

ANNEXURE A
PERFORMANCE PLAN
DIRECTOR ELECTRICAL ENGINEERING SERVICES

INITIALS: MM BC DIR WH
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The Performance Plan sets out:

- a) Key Performance Areas that the employee should focus on, performance objectives, key performance indicators and targets that must be met within a specific timeframe; and
- b) The Competencies required from employees prescribed in the Regulations on the appointment and conditions of employment of senior managers, R21 of 2014.

INITIALS: MM BC DIR WJQ
AK SL BR

Ref No	National Key Performance Area	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Annual Target	Targets				Weight
						Q1	Q2	Q3	Q4	
			report							
STRATEGIC (TOP LAYER) PERFORMANCE										
TL17	Infrastructure and Service Delivery	Limit annual average electricity losses to less than 12% by 30 June 2027 (Number of units purchased - Number of units sold (incl. free basic electricity) / Number of units purchased) X100)	Percentage electricity losses at 30 June 2027	8,52%	12%	0%	0%	0%	12%	10
TL18	Infrastructure and Service Delivery	Update 66kV Master Plan and submit to Section 80 Committee by 30 June	Master Plan updated and submitted	1	1	0	0	0	1	10
TL19	Infrastructure and Service Delivery	Appoint a Service Provider for Skaapkop Substation upgrades by 30 June 2027	Number of Service Providers appointed for the Skaapkop Substation upgrades	0	1	0	0	0	1	10
MANAGERIAL PERFORMANCE										
D460	Capable Local Government Institutions	Acknowledge receipt of all Service Delivery Complaints received as per the municipal service charter	Percentage of client service delivery complaints acknowledged	95%	95%	95%	95%	95%	95%	
D461	Infrastructure and Service Delivery	Submit annual procurement plan to SCM by 30 June	Number of annual procurement plans submitted to SCM	1	1	1	0	0	0	1
D462	Capable Local Government Institutions	Complete matters allocated on collaborator (other than service delivery complaints) within 10 days	Percentage of matters allocated on collaborator completed within 10 days	95%	95%	95%	95%	95%	95%	1

Complaints Centre moved to Finance ... Du Plessis

INITIALS: MM

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Ref No	National Key Performance Area	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Annual Target	Targets				Weight
						Q1	Q2	Q3	Q4	
D463	Capable Local Government Institutions	Assist with and facilitate expenditure of grant funding (committed/actually spent)	Value of ALL CAPITAL GRANTS project funds spent or committed /total value of all grant funds for the current financial year (less contingencies)		95%	10%	40%	60%	95%	8
D464	Capable Local Government Institutions	Submit incident investigation report within 7 days from date of injury to the OHS department	Percentage of incident reports submitted to the OHS department within 7 days	100%	100%	100%	100%	100%	100%	8
D465	Capable Local Government Institutions	Report to NERSA on the technical information (Electro Technical information) annually by 31 October or due date	Input provided	1	1	0	1	0	0	8
D466	Good Governance and Public Participation	Respond 100% on all audit queries received from the AG/IA within 3 days	Percentage of AG/IA audit queries responded to within 3 days	100%	100%	100%	100%	100%	100%	2
D467	Good Governance and Public Participation	Implement all of agreed corrective measures as identified within internal and external audit reports within due dates	Percentage of corrective measures identified in internal and external audit reports implemented	100%	100%	100%	100%	100%	100%	2
D468	Good Governance and Public Participation	Evaluate mid-year performance agreements with all Deputy Directors reporting to Director by in terms of Regulation 890	% of performance agreements evaluated	100%	100%	0%	0%	100%	0%	5

INITIALS: MM SC DIR WJL

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Ref No	National Key Performance Area	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Annual Target	Targets				Weight
						Q1	Q2	Q3	Q4	
D469	Good Governance and Public Participation	Submit all inputs for the IDP to the Manager: IDP and PMS within 7 working days after request	Number of inputs submitted	1	1	0	1	0	0	1
D470	Capable Local Government Institutions	Submit all inputs (non-financial) for the Annual Report to the Manager: IDP and PMS within 7 working days after request	Number of inputs submitted	1	1	1	0	0	0	1
D471	Infrastructure and Service Delivery	Submit the Safety Report on fatal incidents to the MM within 24 hours of becoming aware of the incident	% of reports submitted within 24 hours	100%	100%	100%	100%	100%	100%	2
D472	Capable Local Government Institutions	Conduct Departmental Moderation Committee meeting by 31 October	Number of meetings conducted	1	1	0	1	0	0	5
										80

INITIALS: MM BC DIR WJ
R. J. J. J.

COMPETENCIES

The competencies required from employees prescribed in the Regulations on the appointment and conditions of employment of senior managers, R21 of 2014. The assessment of these competencies will account for **twenty percent** of the total employee assessment score.

Annexure B describes the different achievement levels for each Competency and should therefore form part of this section of the Performance Plan.

Competency	Definition	Weight
LEADING COPETENCIES		
Strategic direction and leadership	Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate. It includes: • Impact and influence • Institutional performance management • Strategic planning and management • Organisational awareness	1.67
People management	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve Institutional objectives. It Includes: • Human capital planning and development • Diversity management • Employee relations management • Negotiation and dispute management	1.67
Programme and project management	Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives. It includes: • Program and project planning and Implementation • Service delivery management • Program and project monitoring and evaluation	1.67
Financial management	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner. It Includes: • Budget planning and execution • Financial strategy and delivery • Financial reporting and delivery	1.67

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Competency	Definition	Weight
Change leadership	Able to direct and initiate transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community. It includes: • Change vision and strategy • Process design and improvement • Change impact monitoring and evaluation	1.67
Governance leadership	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships. It includes: • Policy formulation • Risk and compliance management • Cooperative governance	1.67
CORE COMPETENCIES		
Moral competence	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and display behaviour that reflects moral competence.	1.67
Planning and organising	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk.	1.67
Analysis and innovation	Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.	1.67
Knowledge and Information management	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	1.67
Communication	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome.	1.67
Results and quality focus	Able to maintain high quality standards, focus on achieving results and objectives while consistency striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives.	1.67
TOTAL		20

Done and signed at George on the 23rd of July 2026

ACTING MUNICIPAL MANAGER BR Elnan

DIRECTOR ELECTRICAL ENGINEERING SERVICES

INITIALS: MM BC

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R. D. P. J.