

LOCAL MUNICIPALITY

PERFORMANCE AGREEMENT 2023/2024

MADE AND ENTERED INTO BY AND BETWEEN
MANGAKANE RETSEBILE MOSWANE

AND

MAKGATA MOGARAMEDI JOEL

"MUNICIPAL MANAGER"

ON BEHALF OF LIM 476 MUNICIPALITY

AND

"ACTING DIRECTOR DEVELOPMENT PLANNING"



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INTRODUCTION

1.

- 1.1 The Fetakgomo Tubatse Municipality has entered a Contract of Employment with the Acting Director Development Planning, for a period ending 30th September 2023 in terms of Section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer (The Municipal Manager) and the Employee (Director Local Economic Development and Tourism) are herein 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. The Parties hereby conclude the Performance Agreement for the period ending 30th September 2023.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved and secure the commitment of the Employee reporting to the Employer, to a set of actions that will secure local government policy goals.

2. PURPOSE OF THIS AGREEMENT

The Parties agree that the purposes of this Agreement are to:

- 2.1 Comply with the provisions of Section 57(1)(b), s57 (4)(a), s57(4)(b) and s57(5) of the Systems Act.
- 2.2 Specify objectives, indicators and targets defined and agreed with the Employee and communicate to the Employee the Employer's expectations of the Employee's performance and accountabilities in alignment with the Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP) and the budget of the Employer.
- 2.3 Specify areas of accountabilities as set out in the performance plan which is an annexure to this performance agreement.
- 2.4 Monitor and measure performance of the Employee against the set targeted outputs.
- 2.5 Establish a transparent and accountable working relationship between the Parties.
- 2.6 Give effect to the Municipality's commitment to a performance-orientated relationship with its Employee in attaining equitable and improved service delivery.
- 2.7 Use the Performance Agreement as the basis for assessing whether the Employee has met the performance expectations applicable to his job; and
- 2.8 in the event of outstanding performance, to appropriately reward the Employee.



COMMENCEMENT AND DURATION

3.

- 3.1 This Agreement will commence on the date of signature by both parties, which will be as soon as reasonably possible after the **31July 2023**, and, subject to paragraph 3.3, will continue in force until a new Performance Agreement is concluded between the parties as contemplated in paragraph 3.2;
- 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 at least once a year by not later than July each year as prescribed by s57 (2)(a) of the Systems Act.
- 3.3 This Agreement will terminate on the termination of the Employee's Contract of Employment for any reason as provided for in the Contract of Employment.
- 3.4 The contents 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 because of government or Council decision or otherwise) to an extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

4. PERFORMANCE OBJECTIVES

- 4.1 Annexure "A", the Performance Plan sets out:
- 4.1.1 the performance indicators and targets that must be met by the Employee; and
- 4.1.2 the time frames within which those performance indicators and targets must be met.
- 4.2 The performance indicators and targets reflected in Annexure "A" are set by the Employer in consultation with the Employee and include key objectives; key performance indicators; target dates and weightings.
- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 4.4 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Municipality's IDP.
- 4.5 The Municipality will make available to the Employee such support staff 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; provided that it will at all times remain the responsibility of the Employee to ensure that he complies with those performance obligations and targets.
- The Employee will at his request be delegated such powers by the Employer as may in the discretion of the Municipality be reasonably required from time to time to enable him to meet the performance objectives and targets established in terms of this Agreement.



PERFORMANCE MANAGEMENT SYSTEM

5.

- 5.1 The Employee agrees to participate in the performance management system that the Municipality adopts or introduces for the management of the Municipality and its staff.
- 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 Municipality, 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 Key Performance Areas (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 must be assessed consist of two components, both of which must be contained in the performance agreement. The employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and Core Competency Requirements (CCRs) respectively. Each area of assessment will be weighted and will contribute a specific part to the total score. 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 or her performance in terms of the outputs/outcomes (performance indicators) identified as per the performance plan which are linked to the KPA's, which constitute 80% of the overall assessment result as per the weightings agreed to between the employer and employee:

Key Performance Areas (KPA`s) for Municipal Managers	Weighting
Spatial Rationale	40
Municipal Institutional Development and Transformation	20
Basic Service Delivery	0
Local Economic Development	0
Municipal Financial Viability and Management	20
Good Governance and Public Participation	20
Total	100%



5.7 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 should be selected from the list below as agreed to be between the employer and the employee and must be considered with due regard to the proficiency level agreed to:

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (CCR)					
LEADING COMPETENCIE	ES .				
		Weight			
Strategic Direction and Leadership	*Impact and Influence. *Institutional Performance Management. *Strategic Planning and Management. *Organizational Awareness.	20			
People Management	*Human Capital Planning and Development. *Diversity Management *Employee Relations Management. *Negotiation and Dispute Management.	20			
Program and Project Management	*Program and Project Planning and Implementation. *Service Delivery Management. *Program and Project Monitoring and Evaluation.				
Financial Management	*Budget Planning and Execution. *Financial Strategy and Delivery *Financial Reporting and Monitoring.	20			
Change Leadership	*Change Vision and Strategy. *Process Design and Improvement. *Change Impact Monitoring and Evaluation.	20			
Governance Leadership	*Policy Formulation. *Risk and Compliance Management. *Cooperative Governance.	20			
CORE COMPETENCIES					
Moral Competence					
Planning and Organising					
Analysis and Innovation					
Knowledge and					
information Management					
Communication					
Results and Quality					
Focus					
Total Percentage		100%			

EVALUATING PERFORMANCE

6.

- 6.1 Annexure "A" to this Agreement 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 must be documented and, where possible, actions agreed.
- 6.4 The annual performance appraisals must involve:
 - (a) Assessment of the achievement of results as outlined in the performance plan:
 - Each KPA should be assessed according to the extent to which the specified standards or (i) performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
 - An indicative rating on the five-point scale should be provided for each KPA (ii)
 - (iii) The applicable assessment rating calculator must then e used to add the scores and calculate a final score.
 - (b) Assessment of the CCRs
 - Each CCR should be assessed according to the extent to which the specified standards have been met.
 - An indicative rating on the five point scale should be provided for each CCR
 - This rating should be multiplied by the weighting given to each CCR during the contracting (iii) process, to provide a score.
 - (iv) The applicable assessment rating calculator must then be used to add the scores and calculate a final CCR score.

Overall Rating

- An overall rating is calculated by using the applicable assessment-rating calculator. Such overall (i) rating represents the outcome of the performance appraisals.
- The assessment of the performance of the employee will be based on the following rating scale for (ii) KPA's and CCR's (i.e the following table will be used in determining the payment of the reward):

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LEVEL	DESCRIPTION	RATING	ASSESSMENT SCORE
Level 5: Outstanding Performance	Performance far exceeds the standard expected for the job in all areas of the manager. The manager has achieved exceptional results against all performance criteria and indicators specified in the Performance Plan and maintained this in all areas of responsibility throughout the year.	5	167
Level 4: Performance significantly above expectations	Performance is significantly higher than the standard expected for the job in all areas. The manager has achieved above fully effective results against more than half of the performance criteria and indicators specified in the Performance Plan and fully achieved all others throughout the year.	4	133 - 166
Level 3: Fully effective	Performance fully meets the standard expected for the job in all areas. The manager has achieved effective results against all significant performance criteria and indicators specified in the Performance Plan and may have achieved results significantly above expectations in one or two less significant areas throughout the year.	3	100 - 132
Level 2: Performance not fully satisfactory	Performance is below the standard required for the job in key areas. The manager has achieved adequate results against many key performance criteria and indicators specified in the Performance Plan but did not fully achieved adequate results against others during the course of the year. Improvement in these areas is necessary to bring performance up to the standard expected.	2	67 - 99

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-	PERFORMANCE APPRAISAL (OF KPAs AND CCF	₹ड
LEVEL	DESCRIPTION	RATING	ASSESSMENT SCORE
Level 1: Unacceptable performance	Performance does not meet the standard required for the job. The manager has not met one or more fundamental requirements and/or is achieving results that are well below the performance criteria and indicators in a number of significant areas of responsibility. The manager has failed to demonstrate the commitment or ability to bring performance up to the level expected despite efforts to encourage improvement.	1	0 – 66

6.5 Reward for Performance

- The performance bonus will be determined by the Municipal Council based on affordability and the stipulations of the Performance Agreement.
- 6.5.2 A merit reward for performance in addition to the annual reviewed remuneration will be considered by the Council not later than September under the following conditions:
 - a) The payment of the reward will be based on the period under review and result of the performance score;
 - b) The amount of the reward will not exceed 14% of the Employee's total remuneration, but will be subjected to affordability to the Municipality;
 - The performance score will be obtained by using the performance plan;
 - d) Where external factors have a negative influence on the result of the performance, the Municipality may grant a reward;
 - e) The reward if granted, will be paid annually after the compilation of the financial statements and after finalization of the performance appraisal; and
 - f) The final outcome of the performance appraisal will determine the reward.

Table 5: Performance Bonus as p final score	ar parcentaga
% Score	% Bonus
130 - 133.89	5%
133.9 - 137.69	6%

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% Score	% Bonus
137.7 - 141.49	7%
141.5 - 145.29	8%
145.3 - 149.99	9%
150 - 153.49	10%
153.5 - 156.89	11%
156.9 - 160.29	12%
160.2 - 163.69	13%
163.7 - 167	14%

- 6.6 For purpose of evaluating the annual performance of the Employee, an Evaluation Panel constituted of the following persons may be established -
 - (i) The Municipal Manager;
 - (ii) Chairperson of the Performance Audit Committee or the Audit Committee in the absence of a Performance Audit Committee:
 - (iii) A Member of the Executive Committee; and
 - (iv) Municipal Manager from another Municipality
- 6.7 The manager responsible for human resources of the municipality or delegated assignee must provide secretariat services to the Evaluation Panel referred to above.

Schedule for Performance Reviews

6.8 The performance of the Employee in relation to his or her performance agreement may be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

> 1st Quarter : July - September; 2nd Quarter : October - December 3rd Quarter : January - March; and

4th Quarter: April - June

- 6.9 The Employer must keep a record of the mid-year review and annual assessment meetings.
- 6.10 Performance feedback must be based on the Employer's assessment of the Employee's performance.
- 6.11The Employer will be entitled to review and make reasonable changes to the provisions of the performance plan from time to time for operational reasons on agreement between both parties.



6.12 The Employer may amend the provisions of the performance plan whenever the performance management system is adopted, implemented or amended as the case may be on agreement between both parties.

7. **OBLIGATIONS OF THE EMPLOYER**

The Employer must –

- (1) Create an enabling environment to facilitate effective performance by the employee;
- (2) Provide access to skills development and capacity building opportunities;
- (3) Work collaboratively with the employee to solve problems and generate solutions to common problems that may impact on the performance of the employee;
- (4) On the request of the employee delegate such powers reasonably required by the employee to enable him or her to meet the performance objectives and targets established in terms of the agreement; and
- (5) Make available to the employee such resources as the employee may reasonably require from time to time to assist him or her to meet the performance objectives and targets established in terms of the agreement.

8. CONSULTATION

- 8.1 The Employer agrees to consult the Employee timeously where the exercising of the Employer's powers will -
- 8.1.1 have a direct effect on the performance of any of the Employee's functions:
- 8.1.2 commit the Employee to implement or to give effect to a decision made by the Executive Committee;
- 8.1.3 have a substantial financial effect on the Municipality.
- 8.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in paragraph 8.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

9. MANAGEMENT OF EVALUATION OUTCOMES

- 9.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 9.2 A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance.
- 9.3 In the case of unacceptable performance, the Employer shall:

- Provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and
- After appropriate performance counselling and having provided the necessary guidance and/or support and reasonable time for improvement in performance, and performance does not improve, the Employer may, subject to compliance with applicable labour legislation, be entitled by notice in writing to the Employee to terminate the Employee's employment in accordance with the notice period set out in the Employee's contract of employment.

10. **DISPUTES RESOLUTION**

- 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 MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee, or any other person designated by the MEC whose decision shall be final and binding on both parties.
- 10.2 Any disputes about the outcome of the Employee's performance evaluation must be mediated by the MEC for local government in the province within thirty days (30) of receipt of a formal dispute from the employee, or any other person designated by the MEC.
- 11. Nothing contained in this Agreement in any way limits the right of the Employer to terminate the Employee's Contract of Employment with or without notice for any other breach by the Employee of his obligations to the Municipality or for any other valid reason in law.

12. **GENERAL**

- 12.1 The contents of this Agreement and the outcome of any review conducted in terms of Annexure "A" will not be confidential and may be made available to the public by the Municipality, where appropriate.
- 12.2 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.

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OBJECTIVE: "To promote integrated human settlements"

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				approval of layout	*Review and		settlements:		Acknowled
				plan of formalisation	approval of		*	,	gement
				Dresden settlement	layout plan of		submission		letter/email
				<u>_</u>	formalisation		of approved		from
)%); 0%);	Dresden		layout to		Tribunal
				submission of	settlement		survey		secretariat
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		formalization of	ŗ	formalization of	Ë	progress in	progress in	progress in	report,

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Proof adverts from Provincial Gazette and newspaper s, Acknowled gement letter from FTLM, Acknowled gement letter from JMPT.	Township register, Proclamati on notice
formalizatio n of Mashifane informal settlements: *Submissio n of land developmen t application to JMPT for consideratio n (15%)	N/A
formalizatio n of Mashifane informal settlements: *Submissio n of land developmen t application to municipality (15%)	N/A
formalizatio n of Mashifane informal settlements: *Advertisem ent township in the newspaper and gazette (10%)	progress in formalizatio n of Praktiseer Extensions (±4574 Erven) informal settlement: *Registratio n of the township from Deeds Office (15%)
formalization of Mashifane informal settlements: *Submission of Inception report to FTLM (10%)	N/A
Mashifane informal settlement by 30 June 2024: *Submission of Inception report to FTLM (10%); *Advertisement of township in the newspaper and gazette (10%); *Submission of land development application of land development application of land development application to JMPT for consideration (15%)	25% progress in formalization of Praktiseer Extensions (±4574 Erven) by 31 December 2023: *Registration of the township from Deeds Office (15%) *Proclamation of the township (10%)
formalization of Mashifane informal settlement	75% Progress in formalisation of Praktiseer Extensions (±4574 Erven)
Mashifane informal settlement	% Progress in formalisation of Praktiseer Extensions (±4574 Erven)
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_	# of Reports submitted to council on land invasion	4 Reports submitted to council on	4 reports submitted to council on land invasion interventions	submitted to council on	1 report submitted to council on	submitted to	submitted to	Council resolution/ EXCO
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				municipal	municipal	municipal	representa
	\dashv			owned land	owned land	owned land	tive
% Progress in	ا / 50%	50% Progress in	10% progress	20%	N/A	20%	proof of
 finalization of	f Progress in	finalization of	in finalization	progress in		progress in	submissio
township	finalization of	township	of township	finalization		finalization	n from the
establishment	township	establishment on	establishmen	of township		of township	municipalit
on donated land	d establishmen	donated land (Ptns 5	t on donated	establishme		establishme	v to JMPT
(Ptns 5 , 6 & 7 of	f t on donated	,6 & 7 of Farm	land (Ptn 6	nt on		nt	and
Farm Hoeraroep		Hoeraroep KS) by 30	of Farm	donated		donated	Acknowled
KS)	6 & 7 of Farm	June 2024:	Hoeraroep	land (Ptn 6		land (Ptn 6	gement
	Hoeraroep	*submission of	KS):*submiss	of Farm		of Farm	letter/email
	KS)	Township application	ion of	Hoeraroep		Hoeraroep	from
		to JMPT; *Review	Township	KS):*Revie		KS):	Tribunal
		and approval of	application to	w and		*Régistratio	secretariat
		layout plan(10%), *	JMPT	approval of		n of a	, Approved
		submission of		layout		township	Layout
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		Survey		submission		*Proclamati	of.
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Establishment of an Anti-Land	New Project	Establishment of Anti-Land Invasion	N/A	Anti-Land Invasion	N/A	N/A	Appointme

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nts Letters signed the appointing authority and members, list/names of executive committee members	Final Land Acquisition Strategy: Submissio n to council signed by Municipal		Portfolio of Evidence	Audited	2023/202	4 SDBIP	Quarterly	performan	-
	Final Land Acquisition strategy developed by 30 June 2024		6.4	%06	achieveme	nt of	department	al targets	on Ton
	N/A	LOPMENT	93	%06	achieveme	nt of	department	al targets	on Top
Response Team Appointed by 31 December 2023	N/A	TIONAL DEVE	(03	%06	achieveme	nt of	department	al targets	on Top
	N/A	D ORGANISAT al efficiency a	-10	%06	achievement	of	departmental	targets on	
Response Team by 31 December 2023	Development of Land Acquisition Strategy by 30 June 2024	KPA 2: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT Objective: "To strengthen institutional efficiency and governance"	2023/2024 Target Q1-	90% achievement of	departmental	targets on Top	Layer SDBIP		
	New Project	IUNICIPAL TR bjective: "To s	2022/2023 Target	New	Department				
Invasion Response Team	Development of Land Acquisition Strategy	KPA 2 : N Ol	KPI	% Achievement	of departmental	targets on Top	Layer SDBIP		
			KPI No T	~					
			KPI Weightin No. 9	2%					

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					SDBIP	SDBIP	SDBIP	SDBIP	Reports
2%	2	% Achievement	New	90% achievement of	%06	%06	%06	%06	Audited
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			3					מכוומעמוומ	707/07/
		targets on		targets on	of	nt of	nt of	nt of	4 SDBIP
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					Departmenta	on	on		. es
					SDBIP	Department	Department	Department	Reports
						al SDBIP	al SDBIP	al SDBIP	
2%	က	% Progress in	%0	100% Progress in	20%	N/A	20%	N/A	Performa
		cascading		cascading PMS to	progress in		Progress		nce
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		01(grade 14-		18) managers: *All	PMS to		cascading		nt of all
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				planning	managers:		14 -18)		ent
				department have			managers:		results of
				signed their	All level		*		all level
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	· · ·			agreements (50%)	-18)		*		managers
				: manaders:*	managers))))
					have signed		Conducted		
					their		2022/2023		

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Mid - year	performan	ce	assessme	nt of all	levels	01(grade	14 -18)	managers	(25%); *	Conduct	2021/2022	annual	performan	ce	assessme	nt with all	task grade	14 - 18	managers	. ⊑	Developm	ent	planning	departmen	+
																	•								
performanc	Φ	agreements																							
Conducted	2022/2023 Mid -	year performance	assessment of all	levels 01(grade 14	-18) managers	(25%); * Conduct	2021/2022 annual	performance	assessment with all	task grade 14 – 18	managers in	Development	planning	department											

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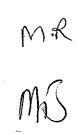
Signed	Performan	8	Agreement	-	Assessme	nts results																	:		
N/A																							į		
%09	Cascading	Performanc	Φ	Manageme	nt to other	municipal	employees	by 30	September	2023: * All	municipal	employees	<u>.⊑</u>	Developm	ent	planning	department	have been	assessed	by 30	March 2024	(20%)			
N/A																									
20%	Cascading	Performance	Management	to other	municipal	employees	by 30	September	2023: * AII	municipal	employees in	Development	planning	department	have signed	their	2023/2024	performance	agreements	(20%)					
100% Cascading	Performance	Management to	other municipal	employees by 30	June 2024																				
Cascading New Project																									
% Cascading	Performance	Management to	other municipal	employees																					
4																									
%9																								15%	

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		90	JECTIVE: "To	OBJECTIVE: "To improve overall municipal financial management"	unicipal financia	al managem	ent"		
KPI Weightin No	KPI No	(A)	2022/2023 Target	2023/2024 Target		[02]	03	© 4	Pontfell o of Evidenc
D.	_	% spending of Departmental budget	%02	100% spending of Departmental budget	25% spending of Departmental budget	50% spending of Departme ntal budget	75% spending of Departmental budget	100% spending of Departmenta I budget	S71 Report
2	2	Turnaround time in processing invoice to BTO from date receipt from registry	30 Days	15 days Turnaround time in processing invoice to BTO from date receipt from registry	Turnaround time in processing invoice to BTO from date receipt from registry	15 days Turnaroun d time in processin g invoice to BTO from date receipt from	Turnaround time in processing invoice to BTO from date receipt from registry	Turnaround time in processing invoice to BTO from date receipt from registry	Register of invoices received and processe d
2	വ	% Reduction of unauthorized expenditure	New indicator	80% Reduction of unauthorized expenditure	80% Reduction of	80% Reduction of unauthoriz	80% Reduction of	80% Reduction of	SCM

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					unauthorized	pa	unauthorized	unauthorized	
					expenditure	expenditur	expenditure	expenditure	
						Φ			
15%									
			KPA 6: G00	KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION	AND PUBLIC PA	RTICIPATIC	NO		
		Objective	e: "To strength	Objective: "To strengthen institutional efficiency and promote good governance"	ficiency and pro	mote good	governance"		
7	KPI KPI	KPI	2022/2023	2023/2024	J.O	.02	03	(0,4	Portfoli
Weiging 9	0N 01		larger	laiget					o of Evildenc
									Ö
7	_	%	New Project	100%	100%	100%	100%	100%	Audit
		implementation		implementation	implementatio	implement	implementatio	implementati	committe
		of Audit		of Audit	n of Audit	ation of	n of Audit	on of Audit	Φ
		committee		committee	committee	Audit	committee	committee	resolutio
		resolution		resolution	resolution	committee	resolution	resolution	_
						resolution			register
									and
									report
2	7	. %	New Project	100%	100%	100%	100%	100%	Perform
		implementation		implementation	implementatio	implement	implementatio	implementati	ance
		of performance		of performance	n of	ation of	n of	on of	Audit
		Audit		Andit committee	performance	performan	performance	performance	committe
				resolution	Audit	ce Audit	Audit	Audit	Φ
									resolutio

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L	register	and	report	Audited	Council	resolutio	۵	impleme	ntation	report												
committee	resolution			100% of	conncil	resolution	relevant to	Development	Planning,	Human	Settlement,	Local	Economic	Development	and Tourism	department	implemented					
committee	resolution			100% of	conncil	resolution	relevant to	Development	Planning,	Human	Settlement,	Local	Economic	Development	and Tourism	department	implemented					
committee	resolution			100% of	council	resolution	relevant	ţ,	Developm	ent	Planning,	Human	Settlemen	t, Local	Economic	Developm	ent and	Tourism	departme	nt	implement	pə
committee	resolution			100% of	conncil	resolution	relevant to	Development	Planning,	Human	Settlement,	Local	Economic	Development	and Tourism	department	implemented					
				100% of council	resolution	relevant to	Development	Planning, Human	Settlement,	Local Economic	Development	and Tourism	department	implemented								
				New Project										-								
committee	resolution			% of council	resolution	relevant to	Develorment	Planning	Himan Himan	Settlement	Cettlement,	Foundation	Develorment	and Tollrism	denartment	implemented						
				3																		
				5										٠.								

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2%	4	%	New Project 100%	100%	N/A	N/A	50%	100%	AG
		implementation		operational			implementatio	implementati	action
_		of operational		Clean Audit			n of	on of	plan,
		Clean Audit		strategy			operational	operational	Progress
		strategy		implemented by			Clean Audit	Clean Audit	report on
				30 June 2024: *			strategy: *	strategy:	AG
				development of			development	*Implementat	action
				AG action plan			of AG action	ion of the	plan and
				(25%);			plan (25%);	remaining	other
				*Implementation			*Implementati	75% of the	mileston
				of at least 25% of			on of at least	AG action	es
				its AG plan (25%)			25% of its AG	plan(50%)	
				;*Implementation			plan (25%)		
				of the remaining					
			·	75% of the AG			,		
				action plan(50%)					
3	5	% progress in	New Project	100% progress	25% progress	20%	75% progress	100%	Audited
		implementation		<u>_</u>	·ii	progress	. <u>⊑</u>	progress in	risk
		of		implementation	implementatio	.⊑	implementatio	implementati	manage
		Departmental		of Departmental	n of	implement	n of	on of	ment
		Risks		Risks (mitigation	Departmental	ation of	Departmental	Departmenta	report
		(mitigation)			Risks	Departme	Risks	l Risks	
					(mitigation		(mitigation	(mitigation	

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