THE PERFORMANCE AGREEMENT

Entered into by and between

the City of Ekurhuleni

" the Employer"

Duly represented by the City Manager of City of Ekurhuleni

and

"the Employee"

HoD: Energy Business Unit

for the Financial Year:

1 July 2026 - 30 June 2027

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ENTERED INTO BY AND BETWEEN:

The **City of Ekurhuleni** herein represented by **Kagiso Michael Lerutla**in her capacity as City Manager (hereinafter referred to as the **Employer**)

And

Shandukani Tshilidzi Thenga , employee of the **City of Ekurhuleni** (hereinafter referred to as the **Employee**).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

1. The **Employer** has entered into a contract of employment with the **Employee** in terms of section 56 of the Local Government: Municipal Systems Act 32 of 2000 asamended ("the Systems Act"). The **Employer** and the **Employee** are hereinafter referred to as "the Parties".
2. Section 56 of the Systems Act, read with the Contract of Employmentconcluded between the parties, requires the parties to conclude an annual performance agreement.
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.
4. The parties wish to ensure that there is compliance with the relevant sections of the Systems Act.

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2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

1. comply with the provisions of Section 57(2)(a),(3A) and (4c) of the Act (as amended) as well as the employment contract entered into between the parties;

2.2 specify national and local key performance areas (KPAs'), key performance indicators (KPI's) andobjectives 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 (IDP), 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 job;

6. in the event of outstanding performance, to appropriately reward the employee; and

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

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3. COMMENCEMENT AND DURATION

1. This Agreement will commence on **1 July 2026** and will remain in force until **30 June 2027**. 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, if applicable.
2. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than 31 July of each successive financial year.
3. This Agreement will terminate on the termination of the **Employee**'s contract of employment for any reason.
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.
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**

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.

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 (IDP), Service Deliveryand 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 KPA's describe the main tasks that need to be done.

2. The KPI's provide the details of the evidence that must be providedto show that a key objective has been achieved.

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

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

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**

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**.

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.

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**.

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. 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.

5.1 The **Employee** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Leading and Core Competency requirements (LCCs) respectively.

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

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

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

Key Performance Areas (KPA's)
Municipal Infrastructure Development and Service Delivery
Municipal Institutional Development and Transformation
Local Economic Development (LED)
Municipal Financial Viability and Management
Good Governance and Public Participation

7. The Leading and Core Competencies (LCCs) will make up the other 20% of the **Employee**'s assessment score. All LCCs are deemed to be essential and critical for the **Employee**'s job and will therefore form part of the employee's performance agreement. See Annexure A.2 of this agreement for the Leading and Core Competency requirements of the HOD.

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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.

6.5.2 **Assessment of the LCCs**:

(a) Each applicable competency 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 competency.

(c) This rating is to be multiplied by the weighting given to each competency during the contracting process, to provide a 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 KPA's and CCRs:

Terminology	Description	Rating
Outstanding performance	Performance far exceeds the standard expected of an employee at this level...	5
Performance significantly above expectations	Performance is significantly higher than the standard expected in the job...	4
Fully effective	Performance fully meets the standards expected in all areas of the job...	3

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Terminology	Description	Rating
Not fully effective	Performance is below the standard required for the job in key areas...	2
Unacceptable performance	Performance does not meet the standard expected for the job...	1

6.7 For purposes of evaluating the annual performance of the HoD, an evaluation panel constituted of the following persons must be established:

1. Municipal Manager;
2. Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
3. MMC for Finance;
4. Municipal manager from another municipality; and
5. Manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulation. (Regulation 27(4)(f) of Regulation 805).

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7. SCHEDULE FOR PERFORMANCE REVIEWS

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

First quarter : July – September 2026

Second quarter : October – December 2026

Third quarter : January – March 2027

Fourth quarter : April – June 2027

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

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.

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8. DEVELOPMENTAL REQUIREMENTS

8.1 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 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 to meet the performance objectives and targets established in terms of this Agreement.

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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

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.

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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.

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:

11.2.1 A score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and

11.2.2 A score of 150% and above is awarded a performance bonus ranging from 10% to 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

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 salary increment in the agreement, must be mediated by –

In the case of managers directly accountable to the municipal manager, the

executive mayor or mayor within thirty (30) days of receipt of a formal dispute from the employee; whose decision shall be final and binding on both parties.

12.2 Any disputes about the **outcome of the employee's performance evaluation** ,

must be mediated by-

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), within thirty (30) days of receipt of a formal dispute from the employee; whose decision shall be final and binding on both parties.

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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 contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

Thus **done** and **signed** at ...Germiston....on this the..30 day of ...July.... 20..26

AS WITNESSES:

1. ____________________ EMPLOYEE____________________

2. ____________________

AS WITNESSES:

1. ____________________ EMPLOYER (CITY MANAGER)____________________

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ANNEXURE A

PERFORMANCE PLAN

for

Shandukani Tshilidzi Thenga

HoD: Energy Business Unit

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Content

1. Purpose of the Agreement
2. Responsibilities of the HoD: Energy Business Unit
3. Appraisal Outcome Summary
4. Performance Plan
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5. Declaration Statement for Measurement
6. Signatories
7. Personal Development Plan

Source of information: Approved 2026/2027 SDBIP and other strategic documents.

1. PURPOSE OF THE AGREEMENT

The performance plan defines the Council's expectations of the **HoD: Energy Business Unit** . The performance plan detailed in Section 4.1 is in response to Section 56 of the Municipal Systems Act, as amended, i.e. the performance plan is based on the municipality's Integrated Development Plan (IDP).

2. RESPONSIBILITIES OF THE HOD: Energy Business Unit

The Head of Department in his/her capacity as the head of the department is responsible for the following :

- Effective management of the department which includes human resources management, strategy management, operations management and governance management as it relates to all delegations.
- Political support and advice to political structures and political office bearers.
- Development of monitoring and reporting system for the department.
- Development and implementation of measures to achieve departmental results management of the interface between political offices and department.
- Facilitating participation by the local community in the affairs of the municipality.
- Provide strategic support to the office of the City Manager.
- Law making as it relates to the department and implementation of the municipality's by-laws and other legislation.
- Development and implementation of departmental strategy.

The Head of Department in his/her capacity as the head Accounting Officer of the department is responsible for the following :

- Management of the financial administration of the department, and must for this purpose take all reasonable steps to ensure that the resources of the entity are used effectively, economically and transparently.
- Management of assets and liabilities on behalf of the municipality.
- Management of supply chain as relates to demand management, procurement of goods and services in line with relevant policies and legislation.
- Budget management which includes budget formulation and implementation in line with adopted priorities in the IDP.
- Development and implementation of departmental resource plan.
- Financial governance as related to financial report and accounting.

3. APPRAISAL OUTCOME SUMMARY AS PER THE 2026-2027 SDBIP

Key Results	Key Performance Indicators	Annual Target	Quarter 1	Mid-Year Review/ Appraisal	Quarter 3	Year-End Appraisal
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	ED2 Number of Substations upgraded	1	0.0000	0.0000	0.0000	1.0000
Positive contribution to job creation and development	ED4 Number of Electrical Apprentices Trained	20	0.0000	0.0000	0.0000	20.0000
To protect the natural environment and promote resources sustainability	ED6 Number of Areas in Which Illegal Connections were Removed	80	20.0000	20.0000	20.0000	20.0000

Key Results	Key Performance Indicators	Annual Target	Quarter 1	Mid-Year Review/ Appraisal	Quarter 3	Year-End Appraisal
To protect the natural environment and promote resources sustainability	ED7 Kilometer of Medium and High Voltage underground cables refurbished	20	0.0000	5.0000	10.0000	5.0000
To protect the natural environment and promote resources sustainability	ED8 Percentage of Customer Queries Resolved in Accordance with CoE Service Standards	80	80.0000	80.0000	80.0000	80.0000
Enhanced job creation	ED9 Number of work opportunities created	100	0.0000	20.0000	30.0000	50.0000
Improved Service Delivery	ED12 Percentage implementation of projects in the approved budget that address ward priorities	100	0.0000	0.0000	0.0000	100.0000
To deliver reliable , sustainable services and ensure improved infrastructure maintenance to promote integrated human settlements through massive infrastructure and services rollout to	EE1.11 Number of dwellings provided with connections to mains electricity supply by the municipality.	1250	0.0000	250.0000	500.0000	500.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE1.13. Percentage of valid customer applications for new electricity connections processed in terms of municipal service standards	90	90.0000	90.0000	90.0000	90.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE2.11 Percentage of total residential electricity provision allocated as Free Basic Electricity (FBE)	1.75	0.0000	0.0000	0.0000	1.7500
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE3.11 Percentage of unplanned outages that are restored to supply within industry standard timeframes	90	90.0000	90.0000	90.0000	90.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE3.21 Percentage of planned maintenance performed	90	35.0000	50.0000	75.0000	90.0000
To build a clean, capable and modernised local state.	EE3.22 Percentage of repairs coverage	95	15.0000	35.0000	75.0000	95.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	ED1.1 Number of high mast lights installed	30	0.0000	5.0000	10.0000	15.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	ED1.2 Number of street lights installed	150	0.0000	20.0000	75.0000	55.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	ED1.4 Percentage network availability	80	80.0000	80.0000	80.0000	80.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE4.41 Industrial and commercial metering performance	97	97.0000	97.0000	97.0000	97.0000

Key Results	Key Performance Indicators	Annual Target	Quarter 1	Mid-Year Review/ Appraisal	Quarter 3	Year-End Appraisal
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE4.42 Prepayment efficiency	88	88.0000	88.0000	88.0000	88.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE4.43 Percentage of automated meter reading coverage	97	97.0000	97.0000	97.0000	97.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE4.4 Percentage total electricity losses	14	14.0000	14.0000	14.0000	14.0000
To build a clean, capable and modernised local state.	ED1.0 Installed capacity of approved embedded generators on the municipal distribution network	0.0036	0.0000	0.0000	0.0000	0.0000
Improved financial management	FM1.11 Percentage of total Capital Expenditure as a percentage of Total Capital Budget	95	15.0000	35.0000	70.0000	95.0000
Implementation of Accelarated Expenditure	FM1.12 Total Operating Expenditure as a percentage of Total Operating Expenditure Budget	95	15.0000	35.0000	75.0000	95.0000
Enhanced revenue	FM1.13 Total Operating Revenue as a percentage of Total Operating Revenue Budget	95	29.0000	52.0000	75.0000	95.0000
To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	FM1.14 Service Charges Revenue as a percentage of Service Charges Revenue Budget	95	29.0000	52.0000	75.0000	95.0000
To build a clean, capable and modernised local state	FM2.21 Cash backed reserves reconciliation at year end	100	0.0000	0.0000	100.0000	0.0000
To build a clean, capable and modernised local state	FM3.11 Cash/Cost coverage ratio	1.5	1.5000	1.5000	1.5000	1.5000
To build a clean, capable and modernised local state	FM3.12 Current ratio (current assets/current liabilities)	1.8	0.0000	0.0000	1.8000	0.0000
To build a clean, capable and modernised local state	FM3.13 Trade payables to cash ratio	80	18.0000	40.5000	70.0000	80.0000
To build a clean, capable and modernised local state	FM3.14 Liquidity ratio	1	1.0000	1.0000	1.0000	1.0000
To build a clean, capable and modernised local state.	FM4.31 Creditors payment period	30	30.0000	30.0000	30.0000	30.0000
To build a clean, capable and modernised local state	FM5.11 Percentage of total capital expenditure funded from own funding (Internally generated funds + Borrowings)	8.1	0.0000	0.0000	0.0000	8.1000
To build a clean, capable and modernised local state	FM5.12 Percentage of total capital expenditure funded from capital conditional grants	90	0.0000	0.0000	0.0000	90.0000
To build a clean, capable and modernised local state	FM5.21 Percentage of total capital expenditure on renewal/upgrading of existing assets	50	0.0000	0.0000	50.0000	0.0000
To build a clean, capable and modernised local state	FM5.22 Renewal/Upgrading of Existing Assets as a percentage of Depreciation/Asset impairment	25	0.0000	0.0000	25.0000	0.0000
To build a clean, capable and modernised local state	FM5.31 Repairs and Maintenance as a percentage of property, plant, equipment and investment property	4	0.0000	0.0000	4.0000	0.0000

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Key Results	Key Performance Indicators	Annual Target	Quarter 1	Mid-Year Review/ Appraisal	Quarter 3	Year-End Appraisal
To build a clean, capable and modernised local state.	FM6.13 Percentage of tender cancellations	15	15.0000	15.0000	15.0000	15.0000
To build a clean, capable and modernised local state	FM7.11 Debtors' payment period	54	54.0000	54.0000	54.0000	54.0000
To build a clean, capable and modernised local state.	FM7.12 Collection rate ratio	96	96.0000	96.0000	96.0000	96.0000
To build a clean, capable and modernised local state.	FM7.31 Net Surplus /Deficit Margin for Electricity	2	0.0000	0.0000	2.0000	0.0000
To build a clean, capable and modernised local state.	GG3.11 Number of repeat audit findings	1	0.0000	0.0000	1.0000	0.0000
To build a clean, capable and modernised local state	LED1.11 Percentage of total municipal operating expenditure spent on contracted services physically residing within the municipal area	5	5.0000	5.0000	5.0000	5.0000
To build a clean, capable and modernised local state	LED3.21 Percentage of revenue clearance certificates issued within 10 working days from the time of completed application received	90	90.0000	90.0000	90.0000	90.0000
To build a clean, capable and modernised local state	LED3.31 Average number of days from the point of advertising to the letter of award per 80/20 procurement process	120	120.0000	120.0000	120.0000	120.0000
To build a clean, capable and modernised local state.	LED3.32 Percentage of municipal payments made to service providers who submitted complete forms within 30-days of invoice submission	80	80.0000	80.0000	80.0000	80.0000
Creative a high performance organisartion	Percentage conclusion of performance management activities in line with PM policy (All performance agreements (PAs) signed and reviews conducted for all direct reports within stipulated timeframes)	100	0.0000	0.0000	0.0000	100.0000
Improved compliance level	Percentage of departmental contracts managed in compliance section 116 (3) of MFMA. (Contracts must be in place drafted or vetted by CLS; contract performance periodically monitored; variations approved following BAC processes)	100	0.0000	0.0000	0.0000	100.0000
Risk Management	Percentage implementation of Risk Mitigation strategies.	80	0.0000	0.0000	0.0000	80.0000
An ethical, clean political leadership and administration	Percentage implementation of the AG recommendations specific to the Department	100	0.0000	0.0000	0.0000	100.0000
An ethical, clean political leadership and administration	Percentage implementation of the Internal Audit recommendations specific to the Department	100	0.0000	0.0000	0.0000	100.0000
Improve good governance	Percentage declaration of financial interests by all Senior Managers and higher	100	0.0000	0.0000	0.0000	100.0000

5 PERFORMANCE PLAN

1. Key Performance Areas

KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (3.00)	To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	Improved reliability of electricity service	5	Coordinate activities to upgrade substations	ED2 Number of Substations upgraded	1	1	1=0; 2=0; 3=1; 4=2; 5=>2	Dated and signed completion certificate	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (2.00)	Positive contribution to job creation and development	Improved reliability of electricity service	2	Coordinate activities to upskill artisans	ED4 Number of Electrical Apprentices Trained	0	20	1=<15; 2=15-19; 3=20; 4=21-25; 5=>25	Dated and signed Theory and Practical Test results at the end of each phase declaring the electrical apprentice competent. | listing of the names of all the apprentices that have undertaken training and declared competent.	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (5.00)	To protect the natural environment and promote resources sustainability	Improved reliability of electricity service	3	This indicator tracks the number of areas identified as hotspots	ED6 Number of Areas in Which Illegal Connections were Removed	275	80	1=<70; 2=70-79; 3=80; 4=81-90; 5=>90	Dated and signed illegal connections' removal report	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (6.00)	To protect the natural environment and promote resources sustainability	Improved energy sustainability	2	Coordinate activities to refurbish underground cables	ED7 Kilometer of Medium and High Voltage underground cables refurbished	52347	20	1=<10km; 2=10-19km; 3=20km; 4=21-55km; 5=>55	Dated and signed Completion certificates | And listing of refurbished cables with calculations	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (8.00)	To protect the natural environment and promote resources sustainability	Improved energy sustainability	10	Coordinate activities to resolve customer queries in line with SLA	ED8 Percentage of Customer Queries Resolved in Accordance with CoE Service Standards	31	80	1=<61%; 2=61-79%; 3=80%; 4=81-99%; 5=>99%	DATED Incident Management System (IMS) generated report and signed ORIT committee minutes	Quarterly SDBIP performance report approved by council

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KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (18.00)	**Enhanced job creation**	Job creation	1	Coordinate activities to create jobs	ED9 Number of work opportunities created	147	100	1 = <50; 2 = 50 - 99; 3 = 100; 4 = 101 - 150; 5 = >150	Dated and signed report with listing of Work opportunities created	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (19.00)	**Improved Service Delivery**	Improved service delivery	5	Coordinate activities to implement the projects as per approved budget	ED12 Percentage implementation of projects in the approved budget that address ward priorities	98	100	1 = <90%; 2 = 90-99%; 3 = 100%; 4 = -; 5 = -	Expenditure report from Finance department and dated and signed quarterly progress report on implementation. Listing of ward priorities funded by CAPEX/OPEX	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (25.00)	**To deliver reliable, sustainable services and ensure improved infrastructure maintenance to promote integrated human settlements through massive infrastructure and services rollout to**	EE1 Improved access to electricity	3	Coordinate activities to ensure provision of electricity supply	EE1.11 Number of dwellings provided with connections to mains electricity supply by the municipality.	3287	1250	1 =<1000; 2 = 1000 - 1249; 3 = 1250; 4= 1251 - 1500; 5 = >1500	Dated and signed practical/completion certificate. | AND | Listing of dwellings (beneficiaries) provided with connections	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (27.00)	**To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance**	EE1. Improved access to electricity	3	Coordinate activities for applications for new electricity connections	EE1.13. Percentage of valid customer applications for new electricity connections processed in terms of municipal service standards	90.48	90	1=<81%; 2=81-89%; 3=90%; 4=91-99%; 5=>99%	Schedule of valid customer applications received and processed within municipal standard timeframe.	Quarterly SDBIP performance report approved by council

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KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (28.00)	**To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance**	EE2. Improved affordability of electricity	2	Coordinate activities to ensure provision of electricity supply	EE2.11 Percentage of total residential electricity provision allocated as Free Basic Electricity (FBE)	1.81	1.75	1=<1.70%; 2=1.70-1.74%; 3=1.75%; 4=1.76-1.8%; 5=>1.8%	Solar Report from Finance on FBE and Sales to residential customers.	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (31.00)	**To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance**	EE3. Improved reliability of electricity service	3	Coordinate activities to ensure provision of restoration of unplanned outages	EE3.11 Percentage of unplanned outages that are restored to supply within industry standard timeframes	94.30	90	1=<85%; 2=85-89%; 3=90%; 4=91-95%; 5=>95%	MV Outages Listing from the Benoni Control Room log book AND Dated and signed Memorandum of reported achievement	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (32.00)	**To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance**	EE3. Improved reliability of electricity service	6	Coordinate activities to carry out planned maintenance	EE3.21 Percentage of planned maintenance performed	90.60	90	1=<85%; 2=85-89%; 3=90%; 4=91-95%; 5=>95%	Dated and signed maintenance report. | And | Energy maintenance plan	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (38.00)	**To build a clean, capable and modernised local state.**	EE3. Improved reliability of electricity service	1	Coordinate activities to ensure repairs coverage	EE3.22 Percentage of repairs coverage	New	95	1 = <91%; 2 = 91-94%; 3 = 95%; 4 = 96-99%; 5 = 100%	Dated and signed Finance expenditure report	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (41.00)	**To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance**	Improved safety and security	3	Coordinate activities to install mast	ED1.1 Number of high mast lights installed	39	30	1=<20; 2=20-29; 3=30; 4=31-40; 5=>40	Dated and signed practical/Completion certificates AND Listing of high mast light installed	Quarterly SDBIP performance report approved by council

KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (43.00)	To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	Improved safety and security	4	Coordinate activities to install streetlights	ED1.2 Number of street lights installed	214	150	1=<100; 2=100-149; 3=150; 4=151-200; 5=>200	Dated and signed practical/Completion certificates AND Listing of street lights installed	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (42.00)	To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	Improved safety and security	3	Coordinate activities to ensure network availability	ED1.4 Percentage network availability	97.47	80	1=<70%; 2=70-79%; 3=80%; 4=81-90%; 5=>90%	Dated and signed report in excel format from the Benoni Control Room log book	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (45.00)	To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE4. Improved energy sustainability	1	Coordinate activities for industrial and commercial metering performance	EE4.41 Industrial and commercial metering performance	New	97	1=<95%; 2=95-96%; 3=97%; 4=98-99%; 5=100%	Dated and signed Electricity Meter upload Report	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (46.00)	To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE4. Improved energy sustainability	1	Provision for prepayment efficiency	EE4.42 Prepayment efficiency	New	88	1 = <86%; 2 =86 – 87%; 3=88%; 4= 89-90% 5= >90%	Dated and signed Electricity Prepayment Meter purchase Report	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (47.00)	To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance	EE4. Improved energy sustainability	1	Provision for automated meter reading coverage	EE4.43 Percentage of automated meter reading coverage	New	97	1 = <95%; 2 =95– 96%; 3=97%; 4= 98-99% 5= 100%	Dated and signed Electricity Meter upload Report	Quarterly SDBIP performance report approved by council

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KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (48.00)	**To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance**	EE4. Improved energy sustainability	3	Provision for less electricity losses	EE4.4 Percentage total electricity losses	15.55	14	1 = >20%; 2 = 20-15%; 3 = 14%; 4 = 13 - 10%; 5 = <10%	Dated and signed electricity losses calculations report. Information in the report is sourced from Eskom accounts, City Power accounts and the Solar financial system together with the suprima and IMMS system	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (51.00)	**To build a clean, capable and modernised local state.**	Improved energy sustainability	2	Provision for installations in the municipal distribution network in mega-volt ampere.	ED1.0 Installed capacity of approved embedded generators on the municipal distribution network	0.1308	0.0036	1 = <0.0031; 2 = 0.0031 - 0.00359; 3 = 0.0036; 4 = 0.00361 - 0.004; 5 = >0.004	Dated and signed Completion certificate for Mega Volt Ampere (MVA) Capacity Installed | And a listing with calculations of the total MVA installed.	Quarterly SDBIP performance report approved by council
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (0.00)	**Improved financial management**	FM1 Enhanced municipal budgeting and budget implementation	1	Coordinate activities for capex	FM1.11 Percentage of total Capital Expenditure as a percentage of Total Capital Budget	99.59	95	1=<91%; 2=91-94%; 3=95; 4=96-99%; 5=>99	Dated and signed Finance expenditure report	SDBIP Quarterly/ annual reports as reflected in Council minutes
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (1.00)	**Implementation of Accelarated Expenditure**	FM1. Enhanced municipal budgeting and budget implementation	2	Provision for Operating Expenditure	FM1.12 Total Operating Expenditure as a percentage of Total Operating Expenditure Budget	58.93	95	1=<91%; 2=91-94%; 3=95; 4=96-99%;5=>99	Excel spreadsheet as extracted from Budget statements for the period	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (58.00)	**Enhanced revenue**	FM1. Enhanced municipal budgeting and budget implementation	2	Provision for revenue budget	FM1.13 Total Operating Revenue as a percentage of Total Operating Revenue Budget	95	95	1=<91%; 2=91-94%; 3=95; 4=96-99%; 5=>99	Flat file received from Finance department.	Quarterly SDBIP performance report approved by council
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (1.00)	**To deliver reliable, affordable and sustainable services and ensure improved infrastructure maintenance**	FM1. Enhanced municipal budgeting and budget implementation	2	Activities of service charges revenue as a percentage of service charges revenue budget	FM1.14 Service Charges Revenue as a percentage of Service Charges Revenue Budget	92	95	1=<91%; 2=91-94%; 3=95; 4=96-99%; 5=>99	Flat file received from Finance.	Quarterly SDBIP performance report approved by council

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KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
FINANCIAL VIABILITY AND SUSTAINABILITY (0.00)	To build a clean, capable and modernised local state	FM2. Improved financial sustainability and liability management	1	Provision for cash backed reserves reconciliation	FM2.21 Cash backed reserves reconciliation at year end	New	100	1 = <95% 2 = 95-99% 3 = 100% 4=- 5=-	The Audited Annual Financial Statements for the previous financial year as finalised in January of the following financial period for the previous financial period.	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (1.00)	To build a clean, capable and modernised local state	FM3. Improved liquidity management	1	Provision for cash/cost coverage ratio	FM3.11 Cash/Cost coverage ratio	New	1.5	1 = <1 month; 2 = 1 - 1.4 months; 3 = 1.5 months; 4 = 1.6 - 1.7 months; 5 = >1.7 months	Number of days' Cash / Cost Coverage Calculation Report	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (1.00)	To build a clean, capable and modernised local state	FM3. Improved liquidity management	1	Provision for current ratio (current assets / current liabilities)	FM3.12 Current ratio (current assets/current liabilities)	New	1.8	1 = <1.6; 2 = 1.6 - 1.7; 3 = 1.8; 4=1.9 - 2; 5=>2	The Audited Annual Financial Statements for the previous financial year as finalised in January of the following financial period for the previous financial period,	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (1.00)	To build a clean, capable and modernised local state	FM3. Improved liquidity management	1	Provision for trade payables to cash ratio	FM3.13 Trade payables to cash ratio	New	80	1=<70%; 2=70-79%; 3=80%; 4=81-90%; 5=>90%	Signed and dated Cash on Hand calculation and Trade payables listing reports	Quarterly SDBIP performance report approved by council
FINANCIAL VIABILITY AND SUSTAINABILITY (1.00)	To build a clean, capable and modernised local state	FM3. Improved liquidity management	1	Provision for liquidity ratio	FM3.14 Liquidity ratio	New	1	1 = <0.5%; 2 = 0.5 - 0.9%; 3= 1%; 4 = 1.1 - 1.5%; 5 = >1.5%	Signed and dated Cash on Hand calculation and Total Current Liabilities for the period ratio reports	Quarterly SDBIP performance report approved by council
FINANCIAL VIABILITY AND SUSTAINABILITY (2.00)	To build a clean, capable and modernised local state.	FM4. Improved expenditure management	1	Provision for creditors payment period	FM4.31 Creditors payment period	New	30	1 = >39 days; 2 = 31 - 39; days; 3=30 days; 4=29-20 days; 5=<20 days	Signed and dated Outstanding Creditors (for credit purchases) report and Total Creditor Purchases report	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (3.00)	To build a clean, capable and modernised local state	FM5. Improved asset management	1	Coordinate activities to attain total capital expenditure funded from own funding	FM5.11 Percentage of total capital expenditure funded from own funding (Internally generated funds + Borrowings)	New	8.1	1 = <7.1%; 2 = 7.1 - 8%; 3 = 8.1%; 4 = 8.2 - 9%; 5 = >9%	CAPEX management report provided by the Budget & Management Accounting Division - Excel spreadsheet calculation as extracted from Capex report per source of funding for the period linked to AFS.	Quarterly SDBIP performance report approved by council

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KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
FINANCIAL VIABILITY AND SUSTAINABILITY (3.00)	**To build a clean, capable and modernised local state**	FM5. Improved asset management	1	Provision for total capital expenditure funded from capital conditional grants	FM5.12 Percentage of total capital expenditure funded from capital conditional grants	New	90	1=<85%; 2=85-89%; 3=90%; 4=91-95%; 5=>95%	CAPEX management report provided by the Budget & Management Accounting Division - Excel spreadsheet calculation as extracted from Capex report per source of funding for the period linked to AFS.	Quarterly SDBIP performance report approved by council
FINANCIAL VIABILITY AND SUSTAINABILITY (4.00)	**To build a clean, capable and modernised local state**	FM5. Improved asset management	1	Provision for total expenditure on renewal/upgrading of existing assets	FM5.21 Percentage of total capital expenditure on renewal/upgrading of existing assets	New	50	1=<41%;2=41-49%; 3=50%; 4=51-60%; 5=>60%	CAPEX management report provided by the Budget & Management Accounting Division - Excel spreadsheet calculation as extracted from Capex report per Capital Infrastructure Funding (CIF) categories for the period linked to AFS.	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (5.00)	**To build a clean, capable and modernised local state**	FM5. Improved asset management	1	Provision for renewal/upgrading of existing assets as a percentage of depreciation/asset impairment	FM5.22 Renewal/Upgrading of Existing Assets as a percentage of Depreciation/Asset impairment	New	25	1=<20%; 2=20-24%; 3=25%; 4=26-30%; 5=>30%	POE: AFS Notes to Annual Financial Statements and CAPEX management report provided by the Budget & Management Accounting Division - Excel spreadsheet calculation as extracted from Capex report per Capital Infrastructure Funding (CIF) categories for the period linked to AFS.	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (65.00)	**To build a clean, capable and modernised local state**	FM5. Improved asset management	1	Coordinate activities for repairs and maintenance	FM5.31 Repairs and Maintenance as a percentage of property, plant, equipment and investment property	New	4	1 = <2%; 2 = 2 - 3%; 3 = 4%; 4 = 5 - 6%; 5 = >6%	Signed and dated Excel spreadsheet calculation as extracted from mSCOA Repairs & Maintenance Report linked to AFS and Calculation of Property Plant and Equipment	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (3.00)	**To build a clean, capable and modernised local state.**	FM6. Improved supply chain management	1	Provision for less tender cancellation	FM6.13 Percentage of tender cancellations	New	15	1 = >20%; 2 = 20 - 16%; 3 = 15%; 4 = 14 - 10%; 5 = <10%	Signed and dated SCM report containing tender cancellations in relation to the total number of tender business cases that were recorded, advertised and closed.	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (5.00)	**To build a clean, capable and modernised local state**	FM7. Improved revenue and debtors management	1	Provision for efficient debtors's payment period	FM7.11 Debtors' payment period	New	54	1=>60 days; 2=60-55 days; 3=54 days; 4=53-50 days; 5=<50 days	Signed and dated debtors payment period report	Quarterly SDBIP performance report approved by council

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KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
FINANCIAL VIABILITY AND SUSTAINABILITY (5.00)	To build a clean, capable and modernised local state.	FM7. Improved revenue and debtors management	1	Provision for rate ratio	FM7.12 Collection rate ratio	New	96	1=<91%; 2=91-95%; 3=96%; 4=97-99%; 5=>99	Signed and dated collection rate ratio report	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (6.00)	To build a clean, capable and modernised local state.	FM7. Improved revenue and debtors management	1	Provision net surplus/deficit margin for electricity	FM7.31 Net Surplus /Deficit Margin for Electricity	11.25	2	1 = 0%; 2 = 1%; 3 = 2%; 4 = 3 - 5%; 5 = >5%	Previous financial period, mSCOA Budget Statement for Energy Department	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (3.00)	To build a clean, capable and modernised local state.	GG3. More effective city administration	1	Coordinate activities to eliminate repeat audit findings	GG3.11 Number of repeat audit findings	New	1	1 = >3; 2 = 2 - 3; 3 = 1; 4 = 0; 5 = -	Auditor General's report for the financial year.	Quarterly SDBIP performance report approved by council
LOCAL ECONOMIC DEVELOPMENT (0.00)	To build a clean, capable and modernised local state	LED1. Growing inclusive local economies	1	Provision for contracted services residing physically within COE	LED1.11 Percentage of total municipal operating expenditure spent on contracted services physically residing within the municipal area	4.58	5	1 = <3%; 2 = 3 - 4%; 3 = 5%; 4 = 6 - 8%; 5 = >8%	Signed Expenditure report on municipal operating expenditure spent on contracted services	SDBIP Quarterly/ annual reports as reflected in Council minutes
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (3.00)	To build a clean, capable and modernised local state	Led3 Improved ease of doing business within the municipal area	1	Provision for issuance of revenue clearance certificate	LED3.21 Percentage of revenue clearance certificates issued within 10 working days from the time of completed application received	New	90	1=<85%; 2=85-89%; 3=90%; 4=91-95%; 5=>95%	Schedule of clearance certificates issued.	Quarterly SDBIP performance report approved by council
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (3.00)	To build a clean, capable and modernised local state	LED3 | Improved ease of doing business within the municipal area	1	Coordinate activities to comply with the 80/20 procurement process	LED3.31 Average number of days from the point of advertising to the letter of award per 80/20 procurement process	New	120	1 = >140 days; 2 = 140 - 121 days; 3 = 120 days; 4 = 119 - 100 days; 5 = <100 days	Dated and signed Quarterly Tender Statistics Report of COE with average number of days from the point of advertising to the letter of award per 80/20 procurement process.	Quarterly SDBIP performance report approved by council
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (4.00)	To build a clean, capable and modernised local state.	LED3 | Improved ease of doing business within the municipal area	1	Coordinate activities to comply with payments submitted within 30 days	LED3.32 Percentage of municipal payments made to service providers who submitted complete forms within 30-days of invoice submission	New	80	1=<70%; 2=70-79%; 3=80%; 4=81-90%; 5=>90%	Report from the Solar System	Quarterly SDBIP performance report approved by council
INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (5.00)	Creative a high performance organisartion	Create a culture of performance within CoE	2	Facilitate performance management with all direct reports according to the CoE PM Policy	Percentage conclusion of performance management activities in line with PM policy (All performance agreements (PAs) signed and reviews conducted for all direct reports within stipulated timeframes)	100.00	100	1 = <90%; 2 = 90-99%; 3 = 100%; 4 = Employees on T15 and above; 5 = -	Compliance Certificate signed by DH SHR&TM	1 = <90%; 2 = 90-99%; 3 = 100%; 4 = Employees on T15 and above; 5 = -

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1. **6.Signatories**

Signature of the **Employer** : ____________________

Signed and accepted by (full names) Kagiso Michael Lerutla (position) City Manager, duly representing the City of Ekurhuleni "the Employer".

Date: 30/07/2026

Signature of the **Employee:** ____________________

Shandukani Tshilidzi Thenga

Signed and accepted by (full names) Tshilidzi Thenga (position) HOD: Energy BU, the employee of the City of Ekurhuleni.

Date: 30/7/26

Note: Please initial every page

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6. Declaration Statement for Measurement

The Head of Department hereby declares to be aware of the contents of this performance agreement and to do all that is legally possible to achieve the intended results and to be held accountable for work done in the municipality. Where baselines do not exist the second quarter results will be used as a baseline. You will also be held responsible for work done in the departments and in other inter departmental enterprise teams that you form part thereof.

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ANNEXURE A.2 COMPETENCIES = 20% OF PERFORMANCE AGREEMENT (Regulation 21 of 2014, of the Systems Act, Act No 32 of 2000)

Competency	Total Weighting
Analysis and Innovation	8.00
Batho-Pele-Principles(Some already covered under the Competencies)	4.00
Change Leadership	8.00
Communication	8.00
Financial Management	8.00
Governance Leadership	8.00
Knowledge & Information Management	8.00
Moral Competence	8.00
People Management	8.00
Planning and Organising	8.00
Program and Project Management	8.00
Results and Quality Focus	8.00
Strategic Direction and Leadership	8.00

KPA	Key Result Area	Key Outcomes	Weights	Activities	KPI	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (73.00)	**Improved compliance level**	Increased effectiveness on Contract Management	2	Management and monitoring of contracts in the department	Percentage of departmental contracts managed in compliance section 116 (3) of MFMA (Contracts must be in place drafted or vetted by CLS; contract performance periodically monitored; variations approved following BAC processes)	100.00	100	1 = <90%; 2 = 90-99%; 3 = 100%; 4 = 100% + 1 site visit/meeting on any of the contracts; 5 = 100% + 2 site visits/meetings on any of the contracts	Compliance Certificate by CLS	Summary of Meetings held with Service Providers and Picture of site visits (where applicable)
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (7.00)	**Risk Management**	Management and mitigation of risk exposure in the organisation.	2	Implementation of risks mitigation strategies specific to the department	Percentage implementation of Risk Mitigation strategies.	100.00	80	1 = <70% 2 = 70 - 79% 3 = 80% 4 = 81 - 90% 5= 91-100%	A compliance certificate from the HoD: Risk Management Services.	Quarterly risk mitigation strategies implementation report to risk committee.
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (9.00)	**An ethical, clean political leadership and administration**	Attainment of a clean audit report	1	Implementation of the Operation Clean Audit interventions	Percentage implementation of the AG recommendations specific to the Department	100.00	100	1 = <95% 2 = 95-99% 3 = 100% 4=- 5=-	Audit Report approved by Council. Internal Audit compliance certificate.	AG's Management Letter.
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (10.00)	**An ethical, clean political leadership and administration**	Attainment of a clean audit report	1	Implementation of the Operation Clean Audit interventions	Percentage implementation of the Internal Audit recommendations specific to the Department	100.00	100	1=<95% 2=95-99% 3=100% 4=- 5=-	Audit Report approved by Council. Internal Audit compliance certificate.	Internal Audit Reports.
GOOD GOVERNANCE AND PUBLIC PARTICIPATION (11.00)	**Improve good governance**	Create a culture of declaration of financial interest	1	Promote a culture of ethical, clean political leadership and administration	Percentage declaration of financial interests by all Senior Managers and higher	100.00	100	1 = < 95% 2 = 95 - 99% 3 = 100% 4 = lower than senior managers 5= -	A compliance certificate from Risk Management Department	Declaration Register

LEARNING AND DEVELOPMENT REQUIRED

SHORT TERM : (Less than 3 Months: 2 Interventions per Financial year)

Financial Year	Identify specific Learning and Development programmes or courses	Type of learning:	Due date (by when)	Duration of Training
		Formal Training / Skills Programme Short Course Mentoring and / or Coaching Internship/ Learnership / Apprenticeship Guidance and Instruction. Degree/ Bursary; Exchange Program		

ANNEXURE B: PERSONAL DEVELOPMENT PLAN

PERSONAL DEVELOPMENT PLAN (PDP)

NAME & SURNAME:	Shandukani Tshilidzi Thenga
EMPLOYEE NUMBER:	
DEPARTMENT:	Energy Business Unit
DESIGNATION:	
DIRECT SUPERVISOR / MANAGER:	Kagiso Mchael Lerutla
FORMAL QUALIFICATIONS: **GRADE 12** **CERTIFICATES – 120 CREDITS** **DIPLOMAS** **DEGREES** **HIGHER DEGREES**	
SHORT COURSES ANS SKILLS PROGRAMMES FOUND COMPETENT	

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Authentication and agreement:

SIGNED BY SUPERVISOR ON DATE: 30/07/2026 AT: (PLACE): Germiston

SIGNATURE

SIGNED BY EMPLOYEE ON DATE: STI ~~GERMIS~~ 30/7/26 AT: (PLACE): GERMISTON

SIGNATURE

Copies to (1) Employee (2) Training Coordinator in the Department and (3) HR Representative (4) PM Practitioner

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