

PERFORMANCE PLAN
DEPUTY MUNICIPAL MANAGER INFRASTRUCTURE SERVICES
UMHLATHUZE MUNICIPALITY

This plan defines the Council's expectations of the Deputy Municipal Manager Infrastructure Services (DMM IS) in accordance with the Deputy Municipal Manager Infrastructure Services' performance agreement to which this document is attached. Section 57 (5) of the Municipal Systems Act which provides that performance objectives and targets must be based on the key performance indicators as set out the Municipality's Integrated Development Plan; Section 53 of the Municipal Finance Management Act, and particular, but not limited to Chapter three (3) of the Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers, 2006 (Regulation No. R805, dated 1 August 2006) which provides that a Managers' agreement must be linked to the measurable performance objectives approved in the Budget, the IDP and its Service Delivery and Budget Implementation Plan and determined in agreement with the MM (as representative of Council).

There are 6 parts to this plan:

1. A statement about the purpose of the position.
2. Performance review procedure IS
3. Functional alignment of the individual performance scorecard to the Integrated Development Plan of the organisation
4. Score card detailing key performance areas (KPA's) and their related performance indicators, weightings and target dates.
5. Competency Requirements
6. Consolidated score (Performance Assessment Calculator)

The period of this plan is from 1 July 2021 to 30 June 2022.

Period of appointment in terms of this plan is from 1 October 2021 to 30 June 2021

Signed and accepted by the **Deputy Municipal Manager**
Infrastructure Services (DMM IS):..... Date:

Signed by the Municipal Manager (MM) on behalf of Council: Date:

1. POSITION PURPOSE

To perform all the duties and functions of the Deputy Municipal Manager Infrastructure Services (DMM IS) as required by the relevant legislation or reasonably stipulated by the MM, to be accountable for the execution of all the directions and resolutions of the Municipality, the co-ordination of all the activities of the Municipality, to be accountable for the general supervision, control and efficiency of the Department: Infrastructure Services and to ensure compliance with all of the key performance areas as set out in the contract of employment between the Council and the Deputy Municipal Manager Infrastructure and Technical Services.

2. PERFORMANCE REVIEW PROCEDURE

1. A performance review will be held on a quarterly basis with a formal performance review bi-annually in December/January and in June/July after the end of the financial year with the understanding that review in the first and third quarter may be verbal if performance is satisfactory.
2. The MM may request input from agendas, minutes and “customers” on the DMM IS’s performance throughout the review period. This may be done through discussion or by asking “customers” to complete a rating form to submit to the evaluation panel for consideration. Customers are people who are able to comment on the DMM IS’s performance since they have worked closely with him on some or all aspects of his job.
3. DMM IS to prepare for quarterly performance evaluation by providing a brief description of achievements, including reference to evidence, supporting documentation (documents, reports and/or resolutions with dates of submission) in the relevant column in section 4 (KPA scorecard below). Achievements to be reported on cumulatively.
4. **DMM IS to provide a rating for himself for the mid-year- and final assessment against the agreed objectives in the column provided in the KPA scorecard.**
5. DMM IS and Evaluation panel to meet to conduct formal performance rating and agree final scores. It may be necessary to have two meetings i.e. give DMM IS scores and allow him time to consider them before final agreement. In the event of a disagreement, the evaluation panel has the final say with regard to the final score that is given.
6. The Evaluation panel to provide ratings of DMM IS’s performance against agreed objectives as a result of portfolio of evidence and/or comments and “customer” input.
7. Initially the scoring should be recorded on the scorecard then transferred onto the consolidated score sheet.
8. Any reasons for non-compliance should be recorded during the review session by keeping of minutes of the review session.
9. The assessment of the performance of the DMM IS will be based on the following rating scale for KPA's:

Terminology	Description	Rating Level
Outstanding Performance	Performance far exceeding the standard expected of the DMM IS at this level. The appraisal indicates that the DMM IS 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.	5
Performance significantly above expectation	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the DMM IS has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.	4
Fully Effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the DMM IS has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.	3
Performance 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 DMM IS has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.	2
Unacceptable Performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the DMM IS has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The DMM IS 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.	1

10. Only those items relevant for the review period in question should be scored.
11. The assessment of the performance of the DMM IS on all Competencies will be based on the rating scale as reflected in section 4 of the performance plan.
12. The MM and DMM IS to prepare and agree on a personal development plan (PDP) for addressing developmental gaps.
13. The MM and DMM IS to set new objectives, targets, performance indicators, weightings and dates etc for the following financial year.
14. Poor work performance will be dealt with in terms of regulation 32 (3) of the Performance Regulations gazetted in Notice No 805, published on 1 August 2006.

3. FUNCTIONAL ALIGNMENT OF THE INDIVIDUAL PERFORMANCE SCORECARD TO THE INTEGRATED DEVELOPMENT PLAN (IDP) OF THE ORGANISATION

The Integrated Development Plan (IDP) 2017/2022 of the uMhlathuze Local Municipality is aligned to the prescribed National Key Performance Areas:

1. Good Governance and Public Participation
2. Basic Service Delivery
3. Local Economic Development
4. Institutional Development and Transformation
5. Financial Viability and Management
6. Cross Cutting

All departments within the organisation are accountable for the successful fulfilment of IDP specific programmes listed under each of the above National Key Performance Areas.

The Deputy Municipal Manager Infrastructure Services is directly accountable for the following IDP Programmes directly linked to the IDP Framework as indicated in the IDP column of the scorecard:

KPA 1 : GOOD GOVERNANCE AND PUBLIC PARTICIPATION		
GOALS	OBJECTIVES	STRATEGIES
1.1 Democratic, Responsible, Transparent, Objective and Equitable Municipal Governance	1.1.1 To ensure effective and efficient administration complying with its Legal Mandates	1.1.1.4 Development and review of policies that will lead to improved service delivery and legislative compliance
		1.1.1.5 Compliance with the Occupational Health and Safety Act and Compensation for occupational injuries and diseases
	1.1.2 To maintain an organizational performance management system as a tool to monitor progress on service delivery	1.1.2.1 Monitor evaluate measure and review the performance of the municipality against indicators and targets set in the IDP
	1.1.3 Ensure Institutionalisation of Batho Pele Culture	1.1.3.1 Implement a Service Charter
		1.1.3.2 Increase sensitivity of municipal stakeholders to the aspirations of citizens
	1.1.6 To bring the organisation to an enabled risk maturity level	1.1.6.1 Implement and maintenance of a sound enterprise risk management
		1.1.6.2 Implement and maintenance of a sound fraud risk management system
		1.1.6.3 Implement and maintenance of business continuity management
	1.1.7 Ensure reliability and maintain independence of internal audit activity	1.1.7.2 Effective and value adding internal audit activity
KPA 2 : BASIC SERVICES AND INFRASTRUCTURE PROVISION		
GOALS	OBJECTIVES	STRATEGIES
2.1 Integrated Infrastructure and Efficient Services	2.1.1 To expand and maintain infrastructure in order to improve access to basic services and promote local economic development	2.1.1.1 Eradicate water services backlogs through provision of basic water services
		2.1.1.2 Eradicate sanitation services backlogs through provision of basic sanitation services
		2.1.1.5 Provision of public transport infrastructure facilities
		2.1.1.6 Provision and Maintenance of storm water and coastal engineering infrastructure

KPA 2 : BASIC SERVICES AND INFRASTRUCTURE PROVISION		
GOALS	OBJECTIVES	STRATEGIES
		2.1.1.7 Strive to improve reliability and service life of Municipal infrastructure, facilities and assets
KPA 3 : LOCAL ECONOMIC DEVELOPMENT		
GOALS	OBJECTIVES	STRATEGIES
3.1 Viable Economic Growth and Development	3.1.5 To implement and co-ordinate Expanded Public Works Programme (EPWP) in a manner that enhances skills development and optimizes decent employment and entrepreneurship	3.1.5.1 Promote economic growth by successful implementation of EPWP community based projects
KPA 4 : MUNICIPAL INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION		
GOALS	OBJECTIVES	STRATEGIES
4.1 A Municipality that is Resourced and Committed to attaining the vision and mission of the organisation	4.1.1 To create an appropriate organisational climate that will attract and ensure retention of staff	4.1.1.1 Implement the talent management strategy
		4.1.1.2 Compliancy with Employment Equity Act
		4.1.1.3 Implement EAP programs that promote and support health and well-being of employees
		4.1.1.4 Improve Citizens Skills levels and education
		4.1.1.5 Create and maintain sound relationship between management and labour
KPA 5 : MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT		
GOALS	OBJECTIVES	STRATEGIES
5.1 Sound Financial- and Supply Chain Management	5.1.1 Compliance with financial legislation and policies	5.1.1.1 GRAP compliance
		5.1.1.2 mSCOA compliant
		5.1.1.4 Compliance with all MFMA and related local government financial legislation
	5.2.1 Sustainable Financial and supply chain Management	5.2.1.1 Provide continuous Internal Communication on Budget and Financial Management matters
		5.2.1.2 Asset Accounting Management
		5.2.1.3 Accurate and timeous billing and receipting of revenue
		5.2.1.4 Apply Adequate Internal controls
		5.2.1.5 Demand and acquisition management
		5.2.1.6 Contracts and Logistics management
		5.2.1.7 Apply adequate financial management methodologies

4. KEY PERFORMANCE AREA SCORECARD

Refer to a separate document reflecting the Key Performance Area Scorecard, **Appendix A1 on DMS 1476735**.

The ratings attached to this section will performance in terms of the outputs/outcomes (performance indicators) identified in the KPA scorecard are linked to each of the relevant KPA's, which constitute 80% of the overall assessment result as per the weightings agreed to.

5. COMPETENCY REQUIREMENTS FOR THE DEPUTY MUNICIPAL MANAGER INFRASTRUCTURE SERVICES

Refer to separate document reflecting Competency requirements in terms of the Local Government: Regulations on Appointment and Conditions of Employment of Senior Managers (GN 21 of 17 February 2014, Annexure A on DMS 1272964).

The ratings attached to this section will impact on the final performance score and will assist in identifying areas of development for inclusion in a personal development plan (PDP) for addressing developmental gaps.

6. CONSOLIDATED SCORE (Refer to Performance Assessment Rating Calculator)

The consolidated performance Evaluation Results will be attached separately to this Performance Plan

PERFORMANCE SCORECARD 2021/2022
DEPUTY MUNICIPAL MANAGER INFRASTRUCTURE SERVICES

DRAFT PERFORMANCE SCORECARD 2021/2022
DEPUTY MUNICIPAL MANAGER INFRASTRUCTURE SERVICES

	STRATEGIC OBJECTIVE	IDP	PERFORMANCE INDICATOR	ANNUAL TARGET	WEIGHT	AUDIT EVIDENCE REQUIREMENT	QUARTER 1 ENDING 30 SEPT	QUARTER 2 ENDING 31 DEC	QUARTER 3 ENDING 31 MARCH	QUARTER 4 ENDING 30 JUNE
							TARGET	TARGET	TARGET	ACTUAL
KPA: GOOD GOVERNANCE AND PUBLIC PARTICIPATION										
1,1	Ensure reliability and maintain independence of internal audit activity	1.1.7	Manage and coordinate implementation of Internal Audit Findings due within the financial year (excluding activities requiring budget)	100% Resolution of Internal Audit findings due within the financial year by 30 Jun 2022	2	A) Quarterly Register of Findings from Internal Audit with status of progress on implementation plans(Quarterly follow-up reports)	100% Resolution of Internal Audit findings due within Quarter 4 20/21	100% Resolution of Internal Audit findings due within Quarter 1 21/22	100% Resolution of Internal Audit findings due within Quarter 2 21/22	100% Resolution of Internal Audit findings due within Quarter 3 21/22
1,2		1.1,7	Coordinate resolutions of Auditor General (AG) findings due within the financial year (exclusing activities requiring additional budget and accepted Risk) for Infrastructure Services	100% resolution of Auditor General (AG) findings due within the financial year by 30 Jun 2022	2	a) AG findings contained on the AG action plan b) Quarterly % resolution of Auditor General (AG) findings contained on the AG action plan	100% resolution of Auditor General (AG) findings due within the Quarter	100% resolution of Auditor General (AG) findings due within the Quarter	100% resolution of Auditor General (AG) findings due within the Quarter	100% resolution of Auditor General (AG) findings due within the Quarter
1,3	To promote a municipal governance system that enhances and embraces the system of participatory Governance	1.1.4	Processing of issues emanating from Operation Sukuma Sakhe structures affecting the Infrastructure Services	100% processing of issues emanating from Operation Sukuma Sakhe up to 30 Jun 2022	2	a. List of all issues raised b. DMM responses	100% processing of issues	100% processing of issues	100% processing of issues	100% processing of issues
1,4	Ensure Institutionalisation of Batho Pele Culture	1.1.3	Implementation of Batho Pele Action Plan for the Infrastructure Services Department	100% Implementation of Batho Pele Action Plan by 30 Jun 2022	2	a) Copy of finalized Batho Pele programme of action rollout plan for IS b) Quarterly progress on implementation	Finalize Batho Pele Action Plan for Infrastructure Services .	40% Implementation	60% Implementation	100% Implementation
1,5	To bring the organisation to an enabled risk maturity level	1.1.6	Ensure completion of 70 % of Further Action Plans for each quarter as documented in the strategic risk register	100% completion of Further Action Plans per quarter up to 30 Jun 2021	2	a.) Updated risk register b.) Sign-off document as proof of endorsement by DMM c.) Executive summary report on achievements by CRO	100% completion of Further Action Plans per quarter	100% completion of Further Action Plans per quarter	100% completion of Further Action Plans per quarter	100% completion of Further Action Plans per quarter
Weighting					10					
KPA: BASIC SERVICE DELIVERY										
			WATER AND SANITATION SERVICES							
2,1	To expand and maintain infrastructure in order to improve access to basic services and promote local economic development.	2.1.1.1	Number of new water connections meeting minimum standard Ref T 2.3	500 additional households with water connection by 30 June 2022	6	a) Quarterly report b) IR Forms	50 water meters	100water meters	100 water meters	250 water meters
2,2		2.1,1,3	Number of new sewer connections meeting minimum standard Ref T 2.10	280 new sewer connection (VIP's and Waterborn sewer) by 30 June 2022	8	a) Quarterly report	0	10 new sewer connection	100 new sewer connection	280 new sewer connection
2,3		2.1.4.1	Reduction of water losses Ref T 2. 6	2% Reduction of water losses (to 24%) by 30 Jun 2022	4	a) Quarterly report	≤26% losses reported	≤26% losses reported	≤25% losses reported	≤24% losses reported
2,4		2.1.1.1	% restoration of water supply for both Planned and Unplanned reticulation within 8hrs	100% restoration of water supply for both Planned and Unplanned reticulation within 8hrs Quarterly to 30 Jun 2022	4	a) Planned maintenance Plan b) Signed off job cards c) Quarterly reports	100% restoration within 8Hrs	100% restoration within 8Hrs	100% restoration within 8Hrs	100% restoration within 8Hrs
Weighting					22					
			Scientific Services							
2,5	Planning for provision of water in line with relevant government legislation and policies	2.1.1.1	Ensure that the quality of drinking water comply with the South African national standards at latest SANS 241 Ref T 2,7	Ensure quality of drinking water complying with the South African national standards at latest SANS 241 and report quarterly up to 30 Jun 2022	4	a) Water quality monitoring programme b) Quarterly Water Quality Reports c) Integrated Regulatory Information System (IRIS) on a monthly basis.	Between 95% and 99% Blue Drop Compliance (Jun, Jul & Aug)	Between 95% and 99% Blue Drop Compliance (Sep, Oct & Nov)	Between 95% and 99% Blue Drop Compliance (Dec, Jan & Feb)	Between 95% and 99% Blue Drop Compliance (Mar, Apr & May)

PERFORMANCE SCORECARD 2021/2022
DEPUTY MUNICIPAL MANAGER INFRASTRUCTURE SERVICES

	STRATEGIC OBJECTIVE	IDP	PERFORMANCE INDICATOR	ANNUAL TARGET	WEIGHT	AUDIT EVIDENCE REQUIREMENT	QUARTER 1 ENDING 30 SEPT	QUARTER 2 ENDING 31 DEC	QUARTER 3 ENDING 31 MARCH	QUARTER 4 ENDING 30 JUNE
							TARGET	TARGET	TARGET	ACTUAL
2,6		2.1.1.3	Ensure that the Wastewater Quality compliance is maintained at ≥90% as per Green Drop standard Ref T 2,13	Ensure wastewater quality compliance is maintained at ≥90% as per Green Drop standard and report quarterly to 30 Jun 2022	4	a) Water quality monitoring programme b) Quarterly Wastewater Quality Reports c) Green drop system	≥90% compliance (Jun, Jul & Aug)	≥90% compliance (Sep, Oct & Nov)	≥90% compliance (Dec, Jan & Feb)	≥90% compliance (Mar, Apr & May)
Weighting					8					
			TRANSPORT ROADS AND STORMWATER							
2,7	Provision of public transport infrastructure facilities	2.1.1.5	Kilometres of paved municipal road which has been resurfaced and resealed T2.27	Ensure rehabilitation of 3 km of tarred roads and report quarterly progress up to 30 Jun 2022	2	a) Urban Roads Quarterly Reports b) Record of Road Rehabilitation	0 km Rehabilitated	0 km Rehabilitated	1 km Rehabilitated	2 km Rehabilitated
2,8		2.1.1.5	Percentage of reported potholes fixed within standard Municipal response time	80% of reported potholes repaired on paved municipal roads within the standard response time up to 30 Jun 2022	4	a) Register of reported potholes b) Closed works order c) Quarterly report	80% of repaired paved municipal roads	80% of repaired paved municipal roads	80% of repaired paved municipal roads	80% of repaired paved municipal roads
2,9		2.1.1.5	Kilometres of gravel roads upgraded to surfaced road (New tarred roads) T2.26	Upgrade of 3,7 km rural gravel road to surfaced road by 30 Jun 2022	2	a) Transportation Planning Quarterly Reports b) Record of Road Rehabilitation	0 km roads upgraded	1,7 km roads upgraded	1 km roads upgraded	1 km roads upgraded
2,10		2.1.1.5	Km's of gravel roads maintenance (grading/ blading) T2.25	360 km of rural gravel roads maintained (grading/ blading)	4	a) Rural Roads Quarterly Reports b) Rural Roads Depot Quarterly Reports	90 kms rural gravel roads maintained	90 kms rural gravel roads maintained	90 kms rural gravel roads maintained	90 kms rural gravel roads maintained
2,11	Stormwater systems and management	2.1.1.5	Kilometres of Stormwater open drains maintained Ref T 2. 30	20 km stormwater open drains maintained by 30 Jun 2022	2	a) Stormwater & Coastal Management Quarterly Reports b) Stormwater & Coastal Management Depot Quarterly Reports	5km Stormwater open drains maintained	5 km Stormwater open drains maintained	5 km Stormwater open drains maintained	5 km Stormwater open drains maintained
2,12		2.1.1.5	Number of manholes maintained (Incl kerb inlets) Ref T 2. 31	Ensure maintenance of 800 manhole covers (incl. kerb inlets) by 30 Jun 2021	2	a) Stormwater & Coastal Management Quarterly Reports b) Stormwater & Coastal Management Depot Quarterly Reports	100 manhole covers maintained	300 manhole covers maintained	100 manhole covers maintained	300 manhole covers maintained
2,13	Provision of public transport infrastructure facilities	2.1.1.5	Monthly Safety Inspections on all 17 km of Municipal owned rail sidings	12 Safety Inspections on all 17 km of Municipal owned rail sidings by 30 Jun 2022	2	a.) Railway Sidings Quarterly Reports b) Railway Sidings Contractors & Consultants Monthly Inspection Reports	3 Inspections	3 Inspections	3 Inspections	3 Inspections
2,14		2.1.1.5	100% maintenance of findings resulting from monthly inspections by the 30 June 2021.	Ensure 100% maintenance of findings resulting from monthly inspections by up to 30 Jun 2022	2	a.) Railway Sidings Quarterly Reports b) Railway Sidings Contractors & Consultants Monthly Inspection Reports	100% maintained	100% maintained	100% maintained	100% maintained
2,15		2.1.1.7	Construction of Pedestrian Bridges T2.29	8 pedestrian bridges constructed by 30 Jun 2022	2	a) Completion Certificate	0 pedestrian bridge	1 pedestrian bridge	5 pedestrian bridge	2 pedestrian bridge
Weighting					22					
			ENGINEERING SUPPORT SERVICES Infrastructure and Asset Management							

PERFORMANCE SCORECARD 2021/2022
DEPUTY MUNICIPAL MANAGER INFRASTRUCTURE SERVICES

	STRATEGIC OBJECTIVE	IDP	PERFORMANCE INDICATOR	ANNUAL TARGET	WEIGHT	AUDIT EVIDENCE REQUIREMENT	QUARTER 1 ENDING 30 SEPT	QUARTER 2 ENDING 31 DEC	QUARTER 3 ENDING 31 MARCH	QUARTER 4 ENDING 30 JUNE
							TARGET	TARGET	TARGET	ACTUAL
2,16	Infrastructure maintained to a minimum standard. Asset health index not less than 50% per sector	5.2.1.2	Asset Management System Phase 3 Implementation (support services)	Implementation of Year-end plan related to infra asset activities	2		Approval at Bid Specification	Approval at Bid Evaluation and Adjudication	Implementation of a) System update strategy and road-map; b) Change management plan roll-out; c) Reduce WIP Register by 25% of completed projects; d) Immovable asset verification and condition assessment complete.	Implementation of Year-end plan related to infra asset activities
2,17	Contract monitoring plan in place and quarterly technical contract monitoring report submitted to Council	5.2.1.6	Contract monitoring plan in place and quarterly technical contract monitoring report submitted to Council	Ensure contract monitoring plan is in place and quarterly technical contract monitoring report is submitted to Council by 30 Jun 2021	2		Implementation as per project plans Technical contract monitoring	Implementation as per project plans Technical contract monitoring	Implementation as per project plans Technical contract monitoring	Implementation as per project plans Technical contract monitoring
Weighting					4					
			Building and Structures							
2,18	Planned maintenance implementation on Building Infrastructure as per maintenance plan and Budget allocation	2.1.1.7	Planned maintenance implementation on Building Infrastructure as per maintenance plan and Budget allocation	Ensure planned maintenance is implemented as per Maintenance Plan and Budget allocation and report quarterly progress up to 30 Jun 2021	4		Quarterly Report on maintenance completed against maintenance plan and budget	Quarterly Report on maintenance completed against maintenance plan and budget	Quarterly Report on maintenance completed against maintenance plan and budget	Quarterly Report on maintenance completed against maintenance plan and budget
Weighting					4					
KPA: MUNICIPAL INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION										
3,1	To create an appropriate organisational climate that will attract and ensure retention of staff	4.1.1	Implementation of Performance appraisal system	3 Performance Plans signed and in place by 31 August 2021, and 3 Quarterly reviews of Managers performance up to 30 June 2022	4	a.) Copies of signed performance plans b.) Minutes of quarterly review of updated plans	Performance Plans of Managers reporting direct to the DMM in place and signed by 31 August 2021	First quarter performance review of Managers by 31 December 2021	Second quarter performance review of Managers by 31 March 2022	Third quarter performance review of Managers by 30 June 2022
Weighting					4					
KPA: MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT										
4,1	Execution and implementation of Capital projects (80% spend) as indicated in the IDP and SDBIP (component 5) on Civil Infrastructure projects.	5.1.1	Execution and implementation of Capital projects (100% spend) as indicated in the IDP and SDBIP (component 5) on Civil Infrastructure projects.	100% execution and implementation of Capital projects as indicated in the IDP and SDBIP (component 5) on Civil Infrastructure projects by 30 Jun 2022	8	a) Component 5 of SDBIP	5% expenditure Evidence of expenditure Project status reports	30% expenditure Evidence of expenditure Project status reports	70% expenditure Evidence of expenditure Project status reports	100% expenditure Evidence of expenditure Project status reports
4,2	Effective implementation and spending on MIG IUDG projects as per approved business plan by CoGTA	5.1.1	Effective implementation and spending on IUDG projects as per approved business plan by CoGTA	100% spending on IUDG funding by the 30 Jun 2022	8	a) Quarterly report b) SDBIP component 5 spending	5% expenditure	30% expenditure	60% expenditure	100% expenditure
4,3	Effective implementation and spending on WISG projects as per approved business plan by CoGTA	5.1.1	Effective implementation and spending on WISG projects as per approved business plan by CoGTA	100% spending on WISG funding by the 30 Jun 2022	10	a) Quarterly report b) SDBIP component 5 spending	5% expenditure	30% expenditure	60% expenditure	100% expenditure
Total Weighting					26					
Total Weighting					100					
Sign off by DMM IS:										
Date:										
Signed by the Municipal Manager:										
Date:										