

THE PERFORMANCE AGREEMENT

*Entered into by and between
the City of Ekurhuleni
"the Employer"*

Duly represented by The Executive Mayor of City of Ekurhuleni

and
"the Employee"

City Manager

for the Financial Year:

1 July 2026 - 30 June 2027

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The City of Ekurhuleni herein represented by Cllr Nkosiphindile Doctor Xhakaza in his capacity as Executive Mayor (hereinafter referred to as the **Employer**)

And

Mr. Kagiso Michael Lerutla, employee of the City of Ekurhuleni (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 56 of the Local Government: Municipal Systems Act 32 of 2000 as amended ("the Systems Act"). The Employer and the Employee are hereinafter referred to as "the Parties".
- 1.2 Section 56 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 the relevant sections 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(2)(a),(3A) and (4c) of the Act 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) and 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 (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;
- 2.6 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.

3 COMMENCEMENT AND DURATION

- 3.1 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.
- 3.2 The parties will review the provisions of this Agreement during July 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 31 July 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 (IDP), 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 KPA's describe the main tasks that need to be done.
 - 4.2.2 The KPI's 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 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

- 5.7 The CCRs will make up the other 20% of the **Employee's** assessment score. CCRs that are deemed to be most critical for the **Employee's** specific job should be selected, as agreed to between the **Employer** and **Employee**. See Annexure A of this agreement for the Core Competency Requirements of the **City Manager**.

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 CCRs**
 - (a) Each applicable 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 is to be multiplied by the weighting given to each CCR 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. 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.	5

Terminology	Description	Rating
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.	4
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.	3
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.	2
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.	1

6.7 For purposes of evaluating the annual performance of the City 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 The 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).

7. SCHEDULE FOR PERFORMANCE REVIEWS

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- 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.

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 **Employee**.

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.

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
- 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, whose decision shall be final and binding on both parties.

12.2 In the event that the mediation process contemplated above fails, relevant provisions of the Contract of Employment shall apply.

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.
- 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 Grahamstown on this the 24 day of July, 2026.

AS WITNESSES:

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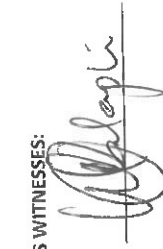
EMPLOYEE (CITY MANAGER)

2.



AS WITNESSES:

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EMPLOYER (EXECUTIVE MAYOR)

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4. Scorecard

4.1 Key Performance Areas

Key Result Area	Key Outcomes	Weights	Activities	Key Performance Indicators	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
1. FLAGSHIPS / LEGACY PROJECTS (5%)									
Impactful service provided to communities	Review employees' satisfaction and organisational productivity	10%	Undertake a comprehensive provision of Tools of Trade, PPE, enhancing of Depots, and Training	1.1 % of implementation of the Annual Plan the Fixing the Front-Line Programme' as per listed activities	New Indicator	100%	1 = <80% 2 = 80% - 99% 3 = 100% 4 = - 5 = -	Quarterly Reports to the Mayoral Committee and municipal Council	Mayoral Committee Minutes Council Resolution
2. INFRASTRUCTURE DEVELOPMENT AND SERVICE DELIVERY (50%)									
Provision of quality and sustainable services to residents	Ensure the implementation of the City-wide SDBIP targets (2025/2026)	30%	Implement the IDP, SDBIP and Budgets as applicable legislative provisions	2.1 % implementation of City-wide SDBIP targets (2026/2027)	TBA	85%	1 = <75% 2 = 75% - 84% 3 = 85% 4 = 86 - 95% 5 = >95%	Quarterly Reports to the Mayoral Committee and municipal Council	Mayoral Committee Minutes Council Resolution

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Key Result Area	Key Outcomes	Weights	Activities	Key Performance Indicators	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
3. MUNICIPAL DEVELOPMENT AND ORGANISATIONAL TRANSFORMATION (10%)									
Building a capable and competent workforce	Building internal and organisational capacity	2.5%	Finalise the building of internal and organisational capacity	3.1 % finalisation of building internal capacity on cleaning and security services	New indicator	100%	1 = <80% 2 = 80% - 99% 3 = 100% 4 = - 5 = -	Organisational structure and quarterly reports to Mayoral Committee	Mayoral Committee Minutes Council Resolution
	Enhance revenue collection efficiency and effectiveness	2.5%	Establishment of a dedicated internal debt management unit and awareness campaigns.	3.2 # of internal debt collection business unit established ⁱⁱ	New indicator	1	1 = -0 2 = -0 3 = 1 4 = 1 by Q2 5 = -	Organisational structure and quarterly reports to Mayoral Committee	Mayoral Committee Minutes Council Resolution
	Improved service delivery for enhanced quality of life	5%	Coordinate activities for survey feedback intergovernmental institutions	3.3 % IGR survey feedback from intergovernmental institutions	New indicator	90%	1 = <80% 2 = 80% - 89% 3 = 90% 4 = 90 - 99% 5 = 100	Dated and signed IGR feedback reports, signed and dated	IGR feedback reports, signed and dated
4. LOCAL ECONOMIC DEVELOPMENT (10%)									
CBDs Revitalisation Programme	Leverage PPP expertise to drive CBD revitalisation	20%	Conclude agreements with qualified and	# of approved precincts plans	New indicator	3	1 = 0 2 = 1 - 2 3 = 3 4 = 4	Independent Quarterly Reports to the Mayoral	Mayoral Committee Minutes, Municipal Council resolution

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Key Result Area	Key Outcomes	Weights	Activities	Key Performance Indicators	Baseline	Annual Target	5-Point Rating Scale	Portfolio of Evidence	Source of Evidence
			experienced strategic development partners to participate in the CBD revitalisation programme	implemented per annum ⁱⁱⁱ			5 = >4	Committee and municipal Council	
5. FINANCIAL VIABILITY AND SUSTAINABILITY (10%)									
Rebuilding a strong financial base to support the City's development	Implementation of the recovery strategy focusing on billing integrity, accountability	5%	Fast track the back billing of revenue collection shortfalls attributed to ICT system failures	5.1 % of the R2.1b revenue shortfall recovered	17.38%iv	40%	1 = <30% 2 = 30 - 39% 3 = 40% 4 = 41 - 50% 5 = >50%	Quarterly Reports to the Mayoral Committee and municipal Council	Mayoral Committee Minutes Council Resolution
In-Year Reporting on the budget	More effective city administration	2.5%	Coordinate activities to achieve Percentage of Capex budget spent	5.2 Percentage expenditure on the city's capital budget	99.72%	95%	1 = <93% 2 = 93 - 94% 3 = 95% 4 = 96 - 97% 5 = >97%	Finance Department's expenditure to date report Compliance certificate signed by GCFO.	Quarterly SDBIP Performance report approved by Council.

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To create an enabling environment for inclusive growth and financial stability of the City	Increment investment of	2.5%	Coordinate activities for investment projects, revenue enhancement projects, any other projects which will positively contribute to the financial stability of the city	5.3 Number of financial stability related projects implemented.	New indicator	3	1= 2=2 3=3 4=4 5=>4	Dated and signed project close out reports	Dated and signed project close out reports
6. GOOD GOVERNANCE AND PUBLIC PARTICIPATION (20%)									
Promote accountability and ethical conduct in SCM	Forster a stronger partnership with National Treasury on training of staff in supply chain compliance;	3%	Facilitate the training of SCM personnel	6.1 % of SCM staff trained on SCM compliance requirements	New indicator	90%	1 = <80% 2 = 80% - 89% 3 = 90% 4 = 90 – 99% 5= 100	Quarterly training reports submitted to Mayoral Committee	National Treasury Confirmation Report
Promote accountability and ethical conduct in	Lifestyle audit and security clearance for all role-players in supply chain processes	3%	Ensure lifestyle audits and security clearance in SCM	6.2 % of SCM role players security vetted and undertaking lifestyle audits	New indicator	100%	1 = <80% 2 = 80% - 99% 3 = 100% 4 = - 5= -	Quarterly Reports to the Mayoral Committee and municipal Council	Mayoral Committee Minutes Council Resolution
To build a clean, capable and modernised local state	More effective city administration	4%	Coordinate activities to achieve audit findings	6.3 Audit Opinion	Unqualified Findings	Unqualified without findings	1 = - 2= - 3= Unqualified with findings 4 = Unqualified with findings 5 = Unqualified with no	Signed Auditor General's report.	Auditor General's report approved by Mayoral

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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		Driving Competency	Total Weighting
Strategic Direction and Leadership	Impact and Influence	Institutional Performance Management Strategic Planning and Management Organisational Awareness Human Capital Planning and Development Diversity Management Employee Relations Management Negotiation and Dispute Management	8
	Institutional Performance Management		
	Strategic Planning and Management		
	Organisational Awareness		
People Management	Human Capital Planning and Development	Diversity Management Employee Relations Management Negotiation and Dispute Management	8
	Diversity Management		
	Employee Relations Management		
	Negotiation and Dispute Management		
Program and Project Management	Program and Project Planning and Implementation	Service Delivery and Management Program and Project Monitoring and Evaluation Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and Evaluation Policy Formulation Risk and Compliance Management Cooperative Governance	8
	Service Delivery and Management		
	Program and Project Monitoring and Evaluation		
	Budget Planning and Execution		
Financial Management	Financial Strategy and Delivery	Financial Reporting and Monitoring Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and Evaluation Policy Formulation Risk and Compliance Management Cooperative Governance	8
	Financial Reporting and Monitoring		
	Change Vision and Strategy		
	Process Design and Improvement		
Change Leadership	Change Impact Monitoring and Evaluation	Policy Formulation Risk and Compliance Management Cooperative Governance	8
	Policy Formulation		
	Risk and Compliance Management		
	Cooperative Governance		
CORE COMPETENCIES			
Moral Competence	Integrity	Integrity Honesty Takes a stand against corruption Declares conflict of Interest	8
	Honesty		
	Takes a stand against corruption		
	Declares conflict of Interest		

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Planning and Organising	Prioritising	8
	Resources Planning & Management	
	Time Management	
	Contingency Planning	
Analysis and Innovation	Root Cause Identification & Analysis	8
	Generates New Ideas and Methods	
	Involves relevant Stakeholder in generating solutions	
Knowledge & Information Management	Use of formal platforms to share knowledge	8
	Use systems to store knowledge	
	Rewards knowledge sharing	
	Harvests knowledge from other sources	
Communication	Verbal Communication	8
	Written Communication	
	Report Writing	
	Use of other media (e.g. social) in Communication	
Results and Quality Focus	Focus on Outcomes and Results	8
	Eliminates Time Wasters	
	Continuously reviews and improves processes	
	Clarifies quality and results expectations	
Batho-Pele Principles (Some already covered under the Competencies)	Consultation	4
	Setting service standards	
	Increasing access	
	Ensuring courtesy	
	Providing information	
	Openness and transparency	
	Redress	
	Value for Money	

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4. 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.

5. Signatories

Signature of the Employer:



Date

29/07/2026

Signed and accepted by (full names) Clir Nkosiphindile Doctor Xhakaza (position) Executive Mayor, duly representing the City of Ekurhuleni "the Employer".

Signature of the Employee:



Date:

29 July 2026

Signed and accepted by (full names) Mr. Kagiso Michael Lerutla (position) City Manager, the employee of the City of Ekurhuleni.
Note: Please initial every page.

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ANNEXURE B: PERSONAL DEVELOPMENT PLAN

PERSONAL DEVELOPMENT PLAN (PDP)	
3 YEAR PERSONAL DEVELOPMENT PLAN (SHORT TERM & LONG TERM)	
- There must be a PDP for every employee - Copies to (1) Employee (2) Training Coordinator in the Department and (3) HR Representative - For groups of lower level or illiterate employees, who have identical designations (jobs), there can be one PDP for the group, with a name list of all in the group performing the same functions attached. - For every <u>NEW employee</u>, a PDP should be completed <u>within the first 2 weeks of employment</u> and copies held by (1) the employee, (2) Departmental Training Coordinator and (3) HR Representative.	

NAME & SURNAME:	Mr. Kagiso Michael Lerutla
EMPLOYEE NUMBER:	
DEPARTMENT:	Office of the City Manager
DESIGNATION:	City Manager
DIRECT SUPERVISOR / MANAGER:	Cllr. Nkosiphindile Doctor Xhakaza
FORMAL QUALIFICATIONS: CERTIFICATES – 120 CREDITS DEGREES HIGHER DEGREES	
SHORT COURSES AND SKILLS PROGRAMMES FOUND COMPETENT	

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LEARNING AND DEVELOPMENT REQUIRED	
MUST be either (1) Inherent requirement of the Job; (2) (Linked to Strategy (GDS; IDP; SDBIP); (3) Address a CRITICAL Skill shortage; (4) Linked to an COE FLAGSHIP programme; (5) Address a SKILLS/ PERFORMANCE GAP; OR (6) In line with a future Career Plan or Succession Plan in an COE Department, which should also address the above.	

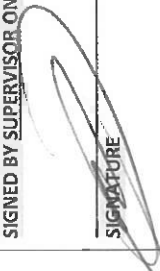
SHORT TERM: (less than 3 Months: 2 Interventions per Financial year)	
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Financial Year	Identify specific Learning and Development programmes or courses	Type of learning: Formal Training / Skills Programme Short Course Mentoring and / or Coaching Internship/ Learnership / Apprenticeship Guidance and Instruction. Degree/ Bursary; Exchange Program	Due date (by when)	Duration of Training
2026/27				
		MEDIUM TO LONG TERM (More than 3 Months)		
2027/28				
2028/29				

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Authentication and agreement:

DIRECT SUPERVISOR / MANAGER:						
Are the above learning interventions inherent requirements of the employee's job?						
					Y	N
Do the above learning interventions address STRATEGY of the Organisation / Department (GDS / IDP / SDBIP)?						
					Y	N
Do the above learning interventions address CRITICAL Skills shortage?						
					Y	N
Do the above learning interventions address any FLAGSHIP PROGRAMME of the Organisation / Department?						
					Y	N
Do the above learning interventions address a SKILLS GAP between the Skills of the employee and the Job Requirements?						
					Y	N
Is the above training PROFESSIONAL, VOCATIONAL, TECHNICAL, or ACADEMIC Learning?				P	V	A

SIGNED BY SUPERVISOR ON DATE: 29 July	AT: (PLACE): GERMISTON
	
SIGNATURE	
SIGNED BY EMPLOYEE ON DATE: 29 July	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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- i The CM will develop an Annual Plan which includes interventions on how to address challenges and weaknesses identified during the visits and engagements with the employees in several facilities of the City.
- ii The CM and GCFO to develop an internal capacity which provide comprehensive debt management services and awareness of available incentives and facilitate data cleansing improvements. The CM would benefit from engaging internal staff which performed the function. A business case with clear milestones such as the unit's structure, initial number of employees, tools of trade, annual performance plans, etc.
- iii The Municipal Manager is expected to ensure the implementation of the 18 Council approved precincts plans over the new 5-year term of office.
- iv Tackling Revenue Shortfall: Actively recovering a R2.1 billion energy revenue shortfall, with nearly R1.4 billion billed and over R365 million collected to date (STATEMENT BY THE EXECUTIVE MAYOR OF THE CITY OF EKURHULENI ALD. NKOSINDIPHILE XHAKAZA ON THE STATE OF GOVERNANCE, POLITICAL STABILITY, AND THE CITY'S RECOVERY FROM THE R2BN REVENUE SHORTFALL - City of Ekurhuleni).

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