2023	.Signed quarterly report on utilization of radar trailer for collection of traffic tickets.	Quarterly report compiled on utilization of radar trailer for collection of traffic tickets by 30 June 2022	.Signed quarterly report on utilization of radar trailer for collection of traffic tickets.	Director Community Services		