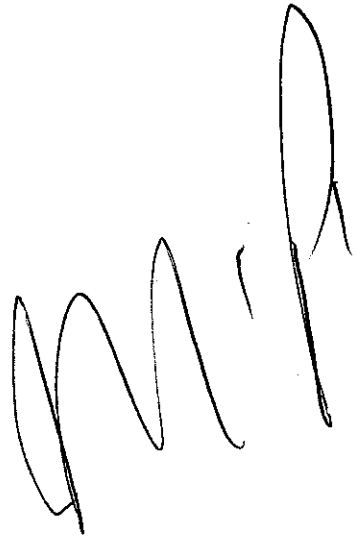
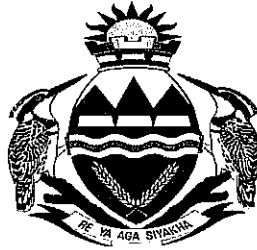


2020/2021
PERFORMANCE AGREEMENT

A handwritten signature in black ink, consisting of several loops and a long horizontal stroke at the end.



PERFORMANCE AGREEMENT

(Managers directly accountable to the Municipal Manager)

MADE AND ENTERED INTO BY AND BETWEEN:

SEKHUKHUNE DISTRICT MUNICIPALITY

AS REPRESENTED BY THE MUNICIPAL MANAGER:

MS NTSHUDISANE M.J

AND

DIRECTOR: INFRASTRUCTURE & WATER SERVICES

MR. MASELAGANYE MATJI

THE EMPLOYEE OF THE MUNICIPALITY

FOR THE

FINANCIAL YEAR 2020-2021

A handwritten signature in black ink, appearing to be 'M. J. Ntshudisane', located at the bottom right of the page.

PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Sekhukhune District Municipality herein represented by **Ms.Ntshudisane M.J** in her capacity as Municipal Manager (hereinafter referred to as the **Employer** or Supervisor)

And

Mr. Maselaganye Matji

Employee of the Municipality (hereinafter referred to as the Director; Infrastructure & Water Services)

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1. Chapter 6, Section 38 (b) of the Systems Act, requires the municipality to promote a culture of performance among its political structures, political office bearers and councilors and in its administration.
- 1.2. The resolutions by Council 27 August 2013 (OC27/08/13), recommended that a culture of performance be inculcated in the municipality by ensuring that all employees sign performance agreements and performance commitments.
- 1.3. When assessing the institutional performance of SDM, the Audit Committee also made a recommendation that all officials other than section 56 must enter into performance agreements and commitments in order to promote a culture of performance

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 Comply with the provisions of Section 38 (b) of the Systems Act;
- 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 scorecard, which forms an Annexure B of 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 or her job;
- 2.6 In the event of outstanding performance, to appropriately reward the employee; and
- 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 Performance Agreement commenced on the 1st September 2020 and will remain in force until 30 June 2021 thereafter a new Performance Agreement, scorecard, Personal Development Plan and Financial Disclosure shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and scorecard that replaces this Agreement at least once a year by not later than 30 days after 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 scorecard (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 B are set by the **Employer** in consultation with the **Employee** and are based on the Integrated Development Plan (IDP), 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, as follows:
- 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 (IDP).

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** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs) respectively.
- 5.5.2 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 or her performance in terms of the outputs / outcomes (performance indicators) identified as per attached scorecard (**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**:

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	
Municipal Institutional Development and Transformation	
Local Economic Development (LED)	
Municipal Financial Viability and Management	
Good Governance and Public Participation	
Spatial Rationale	
Total	100%

- 5.7 The CCRs will make up the other 20% of the **Employee's** assessment score. CCR's which are deemed to be most critical for the **Employee's** specific job, should be selected (✓) from the list below as agreed to between the **Employer and Employee**. Three of the CCRs are compulsory for all section 56 managers and additional two shall be selected from the core occupational competencies.

CORE COMPETENCY REQUIREMENTS (CCR) FOR EMPLOYEES		
CORE MANAGERIAL COMPETENCIES (CMC)	✓	WEIGHT
Strategic Capability and Leadership		
Programme and Project Management		
Financial Management(Compulsory)	compulsory	
Change Management		
Knowledge Management		
Service Delivery Innovation		
Problem Solving and Analysis(Compulsory)	compulsory	
People Management and Empowerment(Compulsory)	compulsory	
Client Orientation and Customer Focus		
Communication		
Honesty and Integrity		
CORE OCCUPATIONAL COMPETENCIES (COC)		
Competence in Self Management		
Interpretation of and implementation within the legislative an national policy frameworks		

CORE COMPETENCY REQUIREMENTS (CCR) FOR EMPLOYEES		
CORE MANAGERIAL COMPETENCIES (CMC)	√	WEIGHT
Knowledge of Performance Management and Reporting		
Knowledge of global and South African specific political, social and economic contexts		
Competence in policy conceptualisation, analysis and implementation		
Knowledge of more than one functional municipal field / discipline		
Skills in Mediation		
Skills in Governance		
Competence as required by other national line sector departments		
Exceptional and dynamic creativity to improve the functioning of the municipality		
Total percentage	-	100%

6. EVALUATING PERFORMANCE

- 6.1 The scorecard (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 in a Personal Development Plan as well as the actions agreed to and implementation must 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** Integrated Development Plan (IDP).

7. PERFORMANCE APPRAISALS

The Annual Performance Appraisals will involve:

7.1 Assessment of the achievement of results as outlined in the performance plan:

- (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator must then be used to add the scores and calculate a final KPA score.

7.2 Assessment of the CCRs

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

- (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CCR score.

7.3 Overall rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

7.4 Rating Scale

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.					
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.					

7.5. **EVALUATION PANEL**

For the purpose of evaluating the annual performance of Managers directly accountable to the Municipal Manager an evaluation panel constituted of the following persons must be established-

- a. Municipal Manager;
- b. Chairperson of the Performance Audit Committee and/or the Audit Committee Member;
- c. Member of the Mayoral or Executive Committee;
- d. Municipal Manager from another municipality;
- e. PMS (as Secretariat)

8. **SCHEDULE FOR PERFORMANCE REVIEWS**

8.1. The performance of each **Employee** in relation to his / her performance agreement shall be reviewed on the following dates; with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

- First quarter** : July – September (review by October)
- Second quarter** : October –December (review by January)
- Third quarter** : January – March (review by April)
- Fourth quarter** : April – June (review by July)

- 8.2 The **Employer** shall keep a record of the mid-year review and annual assessment meetings.
- 8.3 Performance feedback shall be based on the **Employer's** assessment of the **Employee's** performance.
- 8.4 The **Employer** will be entitled to review and make reasonable changes to the provisions of Annexure "B" from time to time for operational reasons. The **Employee** will be fully consulted before any such change is made.
- 8.5 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.

9. **DEVELOPMENTAL REQUIREMENTS**

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

10. **OBLIGATIONS OF THE EMPLOYER**

- 10.1 The Employer shall –
 - 10.1.1 Create an enabling environment to facilitate effective performance by the employee;
 - 10.1.2 Provide access to skills development and capacity building opportunities;
 - 10.1.3 Work collaboratively with the **Employee** to solve problems and generate solutions to common problems that may impact on the performance of the **Employee**;
 - 10.1.4 On the request of the **Employee**, delegate powers reasonably required by the **Employee** to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and

- 10.1.5 Make available to the **Employee** such resources as the **Employee** may reasonably require from time to time to assist him / her to meet the performance objectives and targets established in terms of this Agreement.

11. CONSULTATION

- 11.1 The **Employer** agrees to consult the **Employee** timeously where the exercising of the powers will have amongst others –
- 11.1.1 A direct effect on the performance of any of the **Employee's** functions;
 - 11.1.2 Commit the **Employee** to implement or to give effect to a decision made by the **Employer**; and
 - 11.1.3. A substantial financial effect on the **Employer**.
- 11.2 The **Employer** agrees to inform the **Employee** of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 11.1 as soon as is practicable to enable the **Employee** to take any necessary action without delay.

12. MANAGEMENT OF EVALUATION OUTCOMES

- 12.1 In the case of unacceptable performance, the **Employer** shall –
- 12.1.1 Provide systematic remedial or developmental support to assist the **Employee** to improve his or her performance; and
 - 12.1.2 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 or her 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 and/ or any other matter provided for, shall be mediated by –
- 13.1.1 The Executive Mayor within thirty (30) days of receipt of a formal dispute from the **Employee**; or
 - 13.1.2 Any other person appointed by the Executive Mayor.
 - 13.1.3 In the case of Managers directly accountable to the Municipal Manager, a Member of the Mayoral Council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee;

Whose decision shall be final and binding on both parties.

- 13.2 In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

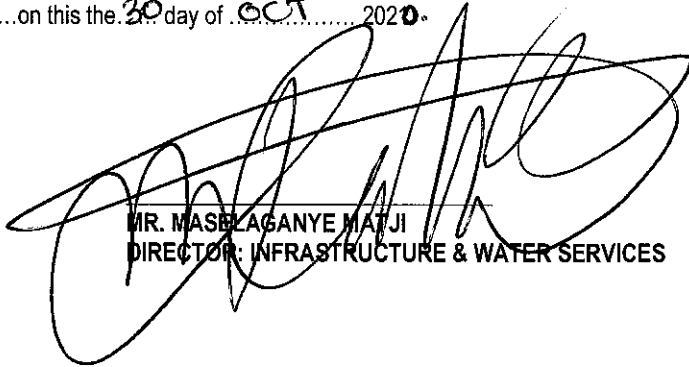
14. GENERAL

- 14.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure B 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/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.
- 14.3 The performance assessment results of the section 56 manager must be submitted to the municipal manager as the responsible person, within fourteen (14) days after the conclusion of the assessment.

Thus done and signed at a/DAL on this the 30 day of OCT 2020.

AS WITNESSES:

1. _____

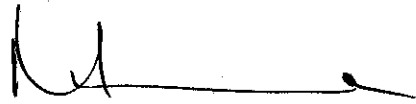


MR. MASEBAGANYE MATJI
DIRECTOR: INFRASTRUCTURE & WATER SERVICES

2. _____

AS WITNESSES:

1. _____

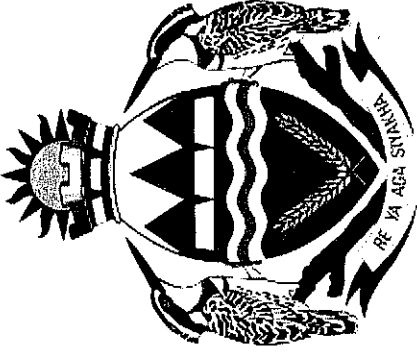


MS NTSHIDISANE M.J
MUNICIPAL MANAGER

2. _____

CORE COMPETENCY REQUIREMENT

MIP



Sekhukhune District Municipality

CORE COMPETENCIES REQUIREMENTS FOR MANAGERS REPORTING DIRECTLY TO THE MUNICIPAL MANAGER

NAME OF INCUMBENT: MR MASELAGANYE MATJI

POSITION HELD: DIRECTOR; INFRA & WATER SERVICES

DATE 30/10/20

SIGNATURE

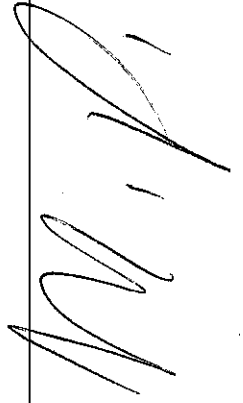
NAME OF SUPERVISOR: MS.NTSHUDISANE M.J

POSITION HELD: MUNICIPAL MANAGER

DATE 30/10/20

SIGNATURE

CORE MANAGERIAL AND OCCUPATIONAL COMPETENCIES	CHOICE	WEIGHT
Core Managerial Competencies		
Strategic Capability and leadership		
Programme and Project Management		
Financial Management(Compulsory)	X	4
Change Management		
Knowledge Management		
Service Delivery Innovation		
Problem Solving and Analysis		
People Management and Empowerment(Compulsory)	X	4
Client Orientation and Customer Focus(Compulsory)	X	4
Communication		
Honesty and Integrity		
Core Occupational Competencies		
Competence in Self-Management		
Interpretation of and implementation within the legislative and national policy frameworks	X	4
Knowledge of Performance Management and Reporting		
Knowledge of global and South African specific political, social and economic contexts		
Competence in policy conceptualisation, analysis and implementation		
Knowledge of more than one functional municipal field/discipline		
Skills in Mediation		
Skills in Governance	X	4
Competence as required by other national line sector departments		
Exceptional and dynamic creativity to improve the functioning of the municipality		
TOTAL		



PERSONAL DEVELOPMENT PLAN

M. J. P.



PERSONAL DEVELOPMENT PLAN (PDP)

ENTERED INTO BY AND BETWEEN
MS NTSHUDISANE M.J (MUNICIPAL MANAGER)

AND

MASELAGANYE MATJI
(INFRASTRUCTURE & WATER
SERVICES)

A handwritten signature in black ink, appearing to be 'M. J. Ntshudisane'.

1. Personal Development Plan

1.1.1 A Municipality should be committed to –

- (a) the continuous training and development of its employees to achieve its vision, mission and strategic objectives and empower employees; and
- (b) managing training and development within the ambit of relevant national policies and legislation.

1.1.2 A Municipality should follow an integrated approach to Human Resource Management, that is:

- (a) Human resource development forms an integral part of human resource planning and management.
- (b) In order for training and development strategy and plans to be successful it should be based on sound Human Resource (HR) practices, such as the (strategic) HR Plan, job descriptions, the result of regular performance appraisals and career pathing.
- (c) To ensure the necessary linkage with performance management, the Performance Management and Development System provides for the Personal Development Plans of employees to be included in their annual performance agreements. Such approach will also ensure the alignment of individual performance objectives to the municipality's strategic objectives, and that training and development needs can be identified through performance management and appraisal.
- (d) Career-pathing ensures that employees are placed and developed in jobs according to aptitude and identified potential. Through training and development they can acquire the necessary competencies to prepare them for future positions. A comprehensive competency framework and profile for Municipal Managers are attached and these should be linked to relevant registered unit standards to specifically assist them in compiling Personal Development Plans in consultation with their managers.
- (e) Personal Development Plans are compiled for individual employees and the data collated from all employees in the municipality forms the basis for the prescribed Workplace Skills Plan, which municipalities are required to compile as a basis for all training and education activities in the municipality in a specific financial year and report on progress made to the Local Government Sector Education and Training Authority.

1.1.3 The aim of the compilation of Personal Development Plans is to identify, prioritise and implement training needs.

1.1.4 Compiling the Personal Development Plan attached at Appendix.

- (a) Competency assessment instruments, which are dealt with more specifically in Appendix 1 and 2, should be established to assist with the objective assessment of employees' actual competencies against their job specific competency profiles and managerial competencies at a given period in time with the purpose of identifying training needs or skills gaps.
- (b) The competency framework and profiles and relevant competency assessment results will enable a manager, in consultation with his/her employee, to compile a Personal Development Plan. The identified training needs should be entered into column 1 of Appendix 1, entitled Skills / Performance Gap. The following should be carefully determined during such a process:
 - (i) Organisational needs, which include the following:
 - o Strategic development priorities and competency

requirements, in line with the municipality's strategic objectives.

- o The competency requirements of individual jobs. The relevant job requirements (job competency profile) as identified in the job description should be compared to the current competency profile of the employee to determine the individual's competency gaps.
- o Specific competency gaps as identified during the probation period and performance appraisal of the employee.

(ii) Individual training needs that are job / career related.

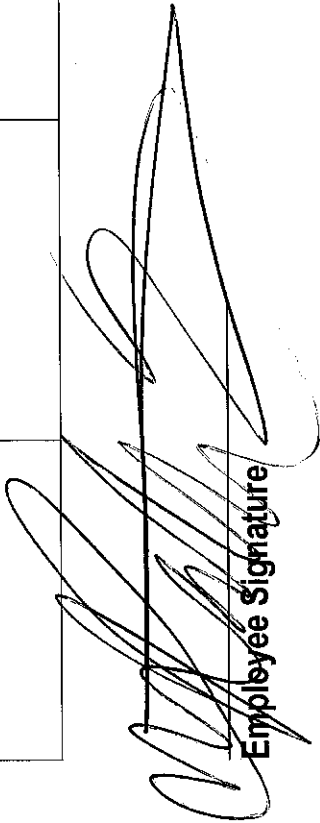
- (c) Next, the prioritisation of the training needs [1 to ...] should be listed since it may not be possible to address all identified training needs in a specific financial year. It is however of critical importance that training needs be addressed on a phased and priority basis. This implies that all these needs should be prioritized for purposes of accommodating critical / strategic training and development needs in the HR Plan, Personal Development Plans and the Workplace Skills Plan.
- (d) Consideration must then be given to the expected outcomes, to be listed in column 2 of Appendix 1, so that once the intervention is completed the impact it had can be measured against relevant output indicators.
- (d) An appropriate intervention should be identified to address training needs / skills gaps and the outcome to be achieved but with due regard to cost effectiveness. These should be listed in column 3 of Appendix 1, entitled: Suggested training and / or development activity in line with the National Qualifications Framework, which could enable the trainee to obtain recognition towards a qualification for training undertaken. It is important to determine through the Training / Human Resource Development / Skills Development Unit within the municipality whether unit standards have been developed and registered with the South African Qualifications Authority that are in line with the skills gap and expected outcomes identified. Unit standards usually have measurable assessment criteria to determine achieved competency.
- (e) Guidelines regarding the number of training days per employee and the nominations of employees: An employee should on average receive at least five days of training per financial year and not unnecessarily be withdrawn from training interventions.
- (f) Column 4 of Appendix 1: The suggested mode of delivery refers to the chosen methodology that is deemed most relevant to ensure transfer of skills. The training / development activity should impact on delivery back in the workplace. Mode of delivery consists of, amongst others, self-study [The official takes it upon him / her to read e.g. legislation]; internal or external training provision; coaching and / or mentoring and exchange programmes, etc.
- (g) The suggested time frames (column 5 of Appendix 1) enable managers to effectively plan for the annum e.g. so that not all their employees are away from work within the same period and also ensuring that the PDP is implemented systematically.
- (h) Work opportunity created to practice skill / development areas, in column 6 of Appendix 1, further ensures internalisation of information gained as well as return on investment (not just a nice to have skill but a necessary to have skill that is used in the workplace).
- (i) The final column, column 7 of Appendix 1, provides the employee with a support person that could act as coach or mentor with regard to the area of learning

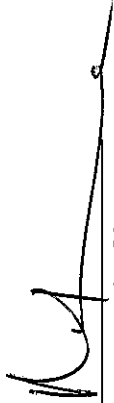
Personal Development Plan for: Masemola Seporo. A(Community Services)

Compiled on :

1. Skills/Performance Gap (in order of priority)	2. Outcomes Expected (measurable indicators: quantity, quality and time frames)	3. Suggested training and / or development activity	4. Suggested mode of delivery	5. Suggested Time Frames	6. Work opportunity created to practice skill / development area	7. Support Person

--	--	--	--	--	--	--	--


Employee Signature


Supervisor's Signature

SCORE CARD

M.P.

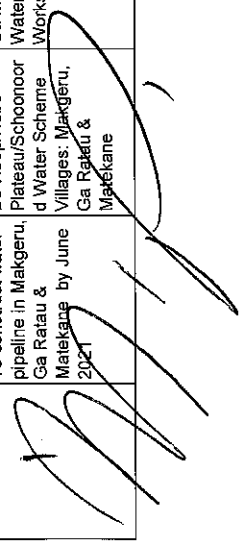
BASIC SERVICE DELIVERY													
2020-2021 SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN(SDBIP)													
WEIGHTING	SUB-WEIGHTING	MEASURABLE OBJECTIVES	PROJECT NAME	BASELINE 2019/2020	INDICATORS DESCRIPTION	ANNUAL TARGET 2020/2021	Q1	Q2	Q3	Q4	PORT FOLIO OF EVIDENCE	BUDGET 2020-2021	
REGIONAL BULK INFRASTRUCTURE GRANT (RBIG)													
80%	2	To construct pipeline from Burgersfort to Dresden pump station by June 2021	Construction of Mooihoek bulk water supply phase 4E	1.5 Kilometers of bulk pipeline constructed, 0* booster pump station constructed, 0* concrete reservoir constructed	Number of Kilometers of bulk pipeline constructed, 1 booster pump station constructed, 1 concrete reservoir constructed	1.5 Kilometers of bulk pipeline constructed, 1 booster pump station constructed, 1 concrete reservoir constructed	1.5 Kilometers of bulk pipeline constructed, 1 booster pump station constructed, 1 concrete reservoir constructed	No Activity	No Activity	No Activity	No Activity	Progress Report	R80,000,000.00
	2	To construct bulk pipeline from Praktiseer to Motodi by June 2021	Mooihoek bulk water supply phase 4F1	1 Kilometers of bulk water pipeline constructed, 1 concrete reservoir constructed	Number of Kilometers of bulk water pipeline and concrete reservoirs constructed	1 Kilometers of bulk water pipeline and concrete reservoirs constructed	1 Kilometers of bulk water pipeline and concrete reservoirs constructed	No Activity	No Activity	No Activity	No Activity	Progress Report	
	2	To construct bulk pipeline from Praktiseer to Alverton by June 2021	Mooihoek bulk water supply phase 4F2	1 Kilometers of bulk water pipeline constructed	Number of Kilometers of bulk water pipeline constructed	1 Kilometers of bulk water pipeline constructed	1 Kilometers of bulk water pipeline constructed	No Activity	No Activity	No Activity	No Activity	Progress Report	
	2	To construct bulk pipeline from Praktiseer to Alverton by June 2021	Construction of Mooihoek bulk water supply phase G1	1 X 5 Ml concrete reservoir completed Phase 4A	Number of Kilometers of bulk water pipeline constructed and 1 package completed	4 Kilometers of bulk water supply pipeline constructed and 1 package plant completed	Tendering stages and return of tender from consultant after pre-evaluation	Appointment of contractor and site establishment	0.5 Kilometers of bulk water supply pipeline constructed	3.5 Kilometers of bulk water supply pipeline constructed, 1 package plant completed	3.5 Kilometers of bulk water supply pipeline constructed, 1 package plant completed	Progress Report	
	2	To construct bulk pipeline from Praktiseer to Alverton by June 2021	Construction of Mooihoek bulk water supply phase G2	13km of bulk water supply pipeline phase 2 in Mooihoek completed	Number of Kilometers of bulk water pipeline constructed	4 Kilometers of bulk water supply pipeline constructed	0.5 Kilometers of bulk water supply pipeline constructed	1 Kilometers of bulk water supply pipeline constructed	1.5 Kilometers of bulk water supply pipeline constructed	1 Kilometers of bulk water supply pipeline constructed	1 Kilometers of bulk water supply pipeline constructed	Signed Progress Report by Municipal Manager	
	2	To test & commission the bulk water supply by June 2021.	Nebo BWS Commission Jane Furse Pipeline	Nebo Phase 1A completed and not commissioned	Number of Kilometers of bulk water supply pipeline tested and commissioned	18km bulk water supply pipeline tested and commissioned	6km bulk water supply pipeline tested and commissioned	No activity	9km bulk water supply pipeline tested and commissioned	9km bulk water supply pipeline tested and commissioned	9km bulk water supply pipeline tested and commissioned	Project close-out report or completion certificate.	R18,170,732.00

2	To construct bulk water pipeline from T-off of Makgeru to the new 10ML reservoir at Schoonoord by June 2021	Nebo BWS Makgeru to Schoonoord BWS	18.2 Km of Schoonoord bulk water supply pipeline in Makgeru. 10ML Command concrete reservoir in Schoonoord	Number of Km for bulk water constructed and reservoir	4 Kilometers of bulk water supply pipeline constructed	2 Kilometers of bulk water supply pipeline constructed	2 Kilometers of bulk water supply pipeline constructed	No activity	2 Kilometers of bulk water supply pipeline constructed	No activity	No activity	No activity	No activity	Progress Report	R31,493,668.00
2	To construct Bulk water Pipeline and test main pump stations by June 2021	Moutse BWS Project 13 & 14	1 WTW in Groblersdal extended in Project 1 and 1 pump station constructed in Project 6	Number of mechanical and Electrical (M & E) components installed for the extensions to the Groblersdal Water Treatment Works and pump station	Two mechanical and Electrical (M & E) components installed for the extensions to the Groblersdal Water Treatment Works and pump station	No activity	No activity	No activity	1 mechanical and Electrical (M & E) components installed for the extensions to the Groblersdal Water Treatment Works and pump station	1 mechanical and Electrical (M & E) components installed for the extensions to the Groblersdal Water Treatment Works and pump station	1 mechanical and Electrical (M & E) components installed for the extensions to the Groblersdal Water Treatment Works and pump station	1 mechanical and Electrical (M & E) components installed for the extensions to the Groblersdal Water Treatment Works and pump station	1 mechanical and Electrical (M & E) components installed for the extensions to the Groblersdal Water Treatment Works and pump station	Progress Report	R16,600,000.00
2	To construct Bulk water Pipeline and test main pump stations by June 2021	Moutse BWS Project (7 to 12)	30 Kilometre of bulk water supply pipeline constructed	Number of Kilometers of bulk water supply pipeline testing	20 Kilometre of bulk water supply pipeline testing	5 Kilometre of bulk water supply pipeline tested	5 Kilometre of bulk water supply pipeline tested	5 Kilometre of bulk water supply pipeline tested	5 Kilometre of bulk water supply pipeline tested	5 Kilometre of bulk water supply pipeline tested	5 Kilometre of bulk water supply pipeline tested	5 Kilometre of bulk water supply pipeline tested	5 Kilometre of bulk water supply pipeline tested	Progress Report	R15,000,000.00
1	To construct Bulk water Pipeline and test main pump stations by June 2021	Moutse BWS Construction bulk water Pipeline Project 2 - 4	19 Kilometres of bulk water supply pipeline and constructed	Number of km of bulk water supply pipeline assessed and refurbished	14 Kilometers of bulk water supply pipeline assessed and refurbished	No activity	No activity	No activity	10 Kilometers of bulk water supply pipeline assessed and refurbished	10 Kilometers of bulk water supply pipeline assessed and refurbished	4 Kilometers of bulk water supply pipeline assessed and refurbished	4 Kilometers of bulk water supply pipeline assessed and refurbished	4 Kilometers of bulk water supply pipeline assessed and refurbished	Progress Report	R15,735,600.00
OPERATION AND MAINTENANCE (O&M)															
	To pilot fault reporting and incidents management system	Development of incidents management system	No baseline	% piloting of fault reporting and incidents management system	100% piloting fault reporting and incidents management system	No target for the quarter	25% fault reporting and incidents management system	75% piloting fault reporting and incidents management system	100% piloting fault reporting and incidents management system	100% piloting fault reporting and incidents management system	100% piloting fault reporting and incidents management system	100% piloting fault reporting and incidents management system	100% piloting fault reporting and incidents management system	Report on fault reporting and incidents management system	R500 000 00
WATER SERVICES INFRASTRUCTURE (WSIG)															
2	To complete water reticulation and upgrade raw water abstraction point by June 2021	Tukagomo water intervention and meter installations.	4.8 km of reticulation network completed.	Km of water distribution network constructed and number of raw water abstraction point ungraded	3.75 Km of water distribution network constructed and 1 abstraction point ungraded	Appointment of service providers.	1.3Km of water reticulation network constructed.	1.45 Km of water reticulation network constructed.	1 raw water abstraction point upgraded.	1 raw water abstraction point upgraded.	1 raw water abstraction point upgraded.	1 raw water abstraction point upgraded.	1 raw water abstraction point upgraded.	Practical Completion	5,000,000.00
2	To complete package plant by June 2021	Uitspanning Water Supply intervention.	Pressed steel tank, drilled and equipped Borehole	Km of bulk pipeline constructed and number of Reverse Osmosis Water Treatment Package	1.6 kilometers of bulk pipeline constructed, 1 Reverse Osmosis Water Treatment	Appointment of service providers.	0.6 kilometers of bulk pipeline constructed, 0 Reverse Osmosis Water	1 kilometers of bulk pipeline constructed, 0 Reverse Osmosis Water	1 Reserve Osmosis Water Treatment Package Plant and 1 Storage	1 Reserve Osmosis Water Treatment Package Plant and 1 Storage	1 Reserve Osmosis Water Treatment Package Plant and 1 Storage	1 Reserve Osmosis Water Treatment Package Plant and 1 Storage	1 Reserve Osmosis Water Treatment Package Plant and 1 Storage	Practical Completion	6,000,000.00

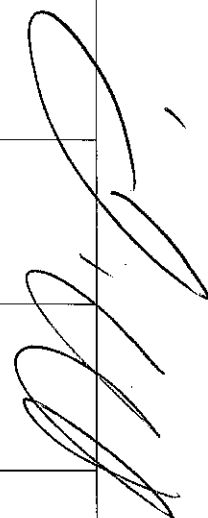
1	To complete package plant by June 2021	Maebe drilling and equipping of borehole	Three(3) drilled boreholes and bulk pipeline.	Number of pump station constructed and number of Reverse Osmosis Water Treatment Package Plant and	1 Pump station constructed and 1 Reverse Osmosis Water Treatment Package Plant and	Appointment of service providers.	1 Pump station constructed and 0 Reverse Osmosis Water Treatment Package Plant	0 Pump station constructed and 0 Reverse Osmosis Water Treatment Package Plant	0 Pump station constructed and 1 Reverse Osmosis Water Treatment Package Plant	Practical Completion	10,000,000.00
2	To complete refurbishment if package plant by June 2021	Nkosini Water Supply with package plant	Dilapidated package plant and raw water abstraction point	Number of package plant refurbished and number of raw water abstraction point upgraded.	1 Package plant refurbished and 1 raw water abstraction point upgraded.	Appointment of service providers.	0 Package plant refurbished and 0 raw water abstraction.	0 raw water abstraction point upgraded.	1 Package plant refurbished and 0 raw water abstraction point upgraded.	Practical Completion	5,000,000.00
1	To complete borehole equipping and Bulk pipeline by June 2021	Mogoroane Water Supply	Three boreholes drilled and equipped.	Number of km of water pipeline constructed and number of elevated tank installed.	7 km of water pipeline constructed and 1 elevated tank installed.	Appointment of service providers.	4 km of water pipeline constructed and 0 elevated tank installed.	2 km of water pipeline constructed and 0 elevated tank installed.	2 km of water pipeline constructed and 0 elevated tank installed.	Practical Completion	6,000,000.00
2	To complete bulk water pipeline by June 21	Rutseng Water Intervention	Construction of pump house and palisade fence	Number of Km of bulk water constructed and number of concrete reservoir sealed.	3.8 Km for bulk water constructed and 1 concrete reservoir sealed.	Appointment of service providers.	1 Km for bulk water constructed and 0 concrete reservoir sealed.	2 Km for bulk water constructed and 0 concrete reservoir sealed.	0.8 Km for bulk water constructed and 1 concrete reservoir sealed.	Practical Completion	7,000,000.00
2	To complete water reticulation and incomplete booster pump station by June 21	Mashamothane Water Supply Intervention	Bulk pipeline completed, two boreholes drilled, tested and equipped and incomplete booster pump station.	Km of water reticulation constructed and number of booster pump station completed.	5 Km of water reticulation constructed and 1 number of booster pump station completed.	Appointment of service providers.	1.5 Km of water reticulation constructed and 0 number of booster pump station completed.	3 Km of water reticulation constructed and 0 number of booster pump station completed.	0.5 Km of water reticulation constructed and 1 number of booster pump station completed.	Practical Completion	6,500,000.00
1	To develop business plan and technical report.	Mapodile Oxidation ponds	Dilapidated oxidation ponds.	Number of business plan and technical report developed	1 business plan and 1 technical report developed	Appointment of service providers.	0 business plan and 0 technical report developed	1 business plan and 1 technical report developed	No Activity	Approved business plan	500,000.00
1	To complete borehole drilling, testing and equipping, water pipeline and storage by June 21	Majadishukudu Water Intervention	Unavailable water source and water infrastructure.	Number of boreholes drilled, tested and equipped, km of water pipeline constructed and number of storages tanks installed.	2 boreholes drilled, tested and equipped, 4 km of water pipeline constructed and 3 storages installed.	No activity	2 boreholes drilled, tested and equipped, 0 km of water pipeline constructed and 0 storages installed.	2 boreholes drilled, tested and equipped, 4 km of water pipeline constructed and 3 storages installed.	No Activity	Completion certificate	1,200,000.00
2	To complete borehole drilling, testing and equipping, water pipeline and storage by June 21	Dithabang Water Intervention	Unavailable water source and water infrastructure.	Number of boreholes drilled, tested and equipped, km of water pipeline constructed and number of storages tanks installed.	2 boreholes drilled, tested and equipped, 3.5 km of water pipeline constructed and 4 storages installed.	No activity	2 boreholes drilled, tested and equipped, 0 km of water pipeline constructed and 0 storages installed.	0.6 km of water pipeline constructed and 4 storages installed.	No Activity	Completion certificate	950,000.00
1	To complete borehole drilling, testing and equipping, water pipeline and storage by June 21	Ditwaga Water Intervention	Unavailable water source and water infrastructure.	Number of boreholes drilled, tested and equipped, km of water pipeline constructed and number of storages tanks installed.	2 boreholes drilled, tested and equipped, 2.9 km of water pipeline constructed and 2 storages installed.	No activity	2 boreholes drilled, tested and equipped, 0 km of water pipeline constructed and 0 storages installed.	2 boreholes drilled, tested and equipped, 2.9 km of water pipeline constructed and 2 storages installed.	No Activity	Completion certificate	950,000.00

2	To complete borehole drilling, testing and equipping, water pipeline and storage	Seelane Water Intervention	Unavailable water source and infrastructure.	Number of boreholes drilled, tested and equipped, km of water pipeline constructed and number of	2 boreholes drilled, tested and equipped, 2.8 km of water pipeline constructed and 2	No activity	2 boreholes drilled, tested and equipped, 0 km of water pipeline installed	2.8 km of water pipeline constructed and 2 storages installed	No Activity	Completion certificate	1,200,000.00
2	To complete borehole drilling, testing and equipping, water pipeline and storage	Machacha Water Intervention	Unavailable water source and infrastructure.	Number of boreholes drilled, tested and equipped, km of water pipeline constructed and number of	2 boreholes drilled, tested and equipped, 4 km of water pipeline constructed and 3	No activity	2 boreholes drilled, tested and equipped, 0 km of water pipeline installed	4 km of water pipeline constructed and 3 storages installed	No Activity	Completion certificate	1,100,000.00
1	To complete borehole drilling, testing and equipping, water pipeline and storage	Swenyaneng Water Intervention	Unavailable water source and infrastructure.	Number of boreholes drilled, tested and equipped, km of water pipeline constructed and number of	Number of boreholes drilled, tested and equipped, km of water pipeline constructed	No activity	2 boreholes drilled, tested and equipped, 0 km of water pipeline installed	2 boreholes drilled, tested and equipped, 2.8 km of water pipeline installed	No Activity	Completion certificate	1,171,000.00
1	To complete the borehole equipping and the construction of pipeline by June 21	Marshane Borehole Equipping	Drilled borehole	Number of boreholes drilled, tested and equipped, km of water pipeline constructed	1 boreholes drilled, tested and equipped, 0.6 km of water pipeline constructed	No activity	1 boreholes drilled, tested and equipped, 0 km of water pipeline constructed	0.6 km of water pipeline constructed	No Activity	Completion certificate	900,000.00
PLANNING											
2	To enhance project monitoring, financial and technical performance including overall management of the projects	Piloting of workbase project management system	No baseline	% completion of piloting of the system	100% completion of piloting of the system	No target for the quarter	25% completion of the piloting of the system	75% completion of the piloting of the system	100% completion of the piloting of the system	installed system	R50 000 00
2	To enhance revenue and reduce non-revenue water.	Installation of comparative bulk meter for revenue enhancement on Lepelle Northern Water pipeline	No baseline	Number of meters installed	5 of meters installed	0	2 of meters installed	3 of meters installed	No target for the quarter	Report on % of water and financial savings	R200 000 00
1	To ensure structured and integrated water services delivery	Review and update of the Water Service Development Plan	No baseline	% Review and update of the Water Service Development Plan	100% Review and update of the Water Service Development Plan	No target for the quarter	Situational analysis	Strategy and project phase	Adoption of the Water Service Development Plan	Approved WSDP	R1m
1	To reduce water losses	Review and update of the Water Conservation and Water Demand Management Strategy	No baseline	% Review and update of the Water Conservation and Water Demand Management Strategy	100% Review and update of the Water Conservation and Water Demand Management Strategy	No target for the quarter	Situational analysis	Strategy and project phase	Adoption of the Water Conservation and Water Demand Management Strategy	Approved WCWDM	R1,5m
2	To review and update O & M Plan	Review and update of Operation and Maintenance Plan(O & M)	No baseline	% Review and update of Operation and Maintenance Plan(O & M)	100% Review and update of Operation and Maintenance Plan(O & M)	No target for the quarter	Situational analysis	Strategy and project phase	Adoption of the Operation & Maintenance Plan	Approved Operation & Maintenance Plan	R0

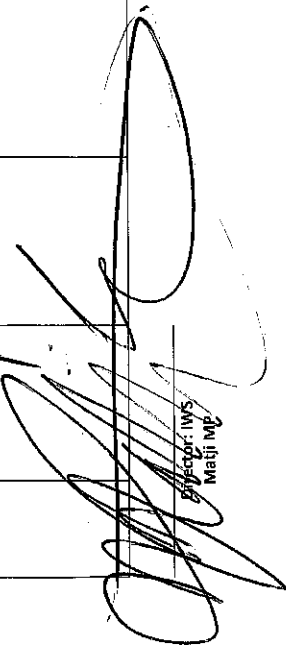
	To ensure compliance with drinking water quality standards	Development of Water Quality Monitoring & Management Strategy	No baseline	% development of Water Quality Monitoring & Management Strategy	100% development of Water Quality Monitoring & Management Strategy	No target for the quarter	Situational analysis	Strategy and project phase	Adoption of the Water Quality Monitoring & Management Strategy	Approved Water Quality Monitoring & Management Strategy	R0
MUNICIPAL INFRASTRUCTURE GRANT (MIG)											
1	To construct Ferakomo Tubatse LM VIP Sanitation units by June 2021	Ferakomo VIP Backlog Programme (Phase 2,3)	15180 VIP units constructed	Number of VIP sanitation units completed	150 VIP sanitation units completed	100 VIP sanitation units completed	50 VIP sanitation units completed	Handover and signing 150 happy letters	No Activity	Completion certificate	8,443,903.00
2	To construct Ephraim Mogale LM VIP Sanitation units by June 2021	Ephraim Mogale VIP Backlog Programme (Phase 2,3)	15180 VIP units constructed	Number of VIP sanitation units completed	714 VIP sanitation units completed	178 VIP sanitation units completed	536 VIP sanitation units completed	Handover and signing 714 happy letters	No Activity	Completion certificate	26,361,132.00
2	To construct Makhuduthamaga LM VIP Sanitation units by June 2021	Makhuduthamaga VIP Backlog Programme	15181 VIP units constructed	Number of VIP sanitation units completed	915 VIP sanitation units completed	178 VIP sanitation units completed	220 VIP sanitation units completed	517 VIP sanitation units completed	Handover and signing 915 happy letters	Completion certificate	8,000,000.00
2	To construct bulk pipeline and water storage in Ga-Marishane by June 2021	Ga-Marishane Village water supply	1km of bulk pipeline constructed	Km of water pipeline constructed, number of reservoir completed, number of WTW completed	0.4km of bulk pipeline constructed, 1 reservoir completed and 1 WTW completed	0.4 km of bulk pipeline constructed and 0 reservoir completed	1 reservoir completed	1 WTW completed	No activity	Completion certificate	6,364,218.00
2	To construct water reticulation pipeline in Ga - Mogashoa(Senkapedi) and Ga-Mogashoa(Manama) by June 2021	De Hoop/Nebo Plateau/Schoonoord Water Scheme Villages:Ga -Mogashoa (Senkapudi) and Ga-Mogashoa (Manama)	53,6 kilometres of water pipeline completed	Kilometres of water reticulation pipeline constructed	41 Kilometres of water pipeline constructed	8 Kilometres of water pipeline constructed	10 Kilometres of water pipeline constructed	12 Kilometres of water pipeline constructed and 1 reservoir completed	11 Kilometres of water pipeline constructed	Progress Report	69,817,587.00
2	To construct concrete reservoirs and bulk water pipeline. NSDD7 RWS Schoonoord by June 2021	NSDD7 Regional Water Scheme Construction of Concrete Reservoirs	0,9km of bulk pipeline completed	Kilometres of bulk water pipeline constructed and number of reservoir completed	12 Kilometres of bulk water pipeline constructed and 1 out of 4 reservoirs completed	1 Kilometres of bulk water pipeline completed and 0 reservoir completed	3 Kilometres of bulk water pipeline completed and 0 reservoir completed	3 Kilometres of bulk water pipeline completed and 0 reservoir completed	5 Kilometres of bulk water pipeline completed and 1 reservoir completed	Progress Report	56,586,588.00
	To construct water pipeline in Matgeru, Ga Ratau & Matekane by June 2021	De Hoop/Nebo Plateau/Schoonoord Water Scheme Villages: Matgeru, Ga Ratau & Matekane	Ga Matekane 12MI Water Treatment Works	Number of Kilometres of water reticulation pipeline completed	22 Kilometres of water pipeline completed	No activity	No activity	8 Kilometres of water reticulation pipeline completed	14 Kilometres of water reticulation pipeline completed	Progress Report	20,280,339.00

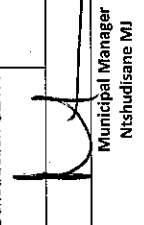


2	To construct Elias Msoaledi LM VIP Sanitation units by June 2021	Elias Msoaledi VIP Backlog Programme (Phase 2,3)	15180 VIP units constructed	Number of VIP sanitation units completed	1683 VIP sanitation units completed	500 VIP sanitation units completed	800 VIP sanitation units completed	383 VIP sanitation units completed	No activity	Progress Report	23 388,291.00
1	To complete Zaaipiaas bulk pipeline, command reservoir and pump station by June 2021	Zaaipiaas Village Reticulation Phase 2 (Vlakfontein, Slovo and remaining village) - CO	1 Kilometres of Zaaipiaas bulk water supply pipeline commissioned, 0 command reservoir constructed and 1 pump station installed	Kilometres Zaaipiaas bulk water supply pipeline commissioned, command reservoir constructed and pump station installed	2 Kilometres of Zaaipiaas bulk water supply pipeline commissioned, 1 command reservoir constructed and 1 pump station installed	1 Kilometres of Zaaipiaas bulk water supply pipeline commissioned, 0 command reservoir constructed and 1 pump station installed	1 Kilometres of Zaaipiaas bulk water supply pipeline commissioned, 0 command reservoir constructed	0 command reservoir constructed	0 command reservoir constructed	Progress Report	3,397,102.00
2	To construct Fetekgomo Tubatse LM VIP Sanitation units by June 2021	Tubatse VIP Backlog Programme (Phase 2,3)	15180 VIP units constructed	Number of VIP sanitation units completed	1650 VIP sanitation units completed	550 VIP sanitation units completed	550 VIP sanitation units completed	550 VIP sanitation units completed	Handover and signing 1650 happy letters	Progress Report	26 054,875.00
1	To construct water pipeline in Motlailane and Makgengeng by June 2021	Motlailane, Makgengeng Water Supply	Ga Malekana 12MI Water Treatment Works	Km bulk water pipeline and reticulation constructed	7 Km of bulk and reticulation water pipeline constructed	No activity	2 Km of bulk and reticulation water pipeline constructed	2,5 Km of bulk and reticulation water pipeline constructed	2,5 Km of bulk and reticulation water pipeline constructed	Progress Report	14,011,104.00
1	To construct water pipeline in Malekana Regional Water Scheme by June 2021	Malekana Regional Water Scheme	Ga Malekana 12MI Water Treatment Works	Km of water pipeline constructed and number of reservoir completed	10 Kilometres of water pipeline and 4 reservoirs completed	No activity	2 Kilometres of water pipeline and 0 reservoirs completed	4 Kilometres of water pipeline and 0 reservoirs completed	4 kilometres of water pipeline and 4 reservoirs completed	Progress Report	35,740,886.00
2	To construct water pipeline in Malekana Regional Water Scheme by June 2021	Lebalele South connector pipes and reticulations	10MI Moolhoek Water Treatment Works, Moolhoek Bulk pipeline constructed	Kilometres of connector and reticulation pipelines and number of reservoirs completed	100km of connector and reticulation pipelines constructed and 3 reservoirs completed	20km of connector and reticulation pipelines constructed and 0 reservoirs completed	30km of connector and reticulation pipelines constructed and 0 reservoirs completed	25km of connector and reticulation pipelines constructed and 0 reservoirs completed	25km of connector and reticulation pipelines constructed and 3 reservoirs completed	Progress Report	89,921,682.00
1	To construct connector pipe, reticulations network & reservoir in Lebalele South by June 2021	Lebalele South: Phase 3 (Ga-Maroga and Motlo Bul and Reticulation Infrastructure	10MI Moolhoek Water Treatment Works, Moolhoek Bulk pipeline constructed	26 Kilometres of water pipeline and number of reservoirs completed	36 kilometres of bulk and water reticulation pipeline, 5 out of 8 reservoirs completed, 1 package plant completed	20 kilometres of bulk and water reticulation pipeline completed, 0 reservoirs completed and 0 package plant completed	5 kilometres of bulk and water reticulation pipeline completed, 0 reservoirs completed and 0 package plant completed	6 kilometres of bulk and water reticulation pipeline completed, 0 reservoirs completed and 0 package plant completed	5 kilometres of bulk and water reticulation pipeline completed, 5 reservoirs completed and 1 package plant completed	Progress Report	61,137,283.00



	To construct reservoir by June 2021	Ga-Maphopha Command Reservoir	Ga Malekana 12Ml Water Treatment Works	Number of reservoir completed	1 Reservoir completed	1 Pump station constructed. 0 x 5 Ml Command Reservoir Constructed. 3km pipeline constructed	1 x 5 Ml Command Reservoir Constructed. 0,2km pipeline constructed	Commissioning	No Activity	Progress Report	300,000.00
LOCAL ECONOMIC DEVELOPMENT											
	To make a meaningful economic contribution to the District economy	Infrastructure related economic indicators	No baseline	Total number of SMME's benefited from the infrastructure projects	400 SMME's benefited from the infrastructure projects	No target for the quarter	133 SMME's benefited from the infrastructure projects	133 SMME's benefited from the infrastructure projects	134 SMME's benefited from the infrastructure projects	Report outlining number of SMME's who benefited	R0
			No baseline	Total expenditure on SMME's in completed infrastructure projects	R5m expenditure on SMME's in completed infrastructure projects	No target for the quarter	R1,7m expenditure on SMME's in completed infrastructure projects	R1,7m expenditure on SMME's in completed infrastructure projects	R1,7m expenditure on SMME's in completed infrastructure projects	Expenditure on SMME's	Expenditure on R0
			No baseline	Total number of short term jobs created through infrastructure delivery	10 000 short term jobs created through infrastructure delivery	No target for the quarter	3000 short term jobs created through infrastructure delivery	3000 short term jobs created through infrastructure delivery	4000 short term	Report outlining number of jobs created.	R0
			No baseline	Total number of local people accredited with training as recognised Construction SETA	500 local people accredited with training as recognised Construction SETA	No target for the quarter	167 local people accredited with training as recognised Construction SETA	167 local people accredited with training as recognised Construction SETA	166 local people accredited with training as recognised Construction SETA	Report outlining number of people accredited.	R0


 Director: IWS
 Matji M


 Municipal Manager
 Ntshudisane M