



UMZIMVUBU

— LOCAL MUNICIPALITY —

PERFORMANCE AGREEMENT

GLADSTONE PHILIP TOBELA NOTA

MUNICIPAL MANAGER

2025-2026



PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN

UMZIMVUBU LOCAL MUNICIPALITY

Herein represented by **Cllr Z. Ndevu** in her duly authorized capacity as the Mayor of UMZIMVUBU LOCAL MUNICIPALITY

AND

YOUR NAME

Hereinafter referred to as **Gladstone Philip Tobela Nota** in her capacity as duly appointed as **Municipal Manager** of the municipality for the period of **01 July 2025 to 30 June 2026**

WHEREAS

- A. The Employer has entered into an Agreement of Employment with the Employee in terms of section 57(1)(b) of the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000) as amended;
- B. Section 57(2)(a)(i) and (ii) of the amended Local Government: Municipal Systems Act, 2000, read with the Memorandum of Agreement of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement within sixty (60) days of assumption of duty, and renew it annually within one month after the beginning of each financial year of the municipality;
- C. The parties must ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals as defined in the municipal Integrated Development Plan; and
- D. The parties must ensure that there is compliance with Sections 57(4A), 57(4B), 57 (c) and 57(5) of the Local Government: Municipal Systems Act, 2000 as amended,



NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

INTERPRETATION AND DEFINITIONS

1. In this Agreement, unless the context indicates otherwise—
 - (a) an expression, which denotes any gender, includes the other genders, a natural person includes an judicial person and vice versa, and the singular includes the plural and vice versa;
 - (b) clause headings are for convenience only and will not be used in its interpretation, and the following expressions bear the meanings assigned to them and cognate expressions bear corresponding meanings—

“Agreement” means this Performance Agreement and all the Appendices hereto;

“Employee” means *Gladstone Philip Tobela Nota*

“KPA” means Key Performance Area;

“KPI” means Key Performance Indicator;

“KRA” means Key Responsible Area;

“MEC” means the Member of the Eastern Cape Executive Council responsible for local government;

“MFMA” means the Local Government: Municipal Finance Management Act, 2003 (Act No. 56 of 2003);

“Municipality” means UMZIMVUBU LOCAL MUNICIPALITY, established in terms of Structures Act;

“Parties” means the Municipality and the Employee;

“Performance management system” means a process used by the Municipality to evaluation organizational and its individual performance against goals and objectives set out on the IDP.

“Regulations” means the Local Government: Performance Regulations for Municipal



Managers and Managers Directly Accountable to Municipal Managers, 2006, promulgated in the Government Gazette as Regulation Notice 805 on 1 August 2006;

"Structures Act" means the Local Government: Municipal Structures Act, 2000 (Act No. 117 of 1998); and

"Systems Act" means the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000) as amended, and the Regulations promulgated in terms of the Act;

- (c) Words and expressions defined in any sub-clause, for the purpose of the clause of which that sub-clause forms part, bear the meaning assigned to such words and expressions in that sub-clause; and
- (d) This agreement is governed by and construed in accordance with the laws of the Republic of South Africa.

PURPOSE OF THIS AGREEMENT

2. The purpose of this Agreement is to –

- (a) Comply with the provisions of Section 57(1)(b),(4A),(4B), (4C) and (5) of the Systems Act as well as the Contract of Employment entered into between the parties;
- (b) Communicate the Employer's performance expectations and accountabilities to the Employee, by specifying objectives and targets as defined in the IDP;
- (c) Specify accountabilities as set out in the Performance Plan, which must be in a format substantially compliant with **Appendix "A"**;
- (d) Monitor and measure performance against set targeted outputs;
- (e) Use this Agreement and the Performance Plan as the basis for assessing the performance of the Employee and to establish whether the Employee has met the performance expectations applicable to the position; and
- (f) Appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance.



COMMENCEMENT AND DURATION

- 3.(1) This Agreement will commence on 01 July 2025 and will remain in force until 30 June 2026 whereafter a new Agreement, Performance Plan and Personal Development Plan must be concluded between the parties for each of the following financial years or any portion thereof for the duration of the Agreement of Employment.
- (2) This Agreement will terminate on the termination of the Employee's employment for any reason whatsoever or when the Acting Appointment is terminated.
- (3) The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.
- (4) 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 must immediately be revised.
- (5) Any significant amendments or deviations must take cognisance of the requirements of sections 34 and 42 of the Systems Act, and regulation 4(5) of the Regulations.

PERFORMANCE OBJECTIVES

- 4.(1) The Performance Plan must set out the—
 - (a) the performance objectives and targets that must be met by the Employee; and
 - (b) the time frames within which those performance objectives and targets must be met.
- (2) The performance objectives and targets reflected in the Performance Plan must—
 - (a) be set by the Employer in consultation with the Employee;
 - (b) be based on the Integrated Development Plan and Budget of the Employer; and
 - (c) include key objectives, performance indicators, target dates and weightings.
- (3) It is agreed that—



- (a) the key objectives must describe the main tasks that must be performed by the Employee.
 - (b) the key performance indicators provide the details of the evidence that must be provided to indicate that a key objective has been achieved;
 - (c) the target dates describe the timeframe in which the work must be achieved; and
 - (d) the weightings indicate the relative importance of the key objectives to each other.
- (4) 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.

PERFORMANCE MANAGEMENT SYSTEM

- 5.(1) The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Municipality, and accepts that the purpose of the performance management system is to provide a comprehensive system, with specific performance standards, to assist Municipality to perform to the standards required.
- (2) The Employer must consult the Employee about the specific performance standards that are included in the performance management system that are applicable to the Employee.
- (3) The Employee undertakes to actively focus on the promotion and implementation of the Key Performance Areas, including special projects relevant to the Employee's responsibilities, within the local government framework.
- (4) The Employee must be assessed on his or her performance in terms of the performance indicators identified in the attached Performance Plan and include—
- (a) the Key Performance Areas; and
 - (b) Core Managerial Competencies,
- with a weighting of 80:20 allocated to sub-clause (a) and (b) respectively.
- (5) The Key Performance Areas will make up 80% of the Employee's assessment score, and will contain the following areas of which all of them are compulsory



and weights must be allocated to each of them according to the scale of core and functional responsibilities:

Key Performance Areas (80% of Total)	Weighting
Municipal Institutional Development and Transformation	2
Local Economic Development	22
Municipal Financial Viability and Management	12
Good Governance and Public Participation	7
Basic Service Delivery	56
Spatial Development	1
Total	100%

- (6) The Core Management Criteria will make up the other 20% of the Employee's assessment score
- (7) The Core Competency Requirements are deemed to be most critical for the Employee's specific job and minimum of ten (10) Core Competency requirements shall be selected by Sectional Manager and all twelve (12) of them should be selected by section 56 and 57 managers. The list below includes the compulsory CMC's to be agreed upon between the Employer and Employee.

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES (20% of Total)		
CORE MANAGERIAL COMPETENCIES (CMC's)	✓	WEIGHT
Strategic Direction and Leadership	✓	5%
Programme and Project Management	✓	10%
Financial Management	✓	10%
Change Management	✓	5%
People Management	✓	5%
Governance Leadership	✓	10%
CORE OCCUPATIONAL COMPETENCIES (COC's)		
Moral Competence	✓	5%
Planning and Organising	✓	10%
Analysis and Innovation	✓	10%
Knowledge and Information Management	✓	10%

Communication	√	10%
Results and quality focus	√	10%
Total percentage		100%

(8) Final Assessment scores shall be given according to each Key Performance Area either by working out a mean or by giving one final score to each KPA.

(9) Final Assessment scores shall be awarded according to each Core Managerial Competency either by working out a mean or by giving one final score to each CCR.

EVALUATING PERFORMANCE

- 6.(1) The Performance Plan, attached hereto as Appendix "A", must set out the : -
 - (a) the standards and procedures for evaluating the Employee's performance;
 - and
 - (b) the intervals for the evaluation of the Employee's performance.
- (2) Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage during the validity of the Agreement of Employment.
- (3) Personal growth and development needs identified during any performance review discussion, as well as the actions and time frames agreed to, must be documented in a Personal Development Plan, which must be in a format substantially compliant with Appendix "B".
- (4) The Employee's performance will be measured in terms of contributions to the goals and strategies contemplated in the Employer's Integrated Development Plan.
- (5) The annual performance appraisal must involve—
 - (a) an assessment of the achievement of results as outlined in the performance plan;
 - (b) an assessment of each Key Performance Area 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;

(c) a rating on the five-point scale for each Key Performance Area; and

(d) the use of the applicable assessment rating calculator to add the scores and calculate a final Key Performance Area score.

(6) The Core Management Criteria must be assessed–

(a) according to the extent to which the specified standards have been met;

(b) with an indicative rating on the five-point scale for each Criteria; and

(c) by using the applicable assessment rating calculator to add the scores and calculating a final score.

(7) An overall rating is calculated by using the applicable assessment-rating calculator, Which represents the outcome of the performance appraisal, provided that the performance assessment of the Employee will be based on the following rating scale for both Key Performance Indicators and Core Management Criteria:

Level	Terminology	Description Rating
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.



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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.

- (8) The performance of the Employee must be evaluated by an evaluation panel constituted in terms of regulation 27(4)(d), (e) and (f) of the Regulations.

SCHEDULE FOR PERFORMANCE REVIEWS

- 7.(1) The performance of each Employee in relation to his or her performance agreement must be reviewed during–
- (a) January to March for the Third quarter
 - (b) April to June for the Fourth quarter,

Provided that reviews in the first and third quarter may be verbal if performance is satisfactory.

- (2) The Employer must keep a record of all performance assessment meetings, and feedback must be based on the Employer's assessment of the Employee's performance.
- (3) The Employer may amend the provisions of the Performance Plan whenever the performance management system is adopted, implemented or amended, provided that the Employee must be consulted before any such change is made.
- (4) The work performance and performance review will not be confined and limited to the performance plan, any incidental work outside the performance plan shall be performed and evaluated accordingly.



OBLIGATIONS OF THE EMPLOYER

8. The Employer must–

- (a) Create an enabling environment to facilitate effective performance by the Employee;
- (b) Provide access to skills development and capacity building opportunities;
- (c) Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- (d) On the request of the Employee delegate such powers reasonably required by the Employee to enable him or her to meet the performance objectives and targets established in this Agreement; and
- (e) Make available to the Employee such resources as the Employee may reasonably require from time to time to assist him or her to meet the performance objectives and targets established in this Agreement.

CONSULTATION

9. (1) The Employer agrees to consult the Employee timeously where the exercising of the powers will–

- (a) Have a direct effect on the performance of any of the Employee's functions;
- (b) Commit the Employee to implement or to give effect to a decision made by the Employer; and
- (c) Have a substantial financial effect on the Employee.

- (2) The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in sub-clause (1) above, as soon as is practicable to enable the Employee to take any necessary action without delay.



MANAGEMENT OF EVALUATION OUTCOMES

- 10.(1) The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- (2) A performance bonus of between 5% and 14% of the inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance, as per regulation 32(2) of the Regulations.
- (3) In the case of unacceptable performance, the Employer–
- (a) Must provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and
- (b) May, after appropriate performance counselling and having provided the necessary guidance and support as well as reasonable time for improvement in performance, consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.
- (4) The following formula shall be used to calculate total scores for awarding performance bonus: –
- i) (a) $\text{Weight} \times \text{Final score per KPA} = V \times 80\% \text{ (for KPA)} = \text{score for each KPA}$
- (b) Add up all KPA scores to get a total sum = W
- ii) (a) $\text{Weight} \times \text{Final score per CMC} = Y \times 20\% \text{ (for CMC)} = \text{score for each CCR}$
- (b) Add up all CCR scores to get a total sum = Z
- III) $W + Z = \text{Total score (percentage)}$
- (5) The following formula shall be used to allocate the performance bonus after the total score has been calculated in accordance with section 10 (4) above:

FINAL SCORE	BONUS/REWARD
150 and above	10% to 14% of the annual total remuneration package
130 to 149%	5% to 9% of the annual total remuneration package
100% and below	Compulsory Performance Counselling

(6) The above mentioned formula in subsection 5 shall be normalised as follows:-

RANGE	SCORE	% Bonus
150 AND ABOVE	164 and above	14
	163	13.705
	162	13.42
	161	13.135
	160	12.85
	159	12.565
	158	12.28
	157	11.995
	156	11.71
	155	11.425
	154	11.14
	153	10.855
	152	10.57
	151	10.285
	150	10

RANGE	SCORE	% Bonus
Between 130 and 149	149	9
	148	8.6
	147	8.4
	146	8.2
	145	8
	144	7.8
	143	7.6
	142	7.4
	141	7.2
	140	7
	139	6.8
	138	6.6
	137	6.4
	136	6.2
	135	6
	134	5.8



	133	5.6
	132	5.4
	131	5.2
	130	5

SUB-STANDARD / POOR PERFORMANCE MANAGEMENT

11. (a) All endeavors shall be made to provide support in the form of guidance, training and counselling to the employee when displaying signs of sub-standard performance.
- (b) The employee shall be given adequate period ranging from four months to six months to improve performance.
- (c) Unequivocal performance targets with a succinct action plan shall be drawn up for the employee with clear results to be achieved.
- (d) The time needed for an employee to improve his/ her performance shall be dictated by the nature and level of the job.

DISPUTE RESOLUTION

- 12.(1) Any disputes about the nature or content of the Employee's Performance Agreement, whether it relates to key responsibilities, priorities, methods of assessment and or salary increment in the agreement, must be mediated by –
 - (a) The Mayor, within thirty days of receipt of a formal dispute from the Employee, whose decision shall be final and binding to both parties
- (2) Any disputes about the outcome of the Employee's performance evaluation, must be mediated by–
 - (a) A member of the municipal Council, provided that such Councillor was not part of the evaluation panel contemplated in regulation 27(4)(e) of the Regulations, within thirty days of receipt of a formal dispute from the Employee, whose decision shall be final and binding on both parties.


13.(1) The Employer must make the contents of this Agreement and the outcome of any review

conducted in terms of the Performance Plan available to the public as contemplated in section 46 of the Systems Act.

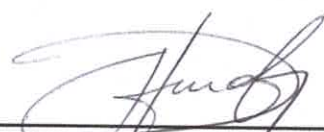
- (2) Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his or her Agreement of Employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.
- (3) The performance assessment results of the Municipal Manager must be submitted to the Member of the Executive Council responsible for local government in the Eastern Cape as well as the National Minister responsible for local government, within fourteen days after the conclusion of the assessment.
- (4) The employee is required to complete the Financial Disclosure Form as per Item 5 of the Code of Conduct for municipal staff members which is attached to this agreement as Appendix "C".

SIGNED AT Kwobhaca ON THIS 09/07/2025 DAY OF **2025**

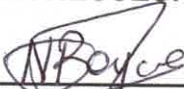
AS WITNESSES:

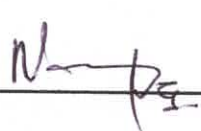
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2. 


SIGNATURE OF THE EMPLOYER REP.

AS WITNESSES:

1. 

2. 


SIGNATURE OF THE EMPLOYEE REP.



GPT NOTA												
Employee name and surname		Authorised signature on behalf of the employer			Date		10/07/2025					
Job title		Employee's signature			Date		09/07/2025					
Employee no.		Financial Year			2025/2026							
Department		OFFICE OF THE MUNICIPAL MANAGER										
Programme/Project		KPI	Baseline	Budget amount	Calculation type	Weight	Sources of evidence	Annual Target				
Basic Services Delivery	Houses for vulnerable group	Number of constructed houses for vulnerable groups		4 R1 000 000,00	Stand alone	2%	Progress reports, Completion Certificates	4	Identification of four vulnerable families to benefit from the programme	Site establishment and earthworks	Construction completion of four houses for vulnerable groups	Jun N/A
	Construction of Human Settlement projects: Cabazana A(61 Units & B (66 Units), Cancele (30 Units), Dundee (34 Units) ,Xhameni (35 Units) Nkungwini (25 Units)Ngise (80 Units), Qadu (80 Units), Nqalweni/Matweni (40 Units)	Number of constructed & completed housing units	450	R61 800 000,00	Stand alone	2%	Progress reports, Completion certificates	451	Site Establishment	Sub - structures	Roofing	Completion of 451 Housing Units
Basic Services Delivery	Construction of four community halls (Osborn CH; Sogori CH; Sikhumbeni CH & Sidakini CH	Number of constructed community halls		4 R12 200 000,00	Stand alone	2%	Progress reports, Completion Certificates	4	Site Establishment & Substructures	Superstructure	Roof works, tiling, plastering & external works,	Paint works and completion of four community halls
	121,3km's Access Roads Maintenance Mmangweni to Senyukele - Madamara AR 6,1km's; Sigidini AR 11,5km's; Upper Dambeni AR 6,5km's; Mqhekezweni AR 4,1km, Ndakeni to Malenge AR 3,4km's; Luxwesa AR 5,5km's; Sigundwaneni AR 4,5km's; Qhanqu AR 5,8km's; Mpaza AR 3,2km's; Bethane via Luolweni to Bhakaneni AR 9km's; Fadeni AR 3,1km's; Thwa AR 4,8km's; Moyeni - Galali AR 8,9km's; Magcaakini-Majuba AR 9,3km's; Bisian - Mpindweni AR 8,5km's; Mshazi-Komkhulu AR 8km's ; Good hope via Komkhulu to archie AR 95km's; Magwaca - Qwidiana clinic AR 4,2km's; Sivumela AR 6,4km's; Nkangala-Nkwazini AR 7kms	Number of kilometres of unsurfaced road network maintained	118,8 km's	R38 999 000,00	Stand alone	2%	Progress reports and completion certificates	121,3km's	N/A	Sites establishment	Roadbed construction	Installation of storm water pipes & completion of 121,3kms of access roads maintenance

Basic Services Delivery	Maintenance completion of Nxaxashini AR (5.7Kms), Ntseayana to Godola AR (11.6Kms), Velen via Mhoniweni to Gamakholu AR (9.5Kms) & SDA-Magwaca AR (9Kms).	Number of kilometres of unsurfaced road network maintained from 2024/2025FY	141.6km's	Stand alone	2%	Progress Reports & Completion certificates	35.8km's	Site establishment	35.8km's maintenance completion	N/A	N/A
Basic Services Delivery	Road Construction: Thabo AR(8Kms) & Bhakalenilo Sekeni AR 8km's	Number of kilometres of unsurfaced road network built	8.2km's	Stand alone	2%	Progress reports and completion certificates	16 km's	Site establishment	Clear and Grub	Roadbed construction	Completion of 18km access roads construction
Basic Services Delivery	Completion of Kwabhaca Surfacting Phase 8 with parking area	Number of kilometres of completed Kwabhaca Surfacting Phase 8 with parking area	1.9	Stand alone	2%	Progress reports and completion certificates	1.28kms	Roadbed construction	Completion of 1.28km Kwabhaca Phase 8 Surfacting construction with parking area	N/A	N/A
Basic Services Delivery	Zinkawini bridge (Multi-year Project)	Number of milestones conducted towards the construction of Zinkawini bridge	2	Stand alone	2%	Progress reports and completion certificates	2	N/A	N/A	Milestone One: Site establishment	Milestone Two: Foundation and bulk earthworks
Basic Services Delivery	Reconstruction of Bangweni to Nijini bridge & Mwaca Bidge	Number of reconstructed Disaster affected bridges	2	Stand alone	2%	Progress reports and completion certificates	2	Site establishment	Bulk earthworks excavations	Cast instlu/Box culverts	Construction completion of Bangweni to Nijini & Mwaca disaster affected bridge
Basic Services Delivery	Extension of Siindini bridge	Number of extended bridges	1	Stand alone	2%	Progress reports and completion certificates	1	Site establishment	Bulk Earthworks	Concrete works and installation of box culverts	Concrete casing construction of gabions and project completion
Basic Services Delivery	Rehabilitation of Cabane concrete slab (110metres)	Number of metres of rehabilitated Cabane concrete slab	1	Stand Alone	2%	Progress reports and completion certificates	110metres	Site establishment	Clear &Grub	Concrete pouring	Rehabilitation completion of Cabane concrete slab
Basic Services Delivery	Reconstruction of Lutshini AR (6.6Kms)	Number of kilometres of reconstructed Lutshikini AR	1	Stand Alone	2%	Progress reports and completion certificates	6.6km's	Site establishment	Clear &Grub and roadbed formation	Tipping and processing of gravel wearing course	Road finishes and project completion
Basic Services Delivery	Mt White AR with slab - IlIG (7.6Km)	Number of kilometres of constructed Mount White Access Roads with concrete slab	2	Stand Alone	2%	Progress reports and completion certificates	7.6km's	Roadbed construction & tipping	Processing of gravel wearing course	Installation of storm water management system	Casting of concrete and road finishing
Basic Services Delivery	Installation of 60 solar street lights in Kwabhaca	Number of installed Kwabhaca solar street lights	25	Stand Alone	2%	Advert, appointment letter, pictorial evidence, progress report and completion certificate	60	Site establishment	Installation of streetlights	N/A	N/A
Basic Services Delivery	Installation of electricity infrastructure to households: Sogoni Phase 2 Electrification(150) & Majiwani (15hrh)	Number of households with installed electricity infrastructure	741	Stand Alone	2%	Progress Reports & Completion certificates	165	Sites establishment	Excavations	Stringing	Installation completion of electricity infrastructure to 165 households
Basic Services Delivery	Installation of Majiwani (7Kms) and Sikhoyeni (10Kms) Linklines	Number of kilometres of installed linklines	0	Stand Alone	2%	Progress Reports & Completion certificates	17	Sites establishment	Excavations & Pole Planting	Stringing	Installation completion of 17Km linkline
Basic Services Delivery	Construction of Enaxesbeni Ext 8 Services (Multi-Year Project)	Number of milestones conducted towards the Construction of Enaxesbeni Ext 8 Services (storm water drainage)	0	Accumulative	2%	Progress Reports & Completion certificates	2	N/A	N/A	Milestone One: Site Establishment and Setting out	Milestone Two: bulk earthworks
Basic Services Delivery	Nophoyi Cluster Sports Field Phase 2	Number of constructed of sports field phases	1	Stand Alone	2%	Progress Reports & Completion certificates	1	Site Establishment	Construction of abulsion facility	Fencing	Completion of Nophoyi Cluster Sports Field Phase Two

Basic Services Delivery	Construction of KwaBhaca Shooting Range phase 2	Number of constructed KwaBhaca Shooting Range Phases	Phase 1	R4 000 000.00	Stand Alone	2%	Progress Reports & Completion certificates	1		Site Establishment	Installation of steel portal frame	Construction of wall	Construction of KwaBhaca Shooting Range
Basic Services Delivery	Construction of KwaBhaca public transport pound phase 2	Number of constructed KwaBhaca Animal Pound Phases	1	R2 000 000.00	Stand Alone	2%	Progress Reports & Completion certificates	1		Site establishment and Bulk earthworks	Construction of guardroom. Superstructure & roofing	Plastering & fencing	Paving and project completion
Basic Services Delivery	Construction of Chithwa Recreational Park	Number of constructed Chithwa Recreational Park Phases	Phase 1	R2 000 000.00	Stand Alone	2%	Progress Reports & Completion certificates	1		Site establishment & bulk earthworks	Concrete works for amphitheatre	Superstructure for amphitheatre and roofing	Completion of Construction of Chithwa recreational park phase 2 amphitheatre and guard house
Basic Services Delivery	100% assistance to all reported disaster incidents	Percentage of qualifying households assisted in disaster affected areas	100%	R700 000.00	Stand Alone	2%	Disaster register, disaster assessment reports on household assisted and distribution form/s	100%		100.00%	100.00%	100.00%	100%
Basic Services Delivery	Solid Waste Collection Services	Number of households & Businesses provided with solid waste collection services	649	N/A	Stand Alone	2%	Billing register	672		672 households provided with solid waste collection service	672 households provided with solid waste collection service	672 households provided with solid waste collection service	672 households provided with solid waste collection service
Basic Services Delivery	School's IT Access	Number of best performing schools with installed free wi-fi	1	R1 330 000.00	Stand Alone	2%	Progress Report and Close Out Report	2		N/A	2 best performing schools receiving wifi installation	N/A	N/A
Basic Services Delivery	Provision of free basic services.	Number of indigent beneficiaries subsidised with solar & electricity	2142 Indigent Beneficiaries subsidised as follows : 50KWH from	R7 420 000.00	Last Value	2%	Eskom Invoice, Indigent Registers & Acknowledgements from Beneficiaries.	2142		To subsidize 711 households - electricity on a monthly basis 1431 households - solar on a monthly basis	To subsidize 711 households - electricity on a monthly basis 1431 households - solar on a monthly basis	To subsidize 711 households - electricity on a monthly basis 1431 households - solar on a monthly basis	To subsidize 711 households - electricity on a monthly basis 1431 households - solar on a monthly basis
Basic Services Delivery	Provision of free basic services.	Number of indigent beneficiaries subsidised with paraffin from 2024/2025FY	100		Last Value	2%	Eskom Invoice, Indigent Registers & Acknowledgements from Beneficiaries.	1450		Paraffin distribution to 1450 Indigent Beneficiaries.	N/A	N/A	N/A
Basic Services Delivery	Construction of Ntiszwa hiking Trail Guardroom and Retaining Wall	Number of constructed and completed Guardrooms and Retaining walls for Ntiszwa Hiking Trails	1	R3100 000.00	Accumulative	2%	Progress Report & completion Certificate	2		Construction of Guardroom	Construction completion of Retaining Wall	N/A	N/A
Basic Services Delivery	Unzimvubu Custom Feedlot and Nguni Improvement Support Programme	Number of Custom Feedlot storage facilities constructed	1	R800 000.00	Stand-Alone	2%	Completion Certificate, acknowledgement from recipients	1		Construction of storage facility to one Custom Feedlots	Project completion	N/A	N/A
Local Economic Development	Planting of 500 greening species to mitigate against harmful effects of climate change	Number of planted greening species to mitigate against harmful effects of climate change.	500	R300 000	Stand Alone	56% 2%	Progress Reports & Close Out Report	500		Planting of 250 greening species	Planting of 250 greening species	N/A	N/A
Local Economic Development	Scarce skills bursary	Number of students allocated with bursaries for scarce skills	5	R630 000.00	Stand Alone	2%	Signed study agreements and proof of payments	10		N/A	10 students subsidized with bursary for scarce skills	N/A	N/A
Local Economic Development	Crop Production Improvement Programme- Grain and Vegetables	Number of hectares planted with yellow maize	375ha	R8, 357 000	Stand Alone	2%	Acknowledgement of receipt from beneficiaries/Payment Stub & Completion certificates.	375		Site identification for mechanization	375 - ha planted with yellow maize	N/A	N/A

Local Economic Development	Supply of rain-water harvesting equipment to Three Projects (Peach Project, Aloe Project and Nursery)	3	R500 000,00	Stand Alone	2%	Acknowledgement from recipients	3	N/A	Site establishment	Supply of rainwater harvesting equipment to Three Projects	N/A
Local Economic Development	Sector Specific Incubation Programmes: Fashion Design, Chiefs Culinary and Farmers	30	R100 000,00	Stand Alone	2%	Attendance Register & acknowledgement of receipt from beneficiaries	30	Beneficiary identification	30 (SMME's enrolled under Mentorship Programme)	N/A	N/A
Local Economic Development	Procurement of equipment of shears	28	R1 285 000,00	Stand Alone	4%	Signed list of beneficiaries and delivery note, acknowledgement from beneficiaries	28	N/A	N/A	Delivery of electric shears to 28 beneficiaries	N/A
Local Economic Development	Donga Rehabilitation (Ward 16, Ward 27 and Ward 6)	3	R500 000,00	Stand Alone	2%	Appointment Letters, progress reports & completion certificates	3	N/A	Sites identification	Sites establishment	Completion of 3 Donga rehabilitation projects
Local Economic Development	Implementation of Waste Management & Climate Change Programme (Clearing of Alien Invasive Species in Nkweneni, Ngweleni, Nompakane, Cancele, Phakade to Phuka, Capoti Wellands & Capoti River) (Multi-year Project)	5	R2 574 000,00	Stand Alone	1%	Progress Reports	5	5	5	5	5
Local Economic Development	EPWP Jobs Created	450 Jobs created	R8 323 000,00	Stand Alone	4%	EPWP System Generated Report	450 Jobs	450 Jobs	450 Jobs	450 Jobs	450 Jobs
Local Economic Development	EPWP reports submitted in compliance with grant allocated with EPWP grant	12	N/A	Stand Alone	1%	Copy of monthly reports	12	3 Monthly reports to be submitted to DPW	3 Monthly reports to be submitted to DPW	3 Monthly reports to be submitted to DPW	3 Monthly reports to be submitted to DPW
Municipal Financial Viability	Mid-year reporting (S72 Report), Budget Approval, Reporting	5	R300 000 640	Accumulative	22%	Signed Certificate by MM & Mayor and Proof of submission to National Treasury & PT Council Resolution for Budget approval, Proof of submission to Provincial and National Treasury, Q3 GRAP Compliant AFS Set Submitted to IA, Q1 GRAP Compliant AFS Set Submitted to IA and External Audit	5	1 (Set of GRAP Financial statements by 31 August 2025 for the period ending 30 June 2025)	Nil	1 (Sec 72 Report submitted to PT & NT by 25 January 2025); 1 (Submission of 2025 Draft budget to Council for approval by the 31st of May 2025)	1 (Submission of 2025/2026 MTERF Final budget to Council for approval by the 31st of May 2025)
Municipal Financial Viability	Payment of creditors	100%	Nil	Stand-Alone	2%	Financial System Report and Invoice Register	100%	100% (Creditors paid within 30 days of receipt of a valid invoice)	100% (Creditors paid within 30 days of receipt of a valid invoice)	100% (Creditors paid within 30 days of receipt of a valid invoice)	100% (Creditors paid within 30 days of receipt of a valid invoice)
Municipal Financial Viability	Cash/Cost coverage ratio	3	Nil	Accumulative	2%	Section 71 dashboard reports, VAT refunds statements	3	3	3	3	3
Municipal Financial Viability	Audit improvement	Percentage reduction of repeat audit findings	100%	Stand-Alone	2%	Audit report by AG, IA Review Reports & Annual Financial Statements	100%	Annual Financial Statement preparation & Submission	100% Reduction of Repeat Audit Findings	N/A	N/A
Municipal Financial Viability	Risk Adjusted Strategy Imperatives Implementation	Percentage expenditure of all Conditional Grants in line with Risk Adjusted Strategy Imperatives	100%	Accumulative	2%	Financial System Reports	100,00%	30,00%	60,00%	85,00%	100,00%

Municipal Financial Viability	Improvement in audit opinion expressed on financial statement by Auditor general	Audit Opinion	Unqualified audit opinion	Nil	Stand-Alone	2%	Audit report by AG	1	N/A	N/A	1 (Unqualified audit opinion with no matters of emphasis)	N/A
Municipal Development and Transformation	Strategic Planning Sessions coordinated	Number of Strategic Planning Sessions Coordinated	4	N/A	Accumulative	12%	Attendance Register, Strategic planning report	4	N/A	2	2	N/A
Good Governance and Public Participation	IDP Adoption & SDBIP Approval	Number of strategic and operational plans developed and approved	5	R855 000,00	Accumulative	2%	Signed Approved SDBIP- Final IDP & Council resolution extract	3	N/A	N/A	1 (2025/2026FY Adjusted SDBIP)	1 (2026/2027 SDBIP); 1 IDP adopted by Council
Good Governance and Public Participation	Annual Reporting; Oversight Report & SDBIP Performance Reporting	Number of compliance reports consolidated	8	N/A	Accumulative	2%	Council Resolution extract: Final Annual Report and Council Resolution extract, Oversight Report & Council resolution extract	8	2 (2024/2025FY APR and 2024/2025FY Q4)	1 (2025/2026FY Q1)	2 (2025/2026FY Mid-Year & 2025/2026FY Q2); 1 Annual Report & 1 Oversight Report	1 (2025/2026FY Q3)
Good Governance and Public Participation	EXCO Outreach Programmes	Number of EXCO Outreach Roadshows conducted	2 EXCO IDP Outreach Meetings	R 670 000	Accumulative	1%	Attendance Register / Programme	2	N/A	1 EXCO IDP Roadshow	N/A	1 EXCO IDP Roadshow
Good Governance and Public Participation	Presidential Hotline Complaints	Percentage of Presidential Hotline Complaints responded to	100%	N/A	Accumulative	1%	System Generated Report	100,00%	100,00%	100,00%	100,00%	100,00%
Good Governance and Public Participation	Communication Action Plan Review	Number of Communication Action Plan reviewed	1	250 000,00	Stand alone	1%	Communication Action Plan Attendance Registers Council resolution extract	1	N/A	N/A	Conduct a Communication Action Plan Workshop to review the Action Plan	Approval of Communication Action Plan.
Spatial Planning & Development	Three-year Contract for land survey services	Percentage of sites surveyed	1	R800 000,00	Stand Alone	7%	Survey reports	100,00%	100%	100%	100,00%	100,00%

PERFORMANCE PLAN 2025/2026

Entered into by and between

UMzimbvubu Local Municipality

and

GLADSTONE PHILIP TOBELA NOTA

1. Purpose

The performance plan defines the Council's expectations of the **Municipal Manager** performance agreement to which this document is attached and 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 in the Municipality's Integrated Development Plan (IDP) and as reviewed annually.

2. Key responsibilities

The following objects of local government will inform the **Municipal Manager** against set performance indicators:

- 2.1 Provide democratic and accountable government.
- 2.2 Ensure sound governance within the municipality.
- 2.3 Promote social and economic development.
- 2.4 Promote a safe and healthy environment.
- 2.5 Encourage the involvement of communities and community organisation in the matters of local government.

3. Key Performance Areas

The following Key Performance Areas (KPAs) as outlined in the Local Government: Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers (2006), inform the strategic objectives listed in the table below:



- 3.1 Basic Service Delivery.
- 3.2 Municipal Institutional Development and Transformation.
- 3.3 Local Economic Development
- 3.4 Municipal Financial Viability and Management.
- 3.5 Good Governance and Public Participation
- 3.6 Spatial development

4. Key Performance Objectives and Indicators, for the *Municipal Manager*

The provisions and statutory time frames contained in the following legislation are required to be reported on and measured:

- 4.1 Municipal Staff Regulation 890 on September 2021
- 4.2 Local Government: Municipal performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Manager, 2006 (Regulation No. R805, dated 1 August 2006)
- 4.3 Regulation No. 796 (Local Government: Municipal Planning and Performance Management Regulations, 2001) dated 24 August 2001
- 4.4 Municipal Finance Management Act, 2003,
- 4.5 Municipal Structures Act, 1998, in particular but not limited to Section 29 and 50
- 4.6 Umzimvubu Delegation of powers, particularly, powers delegated to Chief Financial Officer
- 4.7 Municipal Systems Act, 2000, in particular, but not limited to, Chapter 6, 7 sections 66 and 71, Schedule 2

Signed and accepted by:

Job title:

Date:

Municipal Manager
09/07/2025

Signed by the (IMMEDIATE SUPERIOR) on behalf of the uMzimvubu Local Municipality

Mayor:

Date:

Mayor
10/07/2025



APPENDIX B

PERSONAL DEVELOPMENT PLAN 2025/2026

Incumbent	Mr Gladstone Philip Tobela Nota
Employee No.	6012
Job Title	Municipal Manager
Report to	Mayor

1. What are the competencies required for this job (refer to competency profile of job Description)? *(As required per the advert)*
 - a. Bachelor's degree in public administration /law/social / political science or equivalent from a recognized tertiary institution
 - b. 5 years' minimum experience of Senior Management Experience preferable to Local Government Certificate – in Municipal Finance Management (SAQA qualification ID No. 48965)
 - c. Accounting Officers of Municipalities as per Regulation 493 dated 15 June 2007.
2. What competencies from the above list, does the job holder already possess?
 - Master of Business Administration
 - More than 20 years as Accounting Officer in Local Government
 - Proven ability to negotiate in all spheres of Government
 - Proven Track record of Good Governance, Audit and Risk Management, Budget and Financial Management
 - Valid Driving License and No criminal
3. What then are the competency gaps? (If the job holder possesses all the necessary competencies, complete No's 5 and 6.)
 - N/A
4. Actions/Training interventions to address the gaps/needs
 - **EXECUTIVE DEVELOPMENT PROGRAMMEE WITH STELLENBOSCH UNIVERSITY**
5. Indicate the competencies required for future career progression/development
 - _____
6. Actions/Training interventions to address future progression




• _____

7. Comments/Remarks of the Incumbent

8. Comments/Remarks of the supervisor

Agreed upon

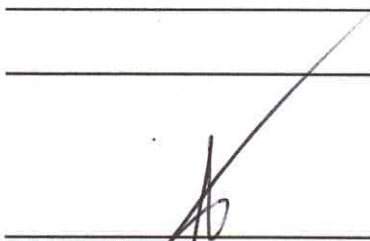
Signature:



Supervisor:

Date:

Signature:



Incumbent:

MR G.P.T. NGWA

Date:

09/07/2025

