

Annexure A

Performance Plan 2025/26

The main parts to this Performance Plan are:

1. Performance Plan Overview
2. Strategy Objectives
3. Statement about the *Purpose* of the Position;
4. Performance Targets per Key Performance Area
5. Summary Scorecard
6. Rating Scales
7. Assessment Process
8. Approval of Personal Performance Plan

Greater Letaba Municipality



NAME:

Mr. Phosa ML

POSITION:
Town Planning

Senior Manager: Development and

ACCOUNTABLE TO: Municipal Manager

PLAN TIMEFRAME: 01/07/2025 – 30/06/2026

GLM STRATEGY

To be a leading municipality in delivery of quality services for the promotion of socio-economic development

GLM STRATEGIC MISSION

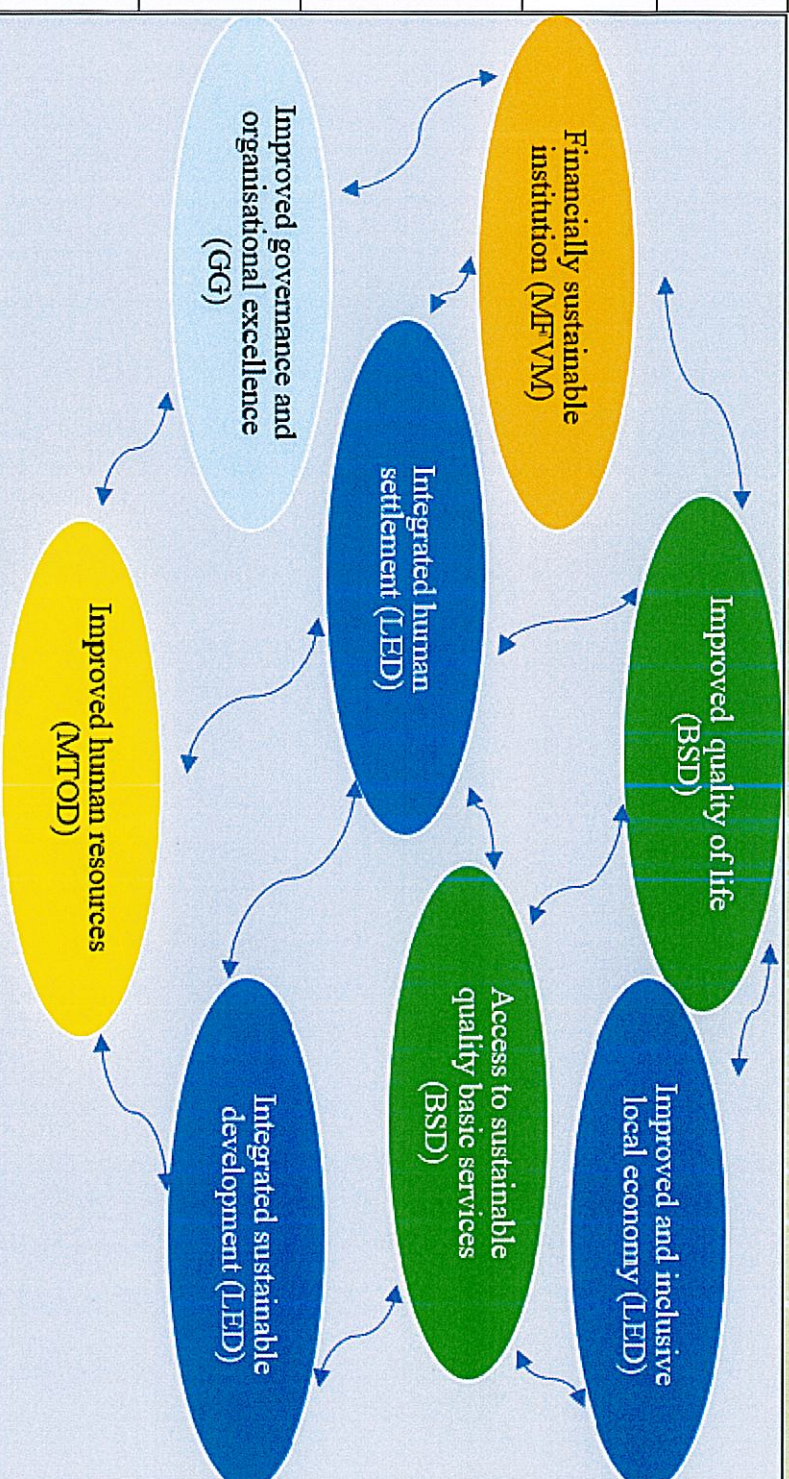
To ensure an effective, efficient and economically viable municipality through: • Provision of accountable, transparent and consultative government • Promotion of local economic development and poverty alleviation • Strengthening cooperative governance • Provision of sustainable and affordable services

- Ensuring a safe and healthy environment • Utilization of Smart Technology

KPAs

1. Municipal Transformation and Organisational Development (MTOD)
2. Basic service Delivery (BSD)
4. Local Economic Development & Spatial Rational (LED)
5. Municipal Financial Viability and Management (MFVM)
6. Good Governance and Public Participation (GG)

STRATEGIC OBJECTIVES 2025/26



JOB PURPOSE

Position Goal

To become an employer of choice where best human capital can be attracted for customer orientated developmental local government; where innovative systems, processes, quality services and sound governance are practiced

Position Purpose

To lead and direct the Directorate in Housing, LED, Spatial Planning and IDP, administrative and management of the municipally, efficient, effective and customer orientated services. To ensure that Council, Councillors and Ward Committees are supported in an effective and efficient manner

The Director Planning and Development is accountable and responsible for amongst others:

- Ø The management of the department in line with the approved budget and SDBIP
- Ø To oversee the provision of Spatial Planning services
- Ø To oversee the development and review of the Integrated Development Plan
- Ø To manage the provision of Housing
- Ø The promote Local Economic Development

KPA 1: MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT KEY PERFORMANCE INDICATORS (10% WEIGHTING)														
KPI Ref	Strategic Objective	Municipal Programmes	Key Performance Indicator	Unit measure	Measurable Objectives	KPI Weighting	Budget 2025	Baseline / Status as of 30 June 2025	Annual Target (30/06/2025)	1st Quarter (1 Jul-30 Sept 2025)	2nd Quarter (1 Oct-31 Dec 2025)	3rd Quarter (1-Jan-31-Mar-2025)	4th Quarter (1-Apr-30-Jun-2025)	Evidence required
MTOD01	Improved governance and organisational excellence	Performance Management	Number of Departmental performance review meetings held	Number	To ensure Departmental meetings held by the Director with staff to discuss the performance of the Department	2%	Operational	12	12	3	3	3	3	Agenda, Minutes & Attendance register
MTOD02	Improved Human Resources	Occupational Health and Safety	Percentage of OHS committee recommendations implemented within a financial year	Percentage	To ensure OHS committee recommendations implemented by the department as a percentage of the Total number of OHS committee recommendations referred to the Department	1%	Operational	100%	100%	100%	100%	100%	100%	OHS Recommendation register
MTOD03	Improved governance and organisational excellence	Performance Management	Number of performance reports completed on or before the scheduled Electronic system closure date	Number	To ensure that monthly performance updates for the Department are done on or before the scheduled closing date of the electronic system	1%	Operational	12	12	3	3	3	3	Action IT System screenshots of updated indicators
MTOD04	Improved governance and organisational excellence	Performance Management	Number of Signed Performance Agreements by the Senior Manager	Number	To ensure that Performance Agreements by the Senior Manager are signed within 30 days after the beginning of the financial year	1%	Operational	1	1	1	N/A	N/A	N/A	Signed Performance Agreement by the Senior Manager
MTOD05	Improved governance and organisational excellence	Performance Management	Number of Signed Performance Agreements by all Managers	Number	To ensure that Performance Agreements by all Managers are signed within 30 days after the beginning of the financial year	1%	Operational	3	3	3	N/A	N/A	N/A	Signed Performance Agreements by all Managers
MTOD06	Improved governance and organisational excellence	Performance Management	Number of Performance Assessments conducted for Managers	Number	To ensure quarterly Assessments for Managers are conducted within 30 days after the end of the quarter	2%	Operational	1	4	1	1	1	1	Approved Assessment Report
MTOD07	Improved governance and organisational excellence	Performance Management	Annual Report information	Number	To ensure a comprehensive Annual Report information is submitted by 31 October 2025	2%	Operational	1	1	N/A	1	N/A	N/A	Annual Report information

ML

ML

KPA 2: MUNICIPAL FINANCIAL VIABILITY KEY PERFORMANCE INDICATORS (5% weight)														
KPI Ref	Strategic Objective	Municipal Programmes	Key Performance Indicator	Unit measure	Measurable Objectives	KPI Weighting	Budget 25/26	Baseline/ Status as of 30 June 2025	Annual Target (30/06/2026)	1st Quarter (1 Jul-30 Sep 2025)	2nd Quarter (1 Oct-31 Dec 2025)	3rd Quarter (1-Jan-31-Mar-2026)	4th Quarter (1-Apr-30-Jun-2026)	Evidence required
MFAV01	Financially sustainable institution	Expenditure Management	Percentage of overtime funds spent not budgeted for	Percentage	R-value overtime spent not budgeted for as a percentage of the total R-value overtime budget for the department	3%	Operational	0	0	0	0	0	0	Financial reports
MFAV02	Financially sustainable institution	Expenditure Management	Percentage Operational and maintenance budget spent	Percentage	R-value operational expenditure for the department as a percentage of the total R-value operational budget for the department	2%	Operational	100%	100%	25%	50%	75%	100%	Financial reports

KPA 3: BASIC SERVICE DELIVERY KEY PERFORMANCE INDICATORS (5% weighting)														
KPI Ref	Strategic Objective	Municipal Programmes	Key Performance Indicator	Unit measure	Measurable Objectives	KPI Weighting	Budget	Baseline / Status as of 30 June 2025	Annual Target (30/06/2026)	1st Quarter (1 Jul-30 Sept 2025)	2nd Quarter (1 Oct -31 Dec 2025)	3rd Quarter (1-Jan 31-Mar-2026)	4th Quarter (1-Apr-30-Jun-2026)	Evidence required
BSD01	Access to sustainable quality basic services	Customer Relations Management	Percentage of customer complaints resolved and attended to within 7 days of receipt	Percentage	Number of customer complaints resolved by the Department as a percentage of the Total number of customer complaints referred to the department	5%	Operational	100%	100%	100%	100%	100%	100%	Updated Complaints register

ML

[Signature]

KPA 4: GOOD GOVERNANCE AND PUBLIC PARTICIPATION KEY PERFORMANCE INDICATORS (15% WEIGHTING)														
KPI Ref	Strategic Objective	Municipal Programmes	Key Performance Indicator	Unit measure	Measurable Objectives	KPI Weighting	Budget 25/26	Baseline / Status as of 30 June 2025	Annual Target (30/06/2026)	1st Quarter (1 Jul-30 Sept. 2025)	2nd Quarter (1 Oct-31 Dec 2025)	3rd Quarter (1 Jan-31 Mar- 2026)	4th Quarter (1 Apr-30-Jun- 2026)	Evidence required
GGP001	Improved governance and organisational excellence	Council Support	Percentage of Council resolutions implemented	Percentage	Number of Council Resolutions implemented by the Department as a percentage of the Total Number of Council Resolutions allocated to the Department	1%	Operational	100%	100%	100%	100%	100%	100%	Updated Council Resolutions Register
GGP002	Improved governance and organisational excellence	Council Support	Percentage in implementing LLF resolutions	Percentage	Number of LLF resolutions implemented by the department as a percentage of the total number of LLF resolutions allocated to the department	2%	Operational	100%	100%	100%	100%	100%	100%	Updated LLF Resolutions Register
GGP003	Improved governance and organisational excellence	Risk Management	Percentage of Risk Committee recommendations implemented	Percentage	Number of Risk committee recommendations implemented as a percentage of the Total number of Risk committee recommendations for the department	2%	Operational	100%	100%	100%	100%	100%	100%	Updated Risk Committee Recommendation s Register
GGP004	Improved governance and organisational excellence	Risk Management	Number of Risk Management Reports submitted to Risk Officer within 12 working days after the end of each quarter	Number	Simple Count of the number of quarterly Risk Management Reports submitted to the Risk Officer within 12 working days after the end of each quarter	2%	Operational	4	4	1	1	1	1	Quarterly Risk Management Report and date proof of submission
GGP005	Improved governance and organisational excellence	Audit Management	Number of Departmental Reports submitted to Internal Audit within 12 working days for consideration by Audit Committee	Number	Simple count of the number of Departmental Report submitted to Internal Audit within 12 working days for consideration by Audit Committee.	2%	Operational	4	4	1	1	1	1	Quarterly Internal Audit Reports and dated proof of submission
GGP006	Improved governance and organisational excellence	Audit Management	Percentage of internal audit findings resolved	Percentage	Number of Internal audit findings for the department resolved as a percentage of the Total number of Internal audit findings for the department	2%	Operational	100%	100%	100%	100%	100%	100%	Internal Audit Reports
GGP007	Improved governance and organisational excellence	Audit Management	Percentage of Audit Committee resolutions implemented	Percentage	Number of Audit committee resolutions implemented as a percentage of the Total number of Audit committee resolutions for the department	2%	Operational	100%	100%	100%	100%	100%	100%	Updated Audit Committee Resolutions Register
GGP008	Improved governance and organisational excellence	Audit Management	Percentage of AG audit findings (previous year audit) resolved	Percentage	Number of AG audit findings for the department resolved as a percentage of total number of AG audit findings for the department	2%	Operational	100%	100%	N/A	N/A	60%	100%	Updated Audit Action Plan Report

KPA 5 : LOCAL ECONOMIC DEVELOPMENT KEY PERFORMANCE INDICATORS (65% weight)														
KPI Ref	Strategic Objective	Municipal Programmes	Key Performance Indicator	Unit measure	Measurable Objectives	KPI Weighting	Budget 25/26	Baseline / Status as of 30 June 2025	Annual Target (30/06/2026)	1st Quarter (1 Jul-30 Sept 2025)	2nd Quarter (1 Oct- 31 Dec 2025)	3rd Quarter (1-Jan-31-Mar-2026)	4th Quarter (1-Apr- 30-Jun-2026)	Evidence required
LED01	Integrated human settlement	Spatial Planning	Implementation of Land Invasion Strategy	Percentage	Number of land invasion incidents responded to expressed as a percentage of the total number of land invasion incidents reported	3%	Operational	100%	100%	100%	100%	100%	100%	Implementation Plan and Approved Invasion Report
LED02	Integrated human settlement	Property Valuation	Approved compliance Valuation Roll	Number	Approved compliance Valuation Roll	5%	Operational	1%	1	N/A	N/A	N/A	+	Reviewed Valuation Roll
LED03	Integrated human settlement	Housing Support	Number of housing beneficiary policy approved and implemented	Number	The approval of a housing beneficiary policy by Council	2%	Operational	1	1	N/A	N/A	N/A	+	Housing Beneficiary Policy and Council Resolution
LED04	Integrated human settlement	Local Economic Development	Number of building plans approved within 30 days	Percentage	Number of building plans received and approved within 30 days	3%	Operational	100%	100%	100%	100%	100%	100%	Approved/Disapproved building Plans register
LED05	Integrated human settlement	Spatial Planning	Percentage of land use applications processed within 90 days	Percentage	Number of land use applications processed within 90 days as a percentage of the total number of land use applications received	5%	Operational	100%	100%	100%	100%	100%	100%	Dated register recording land use applications and approval dates
LED06	Improved and inclusive local economy	Local Economic Development	Number of SME's supported	Number	Simple count of the number of SME's supported	5%	Operational	New KPI	40	Advisement for application SME's support	Assessment of applications for SME's support	40 SME's awarded	N/A	Advert/Assessment report/list of SME's awarded
LED07	Improved and inclusive local economy	Local Economic Development	Number of LED Forums coordinated	Number	Number of LED Forum meetings coordinated by the GLM	4%	Operational	4	4	1	1	+	+	Agenda, Minutes and Attendance register
LED08	Improved and inclusive local economy	Local Economic Development	Number of Marketing initiatives conducted	Number	Number of initiatives undertaken to market the municipality at a formal event	4%	Operational	4	4	1	1	+	+	Attendance Register and Marketing Material Presentation
LED10	Improved and inclusive local economy	Local Economic Development	Number of jobs created through agricultural activities	Number	Simple count of the number of separate individuals employed at Agriculture related activities	4%	Operational	300	300	100	150	200	300	Job creation register
LED12	Improved and inclusive local economy	Local Economic Development	% of formalised register of markets	Percentage	% of existing markets, formalised	4%	Operational	70%	70%	70%	70%	70%	70%	Business registration Register
LED13	Integrated and sustainable development	Integrated Planning	IDP/Budget/PMS Process Plan to be approved by Council	Number	The approval of the IDP/Budget /PMS process plan	4%	Operational	1	1	1	N/A	N/A	N/A	Council Approved IDP/ Budget/ PMS Process plan and Council Resolution
LED14	Integrated and sustainable development	Integrated Planning	Draft IDP to be tabled in Council by 31 March	Number	The approval of the draft IDP by 31 March	4%	Operational	1	1	N/A	N/A	1	N/A	Draft IDP and Council Resolution
LED15	Integrated and sustainable development	Integrated Planning	Final IDP to be approved by Council by 31 May	Number	The approval of the Final IDP by 31 May	4%	operational	1	1	N/A	N/A	N/A	1	Final IDP and Council Resolution

220

KPA 5 : LOCAL ECONOMIC DEVELOPMENT KEY PERFORMANCE INDICATORS (65% weight)														
KPI Ref	Strategic Objective	Municipal Programmes	Key Performance Indicator	Unit measure	Measurable Objectives	KPI Weighting	Budget 25/26	Baseline / Status as of 30 June 2025	Annual Target (30/06/2026)	1st Quarter (1 Jul-30 Sept 2025)	2nd Quarter (1 Oct - 31 Dec 2025)	3rd Quarter (1 Jan-31 Mar-2026)	4th Quarter (1 Apr- 30-Jun-2026)	Evidence required
LED16	Integrated and sustainable development	Integrated Planning	Number of IDP/Budget/ PMS REP Forum meetings held	Number	Simple count of the number of quorate meetings of the IDP/ Budget/ PMS Representative forum	2%	Operational	4	4	1	1	1	1	Agenda, Minutes and attendance register
LED17	Integrated and sustainable development	Integrated Planning	Number of IDP/Budget/ PMS Steering Committee meetings held	Number	Simple count of the number of quorate meetings of the IDP/ Budget/ PMS steering committee	2%	Operational	4	4	1	1	1	1	Agenda, Minutes and attendance register

ML

20

Summary Scorecard			
Position Outcomes/Outputs			Weighting
Key Performance Areas			80%
Municipal Institutional Development and Transformation			10
Municipal Financial Viability and Management			5
Basic Service Delivery			5
Good Governance and Public Participation			15
Local Economic Development			65
Competencies			
Leading competencies	Components	Competency Definition	20%
Strategic Direction and Leadership	<ul style="list-style-type: none"> • Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness 	Provide and direct a vision for the institution, and inspire and deploy others to delivery on the strategic institutional mandate	15%
People Management	<ul style="list-style-type: none"> • Human Capital Planning and Development • Diversity Management • Employee Relations Management • Negotiation and dispute Management 	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	15%
Programme and Project Management	<ul style="list-style-type: none"> • Programme and Project Planning and Implementation • Service Delivery Management • Programme and Project Monitoring and Evaluation 	Able to understand programme and project management methodology, plan, manage, monitor and evaluate specific activities in order to delivery on set objectives	5%
Financial Management	<ul style="list-style-type: none"> • Budget Planning and Execution • Financial Strategy and Delivery • Financial Reporting and Monitoring 	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner	10%
Change Leadership	<ul style="list-style-type: none"> • Change Vision and Strategy • Process Design and improvement • Change Impact Monitoring and Evaluation 	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community	10%

ML

MO

Governance Leadership	<ul style="list-style-type: none"> • Policy Formulation • Risk and Compliance management • Cooperative Governance 	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships	10%
Core Competencies			
Moral competence	<ul style="list-style-type: none"> • Integrity • Transparency • Accountability 	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence	5%
Planning and Organising	<ul style="list-style-type: none"> • Time management • Forward planning • Project Management 	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk	5%
Analysis and Innovation	<ul style="list-style-type: none"> • Objective problem analysis • Innovative thinking • Process optimisation 	Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives	10%
Knowledge and Information Management	<ul style="list-style-type: none"> • Gain and share knowledge • Data analysis • Employee Empowerment 	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	5%
Communication	<ul style="list-style-type: none"> • Balance diverse perspectives • Communication with stakeholders • Compile clear & concise reports 	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders	5%
Results and Quality Focus	<ul style="list-style-type: none"> • Setting high standards • Results orientation • Monitoring & Evaluating progress 	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives	5%
Total			100%

720

ML

RATING SCALE				
5 (167%)	4 (133-166%)	3 (100-132%)	2 (67-99%)	1 (0-66 %)
Outstanding Performance (Above and beyond what was expected)	Performance Significantly Above Expectations	Fully Effective (Implemented what was planned)	Not Fully Effective (Planned targets not fully met)	Unacceptable 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 Performance Agreement and Performance plan and maintained this in all areas of responsibility throughout the year.	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.	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 Performance Agreement and Performance Plan.	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 Performance Agreement and Performance Plan.	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.

ML

Performance Assessment Process

The following steps will be followed to ensure a fully participative and compliant performance assessment process is adhered to.

1. Performance Assessment:
 - 1.1. Formal assessment between will take place a least twice a year to measure the performance of the employee against the agreed performance targets for the half yearly and yearly assessments respectively.
 - 1.2. Progress against the targets will be captured in preparation for the assessments.
 - 1.3. Scores of 1-5 will be calculated based upon the progress against targets.
 - 1.4. KPI's and targets are audited and copied to the Performance Plans before assessment date.
 - 1.5. The employer must keep a record of the mid-year assessment and annual assessment meetings.
2. The employee being assessed will compile a portfolio of evidence confirming the level of performance achieved for a given assessment period and made available to the Panel on request. One independent person may be assigned to act as an Observer.
3. The process for determining Employee ratings are as follows:
 - 3.1. The employee to motivate for higher ratings where applicable.
 - 3.2. The panel to rate the achievement for the KPI's on a 5 point scale. Decimal places can be used.
 - 3.3. The panel to rate the employee's core competency requirements (CCR) on the 5 point scale. Decimal places can be used.
 - 3.4. The panel scores are averaged to derive at a total score per KPI /CCR. Overall scores are calculated by taking weightings into account where applicable.
 - 3.5. The final KPI's rating will account for 80% of the final assessment total. The CCR's are to account for 20% of the final assessment total.
4. The five point rating scale referred to in regulation 805 correspond as follows:


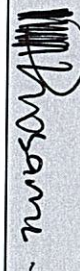
Rating:	1	2	3	4	5
% Score:	0-66	67-99	100-132	133-166	167
5. The assessment rating calculator is used to calculate the overall % score for performance.
6. The half-year assessment rating can be used in combination with the Annual Performance Assessment to derive at a final Annual rating score.
7. The performance bonus percentages described in the performance agreement will be calculated on a sliding scale of the all inclusive remuneration package as indicated in table below:

% Rating Over Performance	% Bonus
130-149%	5-9%
150% and above	10-14%
8. The Personal Development Plan (PDP) can be reviewed after the performance assessment had been finalised in case where more clarity has been established on what the essential development needs for the relevant person will be.
9. The results of the performance assessment will be submitted to the performance audit committee for final approval of the assessments.
10. The performance assessment results of the Municipal Manager will also be submitted to the MEC responsible for Local Government in the relevant Province.

MO

Approval of the Personal Performance Plan

The process followed ensures individual alignment to the strategic intent of the institution and give clear direction on what needs to be achieved through a self-directed approach to execute on the objectives, to build sound relationships, to develop human capital and to strengthen the organisation through excellent performance. This plan has derived from intense workshoping to ensure integration, motivation and self-direction. The employer and employee both have responsibilities and accountabilities in getting value from this plan. Neither party can succeed without the support of the other.

Undertaking of the employer / superior	Undertaking of the employee
<p>On behalf of my organisation, I undertake to ensure that a work environment conducive for excellent employee performance is established and maintained. As such, I undertake to lead to the best of my ability, communicate comprehensively, and empower managers and employees. Employees will have access to ongoing learning, will be coached, and will clearly understand what is expected of them. I herewith approve this Performance Plan.</p>	<p>I herewith confirm that I understand the strategic importance of my position within the broader organisation. I furthermore confirm that I understand the purpose of my position, as well as the criteria on which my performance will be evaluated twice annually. As such, I therefore commit to do my utmost to live up to these expectations and to serve the organisation, my superiors, my colleagues and the community with loyalty, integrity and enthusiasm at all times. I hereby confirm and accept the conditions to this plan.</p>
<p>Signed and accepted by the Supervisor on behalf of Council:</p> 	<p>Signed and accepted by the Employee:</p> 
<p>DATE: 15/07/2025</p>	<p>DATE: 14/07/2025</p>