

**PERFORMANCE AGREEMENT**

MADE AND ENTERED INTO BY AND BETWEEN:

**THE AMAHLATHI LOCAL MUNICIPALITY  
AS REPRESENTED BY THE MUNICIPAL MANAGER**

**BALISA KING SOCIKWA**

.....  
**FULL NAMES** .....

**AND  
SIMCELILE GWENTSHE**

.....;

**THE EMPLOYEE OF THE MUNICIPALITY**

**FOR THE**

**FINANCIAL YEAR: 1 JULY 2015 - 30 JUNE 2016**

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**PERFORMANCE AGREEMENT**

**ENTERED INTO BY AND BETWEEN:**

The **AMAHLATHI** Local Municipality herein represented by **BALISA KING SOCIKWA** in his capacity as **THE MUNICIPAL MANAGER** (hereinafter referred to as the **Employer** or **Supervisor**)

And **SIMCELLE GWENTSHE** (Director Engineering Services) Employee of the Municipality (hereinafter referred to as the **EMPLOYEE**).

**WHEREBY IT IS AGREED AS FOLLOWS:**

**1. INTRODUCTION**

- 1.1 The **Employer** has entered into a contract of employment with the **Employee** in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Employer** and the **Employee** are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement.
- 1.3 The parties wish to 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.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

**2. PURPOSE OF THIS AGREEMENT**

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2 specify objectives and targets defined and agreed with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his or her job;
- 2.6 in the event of outstanding performance, to appropriately reward the employee; and

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2.7 give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

### 3 COMMENCEMENT AND DURATION

3.1 This Agreement will commence on the 01 July 2015 and will remain in force until 30 June 2016 thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.

3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.

3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any reason.

3.4 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.

3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

### 4 PERFORMANCE OBJECTIVES

4.1 The Performance Plan (Annexure A) sets out-

4.1.1 the performance objectives and targets that must be met by the Employee; and

4.1.2 the time frames within which those performance objectives and targets must be met.

4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employee and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Employer, and shall include key objectives; key performance indicators; target dates and weightings.

4.2.1 The key objectives describe the main tasks that need to be done.

4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.

4.2.3 The target dates describe the timeframe in which the work must be achieved.

4.2.4 The weightings show the relative importance of the key objectives to each other.

4.3 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Employer's Integrated Development Plan.

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**5 PERFORMANCE MANAGEMENT SYSTEM**

5.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer.

5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.

5.3 The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.

5.4 The Employee undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.

5.5 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.

5.5.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs) respectively.

5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.

5.5.3 KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.

5.6 The Employee's assessment will be based on his / her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (Annexure A), which are linked to the KPAs, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

Key Performance Areas (KPAs)	Weighting
Basic Service Delivery	70
Municipal Institutional Development and Transformation	5
Local Economic Development (LED)	10
Municipal Financial Viability and Management	10
Good Governance and Public Participation	5
<b>Total</b>	<b>100%</b>

5.7 In the case of managers directly accountable to the municipal manager, key performance areas related to the functional area of the relevant manager, must be subject to negotiation between the municipal manager and the relevant manager.

5.8 The CCRs will make up the other 20% of the Employee's assessment score. CCRs which are competencies that cut across all levels of work in a municipality are agreed to between the Employer and Employee.

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Below is a list of Leading and Core competencies as stipulated in the Local Government Regulations on appointment and conditions of Employment of Senior Managers:

<b>COMPETENCY FRAMEWORK FOR SENIOR MANAGERS</b>		<b>Weight</b>
<b>Leading Competencies :</b>		
Strategic Direction and Leadership	• Impact and Influence	2.5
	• Institutional Performance Management	2.5
	• Strategic Planning and Management	2.5
People Management	• Organisational Awareness	2.5
	• Human Capital Planning and Development	2.5
	• Diversity Management	2.5
	• Employee Relations Management	2.5
Programme and Project Management	• Negotiation and Dispute Management	2.5
	• Program and Project Planning and Implementation	2.5
	• Service Delivery Management	2.5
	• Program ad Project Monitoring and Evaluation	2.5
Financial Management	• Budget Planning and Execution	2.5
	• Financial Strategy and Delivery	2.5
	• Financial Reporting and Monitoring	2.5
Change Leadership	• Change Vision and Strategy	2.5
	• Process Design and Improvement	2.5
	• Change Impact Monitoring and Evaluation	2.5
Governance Leadership	• Policy Formulation	2.5
	• Risk and Compliance Management	2.5
Core Competencies:	• Cooperative Governance	2.5
	Moral Competence	8.3
Planning and Organising		8.5
Analysis and Innovation		8.3
Knowledge and Information Management		8.3
Communication		8.3
Results and Quality focus		8.3
<b>Total</b>		<b>100%</b>

**Achievement Level Descriptions**

The achievement levels indicated in the table below serve as a benchmark for appointments, succession planning and development interventions.

- i. Individuals falling within the Basic range are deemed unsuitable for the role of senior manager, and caution should be applied in promoting and appointing such persons.
- ii. Individuals that operates in the Superior range are deemed highly competent and demonstrate an exceptional level of practical knowledge, attitude and quality. These individuals should be considered for higher positions, and should be earmarked for leadership programs and succession planning.

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Achievement Levels	Description
Basic	Applies basic concepts, methods, and understanding of local government operations, but requires supervision and development intervention
Competent	Develops and applies more progressive concepts, methods and understanding. Plans and guides the work of others and executes progressive analyses
Advanced	Develops and applies complex concepts, methods and understanding. Effectively directs and leads a group and executes in-depth analyses
Superior	Has a comprehensive understanding of local government operations, critical in shaping strategic direction and change, develops and applies comprehensive concepts and methods

## 6. EVALUATING PERFORMANCE

6.1 The Performance Plan (Annexure A) to this Agreement sets out -

6.1.1 the standards and procedures for evaluating the Employee's performance; and

6.1.2 the intervals for the evaluation of the Employee's performance.

6.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.

6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.

6.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.

6.5 The annual performance appraisal will involve:

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

(a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.

(b) An indicative rating on the five-point scale should be provided for each KPA

(c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

**6.5.2 Assessment of the CCRs**

- (a) Each CCR should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CCR.
- (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CCR score.

**6.5.3 Overall rating**

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

6.6 The assessment of the performance of the **Employee** will be based on the following rating scale for KPAs and CCRs:

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					

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Level	Terminology	Description	Rating				
			1	2	3	4	5
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.					

6.7 For purposes of evaluating the annual performance of the municipal manager, an evaluation panel constituted of the following persons must be established -

- 6.7.1 Executive Mayor or Mayor;
- 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.7.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;
- 6.7.4 Mayor and/or municipal manager from another municipality; and
- 6.7.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.

6.8 For purposes of evaluating the annual performance of managers directly accountable to the municipal managers, an evaluation panel constituted of the following persons must be established -

- 6.8.1 Municipal Manager;
- 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
- 6.8.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
- 6.8.4 Municipal manager from another municipality.

6.9 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

**7. SCHEDULE FOR PERFORMANCE REVIEWS**

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

INTERVAL	PERIOD	EVALUATION DEADLINE
First quarter	July- September	2nd week October
Second quarter	October - December	2nd week January
Third quarter	January - March	2nd week April
Fourth quarter	April - June	2nd week July

7.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.

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7.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.

7.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The Employee will be fully consulted before any such change is made.

7.5 The Employer may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the Employee will be fully consulted before any such change is made.

#### 8. DEVELOPMENTAL REQUIREMENTS

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

#### 9. OBLIGATIONS OF THE EMPLOYER

9.1 The Employer shall –

9.1.1 create an enabling environment to facilitate effective performance by the employee;

9.1.2 provide access to skills development and capacity building opportunities;

9.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;

9.1.4 on the request of the Employee delegate such powers reasonably required by the Employee to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and

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

#### 10. CONSULTATION

10.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others –

10.1.1 a direct effect on the performance of any of the Employee's functions;

10.1.2 commit the Employee to implement or to give effect to a decision made by the Employer; and

10.1.3 a substantial financial effect on the Employer.

10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

#### 11. MANAGEMENT OF EVALUATION OUTCOMES

11.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

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- 11.2 A performance bonus of between 5% to 14% of the all-inclusive annual remuneration package *may* be paid to the **Employee** in recognition of outstanding performance to be constituted as follows:
- 11.3 The performance bonus percentage are determined by calculating the overall rating using the applicable assessment rating calculator.

The quantum of the bonus payable shall be as follows:

If (Bonus Score > = 130 - 133) bonus = 5%
If (Bonus Score > = 134 - 137) bonus = 6%
If (Bonus Score > = 138 - 141) bonus = 7%
If (Bonus Score > = 142 - 145) bonus = 8%
If (Bonus Score > = 146 - 149) bonus = 9%
If (Bonus Score > = 150 - 153) bonus = 10%
If (Bonus Score > = 154 - 157) bonus = 11%
If (Bonus Score > = 158 - 161) bonus = 12%
If (Bonus Score > = 162 - 165) bonus = 13%
If (Bonus Score > = 166 - plus) bonus = 14%

- 11.3 In the case of unacceptable performance, the **Employer** shall –
  - 11.3.1 provide systematic remedial or developmental support to assist the **Employee** to improve his or her performance; and
  - 11.3.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the **Employer** may consider steps to terminate the contract of employment of the **Employee** on grounds of unfitness or incapacity to carry out his or her duties.

**12. DISPUTE RESOLUTION**

- 12.1 Any disputes about the nature of the **Employee's** performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –
  - 12.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the **Employee**; or
  - 12.1.2 any other person appointed by the MEC.
  - 12.1.3 In the case of managers directly accountable to the municipal manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee;
  - 12.1.4 The MEC for Local Government and the Mayor, respectively, shall have the final say with regard to the Municipal Manager's and the Section 57 Managers' assessment respectively.
  - 12.1.5 In the case of staff other than the Municipal Manager or the Section 57 Managers, the fact of non-consensus together with the necessary evidence

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shall be escalated in line with the municipality's dispute resolution mechanism as embodied in the relevant Collective Agreement.

**13. GENERAL**


13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Employer.

13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

13.3 The performance assessment results of the municipal manager must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

Thus done and signed at MUNICIPALITY on this the 27 day of JULY 2015

AS WITNESSES:

1. 

  
EMPLOYEE

2. 

AS WITNESSES:

  
MUNICIPAL MANAGER

1. 

2. F. Mowqewi

# PERSONAL DEVELOPMENT PLAN

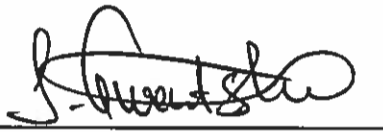
NAME: SIMCELILE GWENTSHE

JOB TITLE: ENGINEERING MANAGER

EMPLOYER: AMAHLATHI LOCAL MUNICIPALITY

FINANCIAL YEAR: 2015/16

COMPETENCY AREA TO BE ADDRESSED	PROPOSED ACTIONS/DEVELOPMENT ACTIVITY	RESPONSIBILITY	TIME- FRAME	EXPECTED OUTCOME
Municipal Finance Management Programme	1 year programme		1 year	Minimum Competency Requirement
Contract Management	Short course		One week	Monitoring Contracts awarded by Council
Mentoring to be Registered with Engineering Council of South Africa	1 year programme		1 year	Professional Registration with ECSA



SIGNED AND ACCEPTED BY EMPLOYEE



SIGNED BY THE MUNICIPAL MANAGER

SIMCELILE SWEMANE

NAME AND SURNAME

BALISO KING SOCIKWA

NAME AND SURNAME

27/07/2015

DATE

27/07/15

DATE

STRATEGIC OBJECTIVE	PRIORITY	STRATEGY	KEY PERFORMANCE INDICATOR	ANNUAL TARGET	MEASUREMENT FREQUENCY	BASELINE	BUDGET	VOTE NUMBER	Q1 DELIVERY TARGET	Q1 FINANCIAL TARGET	Q1 EVIDENCE	Q2 DELIVERY TARGET	Q2 FINANCIAL TARGET	Q2 EVIDENCE	Q3 DELIVERY TARGET	Q3 FINANCIAL TARGET	Q3 EVIDENCE	Q4 DELIVERY TARGET	Q4 FINANCIAL TARGET	Q4 EVIDENCE	CUSTOMER
<b>KPA 1 - GOOD GOVERNANCE AND PUBLIC PARTICIPATION</b>																					
<b>KPA 4 - SERVICE DELIVERY AND INSTITUTIONAL DEVELOPMENT</b>																					
10. To have a Waste By-Law that meets our requirements and conforms to the NEMA Waste Act 59 of 2008	Basic Services Delivery and Institutional Development	Review and implement the Amahlali Municipal Waste By-Law	No. of reports on by-law enforcement	4 reports on by-law enforcement	Quarterly	Current Integrated Waste Management Plan	Operating budget	101-138-1-15-5475 101-138-4-01-020	1st Quarter report indicating the implementation of the waste management plan	Operating budget	Quarterly report	2nd Quarter report indicating the implementation of the waste management plan	Operating budget	Quarterly report	3rd Quarter report indicating the implementation of the waste management plan	Operating budget	Quarterly report	4th Quarter report indicating the implementation of the waste management plan	Operating budget	Quarterly report	Manager Community Services
11. To ensure that all existing Community Halls are maintained in all Wards		Facilitate the maintenance of community halls and submit upgrade needs to the relevant department.	No. of reports on the upgrade and maintenance needs of Community Halls submitted to the relevant department by 30 June 2016	Four quarterly reports indicating the submission of upgrade and maintenance needs of all Community Halls submitted to the relevant department by 30 June 2016	Quarterly	List of all renovations done to Community Halls in 2014/15	R 0.00	no budget	1st Quarter report indicating the submission of upgrade and maintenance needs of community halls	No Financial target	Report signed by HOD	Updated upgrade and maintenance needs for the Community Halls for 2015/2016	No Financial target	Report signed by HOD	Updated upgrade and maintenance needs for Sports and recreational facilities for 2015/2016	No Financial target	Report signed by HOD	Updated upgrade and maintenance needs for the Community Halls for 2015/2016	No Financial target	Report signed by HOD	Manager Community Services
12. To upgrade and maintain the existing sports and recreation facilities		Facilitate the maintenance of sports and recreation facilities	No. of reports on the maintenance of Sports and Recreational facilities submitted to the relevant department by 30 June 2016	Four quarterly reports on the maintenance of Sports and Recreational facilities submitted to the relevant department by 30 June 2016	Quarterly	None	R 0.00	no budget	1st Quarter report on the submission of upgrade and maintenance needs of all sports and recreational facilities	No Financial target	Report signed by HOD	Updated upgrade and maintenance needs for Sports and recreational facilities for 2015/2016	No Financial target	Report signed by HOD	Updated upgrade and maintenance needs for Sports and recreational facilities for 2015/2016	No Financial target	Report signed by HOD	Updated upgrade and maintenance needs for Sports and recreational facilities for 2015/2016	No Financial target	Report signed by HOD	Manager Community Services
13. Ensure effective Management of Community Safety	Community Safety	Implement the implementation of the Amahlali Community Safety Plan	No. of meetings held	4 Quarterly Reports on the implementation of the Amahlali Community Safety Plan by 30 June 2016	Quarterly	2014/15 Environmental Management Plan	Operating budget	146-153-1-15-5610	1st Quarter Report on the implementation of the Environmental Management Plan	Operating budget	Report signed by HOD	2nd Quarter Report on the implementation of the Environmental Management Plan	Operating budget	Report signed by HOD	3rd Quarter Report on the implementation of the Environmental Management Plan	Operating budget	Report signed by HOD	4th Quarter Report on the implementation of the Environmental Management Plan	Operating budget	Report signed by HOD	Manager Community Services
14. Promote the Culture of Reading and effective use of Library Resources		Conduct Library Activities that promote the Culture of reading and effective use of Library Resources	No. of Library Activities conducted	4 Library Activities conducted	Quarterly	2014/15 Library activities conducted	R 20 000	653-123-1-15-4975	1st Quarter Activity Conducted in Sutherland	5000	Attendance register Advert / Notice	2nd Quarter Activity Conducted in Kestelamook	R 5 000.00	Attendance register Advert / Notice	3rd Quarter Activity Conducted in Sutherland	R 5 000.00	Attendance register Advert / Notice	4th Quarter Activity Conducted in Kestelamook	R 5 000.00	Attendance register Advert / Notice	Manager Community Services
15. To ensure effective, efficient and economical management of cemeteries		Maximize the implementation of the Cemetery Management Plan	No. of cemeteries to be leased by 30 June 2016	Financing of 2 Cemeteries 30 June 2016	Quarterly	2014/15 cemetery management	R 100 000	653-128-1-08-1505	1st Quarter Report Procure materials for fencing	25000	Progress Report Expenditure report	2nd Quarter report Appointment of services provider	R 25 000.00	Progress Report Appointment date	3rd Quarter Report 1st cemetery fenced	R 25 000.00	Progress Report on the fencing of the cemeteries	4th Quarter Report 2nd cemetery fenced	R 25 000.00	Progress Report on the fencing of the cemeteries	Manager Community Services
16. Ensure that Solid Waste is managed in an integrated, environmentally friendly and sustainable manner		Host awareness campaigns to ensure reduction of waste going to solid Waste Sites	No. of Awareness Campaigns conducted	4 Awareness Campaigns conducted	Quarterly	2014/15 Waste management awareness campaigns conducted	Operating budget	101-138-1-15-5475	1st Quarter Waste Management Campaign in Sutherland	Operating budget	Attendance register, Agenda Advert / Notice	2nd Quarter Waste Management Campaign in Sutherland	Operating budget	Attendance register, Agenda Advert / Notice	3rd Quarter Waste awareness campaign in King Hill	Operating budget	Attendance register, Agenda Advert / Notice	4th Quarter waste awareness campaign in Kestelamook	Operating budget	Attendance register, Agenda Advert / Notice	Manager Community Services

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