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#### 1. Purpose

Integrated Development Plan (IDP) and as reviewed annually. provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Performance Agreement to which this document is attached and in terms of Section 57(5) of the Municipal Systems Act, which The performance plan defines the Council's expectations of the Director of Infrastructure & Technical Services

### 2. Key responsibilities

The following objects of Local Government informs the employee's performance against set performance indicators:

- 2.1 Provide democratic and accountable government for local communities;
- 2.2 Ensure provision of services to communities in a sustainable manner;
- 2.3 Promote social and economic development;
- 2.4 Promote safe and healthy environment; and
- Encourage the involvement of communities and community organizations in the matters of local government.

### Key Performance Areas

Management Regulations (2006) inform the strategic objectives listed below: The following Key Performance Areas (KPA's) as outlined in the Local Government: Municipal Planning and Performance

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- .1 Infrastructure Development and Service Delivery;
- .2 Municipal Transformation and Organizational Development;
- 3.3 Local Economic Development (LED);
- 3.4 Municipal Financial Viability and Management; and
- .5 Good Governance and
- 6 Public Participation

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### POSITION PURPOSE

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To provide all technical and infrastructure services related to the provision of basic water, sanitation, electricity and roads and storm water to the communities.

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	÷				Sanitaion	INFRASTRUCU ORMANCE OBJE IDP Priority
timeously to reported incidents of				prioritized sanitation projects in the JDP	Implement	CTIVES, INDICA
incidents of sewer blockages			Track Soprace	sanitation projects implemented		PERFORMANCE OBJECTIVES, INDICATORS AND TARGETS Annual Targets NO IDP Priority Outputs KPIS Annual Targets
Number of incidents of sewer blockages attended to	new sewer reticulation for 581 households in Winburg	Brandfort Construction of		Returbishment of Winburg Outfall sewer		PERFORMANCE OBJECTIVES, INDICATORS AND TARGETS AND TAR
N		w	2 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3 3	2		Weighting
100% incidents of sewer blockages	finalised		Business Plan finalised	Refurbishment of Winburg Outfall sewer completed	1 մա - 30 Տբր	of cawer
100% incidents of sewer blockages	provider procured		Service provider procured	1	1 Oct 31 Pag	or QUARTI
100% incidents of sewer blockages	Finalise project technical designs		Finalise project technical designs		1Jan - 31 Mar	QUARTERLY TARGETS 2024/2025;:5
100% incidents of sower blockages	1* phase of the project completed		1st phase of the project completed		1 And 30 Jun	7.4/2025/es
Monthly/ Quarterly Reports	Project Reports		Project Report	Project Complet*	Verification	Reports Reports



BSC- 09	80	BSC-	BSC-	BSC- 06	05	BSC-
Water		Water	Water	Water		
implement prioritised water projects in the IDP	prioritised water projects in the IDP	prioritised water projects in the IDP	water projects in the IDP	Implement	Masterplans for infrastructure delivery	blockages in communities
MAN GRANDS		50.	implemented	developed Identified	Management Masterplans for infrastructure delivery	time Waste Water
Construction of New Water Treatment Works To construct and relocate a new	Construction of 2MI reservoir in Theunissen	storage reservoirs	Makeleketla. Portable water pipeline from Sedibeng resevoirs	Construction of	Management Masterplan for developed	of reporting
; tu				w	u	,
Business Plan finalised	Business Plan finalised	finalised	Winburg/ Makeleketla Portable water pipeline nearly completed	Construction of	Business Plan developed and submitted to Council	hours of reporting
Service provider procured	Service provider procured	Service provider procured	Winburg/ Makeleketla Portable water pipeline completed with 100% of the budget spent	Construction of	1st draft of the Masterplan developed	within 24 hours of reporting
Project technical designs:	Project technical designs finalised	Project technical designs finalised	ı		2 <sup>nd</sup> draft of masterplans developed	within 24 hours of reporting
1st phase of the project completed	1 <sup>st</sup> phase of the project completed	1st phase of the project completed	F		Final draft of masterplans developed	within 24 hours of reporting
Reports Monthly/ Quarterly Reports on progress/ Project	Monthly/ Quarterly Reports on progress/	Monthly/ Quarterly Reports on progress/ Project	Quarterly Reports on progress/ Project Reports	iviasterplans	Quarterly Reports on progress/ Draft	

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	the IDP	projects in	water	mplement		the IDP	projects in	water	prioritised	Implement		the IDP	projects in	water	prioritised	Implement				the IDP	projects in	water	prioritised	implement		d		the IDP	projects in	water	rriprement		
relocate a new	construct and	Works - To	New Water	Construction of	Brandfort	households in	2000	reticulation for	new Water	Construction of	0	in Winburg	581households	reticulation for	new Water	Construction of		ineunissen	Thouse golds in	household	1 000	ווכאי איםנכן	Construction of			water supply	construction of	winburg and	boreholes in	of four	Refurbishment	treatment plant	Water
				2					(	ω					1	3							ω								2		
	e^ 1	:	finalised	Business Plan				imalised	finalized Plan					inalised	Business Plan	Water	with Sedibeng	Engagements	following	developed	project	Report on the	Status Quo	Water	with Sedibeng	Engagements	following	developed	project	Report on the	Status Quo		
		procured	provider	Service			procured	provider	Service			30	procured	provider	Service						completed	project	1 <sup>st</sup> phase of the						completed	project	1st phase of the		
	finalised	designs	Project			finalised	designs	technical	Project			finalised	designs	technical	Project						completed	the project	2nd phase of					o contract	completed	the project	352		
		completed	1st phase of the				completed	project	1st phase of the		budget spent	100% of the	completed with	project	1st phase of the			ounger spent	hudget speed	100% of the	completed with	the project	Final phase of			pudget spent	TOO% OF THE	completed with	the project	Final phase of			
Project	progress/	Quarterly Reports on	Monthly/	Reports	Project	progress/	Reports on	Quarterly	Monthly/	Reports	Project	progress/	Reports on	Quarterly	Monthly/		Keports	Project	progress/	vebours ou	Reports on	Outstork,	Monthly		Reports	Project	progress/	Reports on	Quarterly	Monthly/	-		

Reports

20	BSC-		19	BSC-			100	BSC-			17	BSC-				16	BSC-				15	BSC-		
	Water			Water				Water				Water					Water					Water		
prioritised	Implement	water projects in the IDP	prioritised	Implement	the IDP	water	pripritised	mologo	the IDP	Water	nrioritised	Implement	the IDP	projects in	water	prioritised	Implement	the IDP	projects in	water	prioritised	Implement		
Refurbishment of Pump House		water Demand Management	conservation a	100	water Demand Management	Water conservation a	Theunissen:	porendies	the four	additional pumps to equip	Installation of			Majwemasweu	in Brandfort,	four barabala	water supply	construction of	Winburg and	boreholes in	of four	Refurbishment	reatment plant	water
<u>р.</u> .		conser water Manag	1 Winburg:	completed	water Manaj	Water	1 Theur			finalised	2 Business				finalised	2 Business P				IIIIalised	Busin			
	eted	conservation a water Demand	Irg:	eted	water Demand Management	Water	Theunissen:		Pi occine		ess Plan Service			procured		ess Plan Service			procured		Plan			
		Ī			1								fir					fir						
									finalised	<u> </u>			finalised	designs	technical	Project		finalised	designs	technical	Project			
1 0		- - - -							completed	project				completed	project	1st phase of the			completed	project	1st phase of the			
		Completion Report	Project		Report	Project Completion	Reports	Project	Reports on	Monthly/ Quarterly	Reports	Project	progress/	Reports on	Quarterly	Reports	Project	progress/	Reports on	Quarterly	Monthly/			



25	BSC-	24	BSC-		23	BSC-				22	BSC-		21	BSC-
Stormwater	Roads and		Water			Water				24.00	Water			Water
upgrade and maintain roads and stormwater as per the IDP	Build,	Masterplans for infrastructure delivery	communities Develop	incidents of water	timeously to	Recoond		the IDP	water	prioritised	meior	projects in	prioritised	the IDP
stormwater built, upgraded and maintained	developed Roads and	Management Masterplans for infrastructure	time Waste Water	leakages attended to in	incidents of	7								
Roads in all 4 Towns around Masilonyana Municipality	Grading of sky	Masterplan for developed	Water	within 24 hours	water leakages	system	water supply	management protocol per	incident	Develop and		of drinking water	improve quality	Non-i-
^	J	٨			H			2		щ			<b>h</b>	2
Grading of 5km Roads in all 4 Towns around Masilonyana Municipality completed		Business Plan developed and submitted to Council	reporting	attended to within 24	100% of water leakages						status	with blue	compliance	
Grading of 5km Roads in all 4 Towns around Masilonyana Municipality		1st draft of the Masterplan developed	of reporting	attended to within 24 hours	100% of water leakages						duality status	with blue water	100%	
		2 <sup>nd</sup> draft of masterplans developed	of reporting	attended to within 24 hours	100% of water						quality status	with blue water	100%	
		Final draft of masterplans developed	of reporting	attended to within 24 hours	100% of water						quality status	with blue water	100%	n de la
Monthly/ Quarterly Reports on progress/ Project	Masterplans	Quarterly Reports on progress/ Draft	Project	Reports on progress/	Monthly/					Reports	progress/ Project	Quarterly Reports on	Monthly/	

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29	8SC-	BSC-	BSC- 26
Stormwater	Stormwater Roads and	Stormwater Roads and	Roads and Stormwater
upgrade and maintain roads and stormwater as per the IDP	upgrade and maintain roads and stormwater as per the IDP Build,	upgrade and maintain roads and stormwater as per the IDP	Build, upgrade and maintain roads and stormwater as per the IDP Build,
165km gravel roads to paved/tared roads with stormwater	1km block pave road and storm water drainage in Winburg/ Makeleketla	1km block pave road and storm water drainage (Phase 2) in Theunissen/ Masilo:	Construction of Winburg/ Winburg/ Makeleketla 1 km block paved road and stormwater
N		2	2
Business Plan finalised	1km block pave road and storm water drainage in Winburg/ Makeleketla completed	Construction of 1km block pave road and storm water drainage (Phase 2) in Theunissen/ Masilo completed	Construction of Winburg/ Winburg/ Makeleketla 1 km block paved road and stormwater completed
Service provider procured	Construction of 1km block pave road and storm water drainage in Winburg/ Makeleketla completed with 100% of the budget spent	Construction of 1km block pave road and storm water drainage (Phase 2) in Theunissen/ Masilo completed with 100% of the budget spent	budget spent Construction of Winburg/ Makeleketla 1 km block paved road and stormwater completed with 100% of the budget spent
Project technical designs finalised		1	
1 <sup>st</sup> phase of the project completed		1	
Monthly/ Quarterly Reports on progress/ Project	Monthly/ Quarterly Reports on progress/ Project Reports	Monthly/ Quarterly Reports on progress/ Project Reports	Monthly/ Quarterly Reports on progress/ Project Reports

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24	BSC-	S	BSC-			32	- סטכי	000			Ę	31	200			30	BSC-		
	Electricity		Electricity				Electricity	1			Stormwater	Roads and				Stormwater	Roads and		
electricity projects identified in the IDP	Implement	electricity projects identified in the IDP	Implement	-	identified in	electricity projects	Implement		as per the IDP	roads and stormwater	upgrade and maintain	Build,	as per the IDP	stormwater	roads and	upgrade and	Build	4	
				mplemented	the IDP	projects identified in	Electricity												
826 stands in Brandfort, Majwernasweu		210 units in Winburg	Electrification of		Winburg	210 stands in	Electrification of	budget spent by 30 June 2026	maintenance	and 75% of the	Maintenance	Water			municipality	Patching of potholes in the	Municipality	Local	Masilonyana
w		t	u			N	3					2				2			
Business Plan finalised	A	finalised		completed	in Makelektla Winburg	of 210 stands	1			submitted to Council	developed and	Ricinos Dia			mansed	Business Plan			
Service provider procured		Service provider procured	budget spent	completed with	Winburg	Electrification of 210 stands in				budget spent.	maintenance				provider	Service			
Project technical designs finalised		Project technical designs finalised		:						budget spent	50% of			finalised	technical designs	Project			
1 <sup>st</sup> phase of the project completed		1st phase of the project completed								budget spent	75% of			completed	project	1st phase of the			
Reports  Monthly/ Quarterly Reports on	progress/ Project	Monthly/ Quarterly Reports on	Reports	progress/ Project	Reports on	Monthly/				reports)	Service	Reports	Project	reports on	Quarterly	Monthly/			

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30	29 BSC-	28 BSC-	27 BSC-	26 BSC-	25 25	RSC
21.54	Electricity	Electricity		Electricity	Electricity	
electricity projects	electricity projects identified in the IDP	electricity projects identified in the IDP	electricity projects identified in the IDP	electricity projects identified in the IDP	Implement electricity projects identified in the IDP	
Construction of ringfit line from mainsubstation in Theunissen	Electrification of Asijiki (new establishment in Theunissen)	Upgrade of Leech substation in Winburg.	Streetlights power supply and retrofit of lighting units in Theunissen.	Upgrading of Piet Retief Street line and kiosks.	Upgrading of Theunissen main substation.	
ion of 2 from tation	ition of 3 ww. ment ssen)	of 2	nts 2 pply fit of mits in en.	ng of 2 ef ne and	ng of 2 sen	
Business Plan finalised	Business Plan finalised	Business Plan finalised	Business Plan finalised	Business Plan finalised	Business Plan finalised	
Service provider procured	Service provider procured	Service provider procured	Service provider procured	Service provider procured	Service provider procured	
Project technical designs	Project technical designs finalised	Project technical designs finalised	Project technical designs finalised	Project technical designs finalised	Project technical designs finalised	v
1st phase of the project completed	1st phase of the project completed	1st phase of the project completed	1 <sup>st</sup> phase of the project completed	1 <sup>st</sup> phase of the project completed	1st phase of the project completed	
Reports Monthly/ Quarterly Reports on	Reports Monthly/ Quarterly Reports on progress/ Project	Reports Nionthly/ Quarterly Reports on progress/ Project	Reports Monthly/ Quarterly Reports on progress/ Project	Reports Monthly/ Quarterly Reports on progress/ Project	Reports Monthly/ Quarterly Reports on progress/ Project	Project



BSC- 26	33	34 BSC-	33 BSC-	32 BSC-	31 31 BSC-	000
Risk Management		Reporting	Electricity	Electricity	Electricity	7
Monitor, prevent and	submit reports on infrastructure grants as per prescribed templates and timeframes.	electricity projects identified in the IDP Develop and	electricity projects identified in the IDP	electricity projects identified in the IDP	Implement electricity projects identified in the IDP	the IDP
Measures taken to	infrastructure grants submitted as per prescribed templates and timeframes	Reports on	unaccounted electricity reduced	R D		7
100% of risks	infrastructure grants e.g., INEP,MIG etc. submitted as per prescribed templates and timeframes	75% of the electricity maintenance budget spent by 30-June 2025	Unaccounted electricity reduced by 25%	Construction of 22 KV switching station in Verkeerdevlei/ Tshepong	Construction of ringfit line from mainsubstation in Theunissen	
2	~	ω	ω	2	ω	
100% of risks	Reports on infrastructure grants e.g., INEP, MIG etc. submitted as per prescribed templates and timeframes	Electricity Maintenance Plan and submit to Council		Business Plan finalised	Business Plan finalised	
100% of risks	Reports on infrastructure grants e.g., INEP,MIG etc. submitted as per prescribed templates and timeframes	25% of the maintenance budget spent	Unaccounted electricity reduced by 10%	Service provider procured	Service provider procured	
100% of risks	Reports on infrastructure grants e.g., INEP,MIG etc. submitted as per prescribed templates and timeframes	50% of the maintenance budget spent	Unaccounted electricity reduced by 15%	Project technical designs finalised	Project technical designs finalised.	
100% of risks	Reports on infrastructure grants e.g., INEP,MIG etc. submitted as per prescribed templates and timeframes	75% of the maintenance budget spent	Unaccounted electricity reduced by 25%	1 <sup>st</sup> phase of the project completed	1st phase of the project completed	
Monthly (	Monthly/ Quarterly Reports on progress/ Project Reports.	Service delivery reports)	Reports Service delivery reports	Reports Monthly/ Quarterly Reports on progress/ Project	Reports Monthly/ Quarterly Reports on progress/ Project	Project

Shalaha Thatar

N. S. H.

# PERFORMANCE PLAN FOR THE DIRECTOR INFRASTRUCTURE AND TECHNICAL SERVICES FOR THE PERIOD: 01 JUNE 2025 to 30 June 2025

Signed and accepted by the Director Infrastructure and Technical Services

THEMBA N/THIMPHULY

As witnesses: 1.

Date: .....

Signed by the Municipal Manager

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As witnesses:1.

Date:

# PERSONAL DEVELOPMENT PLAN

(To be used for addressing Performance gaps)

Date:	Job Title: Director Infrastructure and Technical Services
,	

Performance Gap(identified at Performance Evaluation)
Outcomes expected
Suggested activity (e.g. training, counseling, additional resources etc.)
Time frames to meet Performance Standards
Comments

Signed by the Director Infrastructure and Technical Services....

Signed by the Municipal Manager.....

6

## CONSOLIDATED SCORE CARD

# ASSESSMENT RATING CALCULATOR

Name of	Name of Director: THEMEN MTHIMELL	3 3 3	7	Ĺ		
Title:	Title: DRECTOR: TECHNICAL SERVICES	JECHNICO TECHNICO	7	20108		
KPA	WEIGHT RATING	SCORE	OCR WEIGHT	Ē S	RATING	SCORE
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N			N			
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4						
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o (			5			
200%						
00,0	1.6		20%			100%
Weights						
KPA wei	KPA weight = 80%		CCR wei	CCR weight = 20%		
KPA score	re .	174	CCR score	5		

RECORD OF ASSESSMENT MEETINGS (CONTROL SHEET)

Director's Name: THEMBA MTHIMEULY

Date of	Job Title:	
Wanager's views	Job Title: PIRECTOR TECHNOLOGY SERVICES	

assessment meeting	on differences of assessment	Comments of Municipal	Action to be taken if any(feedback to be given to Director)
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Q2			
Q3			
Q4			
Additional social		SEAST THE STATE OF SERVICES	Carried St.
Sadificial Fallen			

Iotal	28	BSC-				27	BCC C						
		Internal Audit				internal Augit							
	measures to improve audit outcomes pertaining to the Directorate	malomont	pertaining to the Directorate	outcomes	improve audit	measures to		Risk Register	As per the	corruption	and	ation, fraud	maladministr
	weasures taken to improve audit outcomes			outcomes	improve andit	Measures	Register	As per the Risk	corruption	and	tion, fraud	maladministra	act on
	100% of relevant interventions in the Audit Action Plan implemented		place	systems but in	Control	100% of				legislation	line with	processed in	prevented,
1000						2							
	100% of relevant interventions in the Audit Action Plan implemented		place	controls and	identified	100% of			legislation	Dairlation	ling with	prevented	identified,
	100% of relevant interventions in the Audit Action Plan implemented		systems put in place	controls and	identified	100% of			legislation	ine with	processed in	prevented	identified,
	100% of relevant interventions in the Audit Action Plan implemented		systems put in place	controls and	identified	100% of			legislation	line with	processed in	prevented	identified,
	100% of relevant interventions in the Audit Action Plan implemented		systems put in place	controls and	identified	1000/ 05			legislation	line with	processed in	prevented	identified,
100	Monthly/ Quarterly Reports on progress/ Project	Keports	progress/ Project	Reports on	Nonthly/				Reports	Project	progress/	Reports on	Quarterly

