RATLOU LOCAL MUNICIPALITY

2026 -2027

PERFORMANCE AGREEMENT

As represented by

LLOYD LEOKO

(In his capacity as the Municipal Manager of RATLOU LOCAL MUNICIPALITY)

(The employer for the purpose of this agreement)

And

PRISCILLA MORUAKGOMO

In her capacity as the Chief Financial Officer of RATLOU LOCAL MUNICIPALITY
(The employee for the purpose of this agreement)

O.P L. A.K I.F

TABLE OF CONTENTS

O.P
A.K
I.F

PERFORMANCE AGREEMENT

Entered into by and between

The Local Municipality of Ratlou herein represented by **Mr Lloyd Leoko** , in his capacity as **Municipal Manager** (hereinafter referred to as the employer)

And

Ms Priscilla Moruakgomo in her capacity as the **Chief Financial Officer** of Ratlou Local Municipality, (hereinafter referred to as the Employee)

Whereby it is agreed by the parties as follows:

1. INTRODUCTION

1.1. Section 57(1)(b) of the Municipal System Act 32 of 2000, requires the parties to conclude an annual performance Agreement in terms of section 57(2)(a) of the same Act.

1.2. Parties wish to ensure that they agree on goals to be achieved, and secure the commitment of the Employee reporting to the Employer, to set of outcomes that will secure local government policy goals

1.3. Parties wish to ensure that there is compliance with Section 57(4A) 57(4B) and 57(5) of the Municipal System Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to-

2.1. Comply with the provision of the Section 57(1)(b) and (5) of the Municipal System Act 32 of 2000.

2.2. Specify objectives and targets established for the Employee and to communicate to the Employee the Employer's expectations of the Employee's performance expectations and accountabilities;

2.3. Specify accountabilities as set out in the Performance Plan, which is attached herewith as Annexure "A"

OP L.
A.K G.F

2.4. Monitor and measure performance against set targets outputs and establish a transparent and accountable working relationship

2.5. Use the Performance Agreement and Performance Plan as the basis for assessing whether the Employee has met the performance expectations applicable to the job;

2.6. Appropriately reward the Employee in accordance with the Employer's performance management policy on the of outstanding performance, and

2.7. Give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery through a performance management system.

3. COMMENCEMENT AND DURATION

3.1. This Agreement will commence on **01 July 2026** and will remain in force until **30 June 2027**, irrespective of the date of signatures by the parties, where after a new Performance Agreement, Performance Plan and Personal Development Plan may be concluded between the parties for the next financial year or portion thereof

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

3.3. The payment of performance bonus is determined by the performance score obtained during the annual performance evaluation exercise and approval of the performance assessment report by Council.

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

3.5. The content of this Agreement may be revised at any time during the abovementioned period to review the matters agreed upon.

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

O.P A.K I.F

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 met by the Employer in consultation with the employee's and based on the integrated Development Plan and the Budget of the Employer,; and shall include strategic objectives; key performance Indicators and Performance Targets.

4.3 The strategic objectives describe the main task need to be done, The performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. Performance targets describe the quantum and timeframes in which the work must be achieved.

4.4 The Employer'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 and Top Layer SDBIP.

5. PERFORMANCE MANAGEMEMT 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 key Performance Areas (including special projects relevant to the employee responsibilities) within the local government framework.

O.P L. A.K I.F

5.5 The criteria upon the performance of the Employee shall be assessed and shall consist of two components, both which shall be contained in the Performance Agreement. The Employee must be assessed against both components, with a weighting of 80, 20 allocated to the Key Performance areas (KPAs) and the Core Managerial Competencies (CMCs) respectively.

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

5.6.2 Key performance Areas covering the main areas of work will account 80% and the core management Competencies will account for 20% of the final assessment

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

Key Performance Areas	**Weightings**
Basic Service Delivery	25%
Municipal Institutional Development and Transformation	20%
Local Economic Development	15%
Municipal Financial Viability and Management	25%
Good Governance and Public Participation	15%
Total	100%

5.8 The Core Management Competencies will make up the other 20% of the Employee's assessment score; the following are the Core Management Competencies:

CORE COMPENCIES REQUIREMEMTS FOR EMPLOYEES	
Core Managerial Competencies(CMC)	Weight
Strategic Capacity	5%
Programme and Project Management	5%
Financial Management	10%
Change Management	10%
Service Delivery innovation	5%
Problem Solving	5%
People and Diversity Management	5%
Client Orientation and Customer Focus	10%
Communication	10%
Accountability and Ethical Conduct	5%
Policy Conceptualization and Implementation	5%
Supply Chain Management	5%
TOTAL	100%

O.P
A.K
I.F

6. EVALUATING PERFORMANCE

6.1 The Performance Plan (Annexure A) to this Agreement as set out

6.1.1 The standards and procedures for evaluating the Employee's performance, and

6.2 Despite the 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 included in a personal Development Plan as well as the actions agreed to and implementation must take place within set time frames

6.4 The annual performance appraisal will involve

6.4.1 Assessment of the achievement of results as outlined in the performance plan

6.4.1.1 Each key Performance Area should be assessed according to the extent to which the specified standard or performance indicators have been met and with due regard to ad hoc task that has to be performed under the KPA

6.4.1.2 An indicative rating on the five point scale should be provided to each key Performance Areas score

6.4.1.3 The applicable assessment rating calculator must then be used to add the score and calculate a final Key performance area score.

6.4.2 Assessment of the Core Management Competencies

6.4.2.1 Each CMC should be assessed according to the extent to which specified Core Management Competencies

6.4.2.2 An indicative rating on the five-point scale should be provided for each Core Management Competencies

6.4.2.3 This rating should be multiplied by the weighting given to each Core Management Competencies

6.4.2.4 The applicable assessment rating calculator must then be used to add the scores and calculating a final Core Management Competencies score

6.4.3 Overall rating

O.P
L. A.K I.F

6.4.3.1 An overall rating is calculated by using the applicable assessment – rating calculator

6.4.3.2 Assessment of Employee's performance will be based on the following rating scale for KPS's and CMC

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding	Performance far exceeds the standards expected of and employee at this level. The appraisal indicates that employee has achieved far above fully effective result against all performance criteria and indicators as specific in the PA and Performance plan and maintained this in all areas of responsibility throughout the year					
4	Performance Significantly above expectation	Performance is significantly higher than the standards expected of and employee at this level. The appraisal indicates that employee has achieved above fully effective result against all performance criteria and indicators as specific in the PA and Performance plan and maintained this in all areas of responsibility throughout the year					
3	Fully Effective	Performance fully meets the standard expected in all areas of the job. The appraisal indicates that employee has fully achieved effective result against all performance criteria and indicators as specific in the PA and Performance plan					
2	Not fully effective	Performance fully meets the standard expected in all areas of the job. The review/assessment indicates that employee has fully achieved below fully effective result against more than half the key performance criteria and indicators as specific in the PA and Performance plan					
1	Unacceptable performance	Performance does not meet the standard expected in all areas of the job. The review/assessment indicates that employee has fully achieved below fully effective result against more than half the key performance criteria and indicators as specific in the PA and Performance plan					

O-P A.K I.F

6.5 For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established:

6.5.1 Municipal Manager;

6.5.2 Chairperson of the Audit Committee;

6.5.3 Member of the Executive Committee, and

6.5.4 Municipal Manager from another Municipality

6.5.5 Manager: Performance Management System (Secretariat)

7. SCHEDULE FOR PERFORMANCE REVIEWS

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

7.1.1 First quarter: Second week of October 2026

7.1.2 Second quarter: Third week of January 2027

7.1.3 Third quarter: Second week of April 2027

7.1.4 Fourth quarter & Annual review: End of August 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 Employer'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 reason, The Employee will be fully consulted before any 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 change is made

7.6. Record/results of quarterly, mid-year and annual assessment/reviews and changes made to the performance agreement as a result of such evaluations will be documented and form part of the annual performance evaluation report.

OP
L. A.K I.F

8. DEVELOPMENT REQUIREMENTS

The personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure "B"

9. OBLIGATIONS OF THE EMPLOYER

The Employer shall:

9.1 Create enabling environment for effective performance by the employer;

9.2 Provide access to skills development and capacity building opportunities

9.3 Work collaboratively with the employees to solve problems and generate solutions to common problems that may impact on his/her performance;

9.4 On the request of the Employee delegate such powers reasonably required by the Employee to enable him/her to meet the performance objectives and targets established in terms of this agreement

10. CONSULTATION

10.1 The Employer agrees to consult the Employees timeously where the exercising of the power will have amongst others;

10.1.1 A direct effect on the performance of any of Employee's functions, performance objectives and targets;

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

10.1.3 A substantial financial effect on the Employer

10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken when exercising powers contemplated in 10.1 above 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 After the annual performance evaluation in terms of this performance agreement has been completed, the performance bonus ranging from

O.P
L. A.K I.F

5% to 14% of the all-inclusive remuneration package may be paid to the Employee in recognition of outstanding performance

11.3 In determining the performance bonus the relevant percentage will be based on the over rating, calculated by using the applicable assessment rating calculator provided that :

11.3.1 A score of 100% to 129% will be awarded a performance bonus of five percent (5%)

11.3.2 A score of 130% to 149% will be awarded a performance bonus of ten percent (10%)

11.3.3 A score of 150% will be awarded a performance bonus of fourteen percent
(14%)

11.4 The above mentioned performance bonus will be awarded based on the following scheme

Level of Performance	Description	Allocated Total Score	Bonus % of the Total Package
5.0	Outstanding Performance	Above 150%	14%
4.0	Performance significant above expectations	130 -149%	10%
3.0	Fully effective (meet the standards)	100 – 129%	05%
2.0	Performance not fully effect	50 – 99%	0%
1.0	Unacceptable Performance	1 – 49%	

In the case of unacceptable performance, the Employee shall-

11.5.1 Give notice to the Employee to attend a meeting with the Employer and the Employer will have the opportunity to satisfy the Employer of the measures being taken to ensure that the Employee's performance becomes satisfactory by a particular date.

11.5.2 Provide systematic remedial or developmental support and assist the Employees to improve his/her performance; and

11.5.3 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

O.P
L.
A.K
T.F

employment of the Employee in grounds of unfitness or incapacity to carry out his/her duties.

11.6 Nothing contained in this Agreement in any way limits the right of the Employer to terminate the Employee's contract of employment for any other breach by the Employee of his obligations to the Employer or for any other valid reason in law

12. DISPUTE RESOLUTION

12.1 If the Employee is dissatisfied with any decision or action of the Employer in terms of this agreement, or where a dispute arises about the nature of this performance agreement, whether it relates to which the Employee has achieved the performance objectives and targets established in terms of this Agreement.

12.1.1 The Employer may meet with the Employee with a view to resolving the issue. The Employer will record the outcome of the meeting in writing

12.1.2 In the event the Employee remains dissatisfied with the outcome of the meeting, the dispute shall be mediated by the Executive Mayor within thirty (30) days of receipt of a formal dispute from the Employee.

12.1.3 Provided that if the dispute is about the outcomes of the Employee's performance evaluation, the dispute shall be mediated by a member of the Municipal Council who was not part of the evaluation panel within thirty (30) days of receipt of a formal dispute from the Employee

12.2 In the event that the meeting and mediation process contemplated in clause 12.1 above fails, dispute resolution mechanisms or processes provided for in the contract of employment shall apply and subsequent report to Council.

12.3 The outcome of any meeting and the decisions of the Employer, mediation or arbitration with regards to any dispute in terms of the performance agreement must form part of the report of the annual assessment exercise.

13. PERFORMANCE PLAN

13.1. Purpose

The performance plan defines the Council's expectations of the Municipal Manager and Senior Managers Performance Agreement to which this document is attached and Section 57 (5) of the Municipal System Act, which provides that performance objectives and targets must be based on the key performance indicators as set the Municipality's integrated development Plan (IDP) and as reviewed annually.

O.P A.K I.F

13.2 Key Responsibilities

The following objects of local government will inform the Municipal Manager and Senior Managers performance against set performance indicators;

1. Provide democratic and accountable government for local communities
2. Ensure the provision of service to communities in a sustainable manner'
3. Promote social and economic development;
4. Promote a safe and healthy environment;
5. Encourage the involvement of communities and community organisations in the matters of local government.
6. Provide capacity building to employees in line with Workplace Skills Development Plan.

13.3 Key Performance Areas

The key performance Areas (KPAs) as outlined in the Local Municipal Planning and Performance Management Regulations (2001) inform the strategic objectives listed in below;

1. Municipal Transformation and Organisational Development;
2. Infrastructure Development and Service Delivery;
3. Local Economic Development;
4. Municipal Financial Viability and Management;
5. Good Governance and Public Participation.
6. Spatial Rationale

O.P L. A.K I.F

Ratlou Local Municipality – Department: Budget and Treasury Office
ANNEXURE A: PERFORMANCE PLAN
Key Performance Indicators and Quarterly Targets

3.1. Municipal Strategy Map

Key Performance Area	Municipal Transformation and Organisational Development	Service Delivery and Infrastructure Development	Local Economic Development	Municipal Financial Viability	Good Governance and Public Participation	Spatial Rationale
CUSTOMER		Provision of Basic Municipal Services and Infrastructure	Promote Local Economic Development & Job Creation		Enhance Communication	
		Facilitate the Provision of Housing Services			Promote Community Participation	
					Promote Good Governance	
FINANCIAL				Improve Asset Management		
				Enhance Revenue		
					Promote Financial Accountability	
INNOVATION LEARNING AND GROWTH	Retain and Recruit Talented Employees					
	Achieve Employment Equity				Promote Accountable, Efficient and Transparent Organization	
	Promote Innovation Learning and Growth					
INTERNAL BUSINESS	Achieve a Positive & Productive Employee Climate				Achieve Clean Audit	Improve Spatial Planning
	Improve Technology Efficiency					
	Promote Planning and Performance Management					

NATIONAL LG PRIORITIES	***ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.***										
KPA	***MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT***										
OUTCOME 9	***OUTPUT 1***		***A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED***								
	OUTPUT 6		***ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED***								
FUNCTIONAL AREA	**STRATEGIC OBJECTIVE**	**MUNICIPAL POWERS & FUNCTIONS**	**BASELINE 2025/2026** **Current status (Progress to date)**	**KEY PERFORMANCE INDICATOR**	**KPI TYPE**	**ANNUAL TARGET**	**BUDGET**	**MSCOA DESCRIPTION**	**QUARTERLY TARGETS**		**PORTFOLIO OF EVIDENCE**
Budget and Treasury	Promote Financial Accountability	Municipal Planning	12 MFMA section 71 reports submitted	**KPI 01** Number of MFMA section 71 reports submitted to the Mayor within 10 working days after the end of each month.	Output	12 MFMA section 71 reports submitted to the Mayor within 10 working days after the end of each month by 30 June 2027	OPEX	-	Q1	3 MFMA section 71 reports submitted to the Mayor within legislative timeframe by 30 September 2026	12 Monthly budget statements (section 71 reports) Proof of submission Acknowledgement Receipt from the Office of the Mayor
									Q2	3 MFMA section 71 reports submitted to the Mayor within legislative timeframe by 31 December 2026	
									Q3	3 MFMA section 71 reports submitted to the Mayor within 10 working days after the end of each month by 30 March 2027	
									Q4	3 MFMA section 71 reports submitted to the Mayor within 10 working days after the end of each month by 30 June 2027	
Budget and Treasury	Promote Financial	Municipal	MFMA section 52 reports submitted to	**KPI 02** Number of MFMA	Output	4 MFMA section 52	OPEX	-	Q1	1 MFMA section 52 reports submitted to	Council resolutions

I.F O.P
A.K L.

NATIONAL LG PRIORITIES	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.										
KPA	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT										
OUTCOME 9	OUTPUT 1		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED								
	OUTPUT 6		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED								
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2025/2026 Current status (Progress to date)	KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	MSCOA DESCRIPTION	QUARTERLY TARGETS		PORTFOLIO OF EVIDENCE
	Accountability	Planning	Council	section 52 reports submitted to Council		reports submitted to Council by 30 June 2026				Council by 30 September 2026	on MFMA Section 52 reports submitted to council
									Q2	1 MFMA section 52 reports submitted to Council by 31 December 2026	
									Q3	1 MFMA section 52 reports submitted to Council by 31 March 2027	
									Q4	1 MFMA section 52 reports submitted to Council by 30 June 2027	
Budget and Treasury	Promote Financial Accountability	Municipal Planning	12 MFMA section 66 reports submitted	**KPI 03** Number of MFMA section 66 reports submitted to Council		12 MFMA section 66 reports submitted to Council by 30 June	OPEX	-	Q1	3 MFMA section 66 reports submitted to Council by 30 September 2026	12 Section 66 reports Council Resolutions
									Q2	3 MFMA section 66 reports submitted Council by 31	

NATIONAL LG PRIORITIES	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.										
KPA	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT										
OUTCOME 9	OUTPUT 1		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED								
	OUTPUT 6		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED								
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2025/2026 Current status (Progress to date)	KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	MSCOA DESCRIPTION	QUARTERLY TARGETS		PORTFOLIO OF EVIDENCE
						2026				December 2026	
									Q3	3 MFMA section 66 reports submitted to Council by 31 March 2027	
									Q4	3 MFMA section 66 reports submitted to Council by 30 June 2027	
Budget and Treasury	Promote Financial Accountability	Municipal Planning	4 MFMA Circular 34 reports submitted	**KPI 04** Number of SCM Circular 34 reports submitted to Council		4 SCM Circular 34 reports submitted to Council by 30 June 2026	OPEX	-	Q1	1 SCM Circular 34 reports submitted to Council by 30 September 2026	4 SCM quarterly reports Council Resolutions
									Q2	1 SCM Circular 34 reports submitted to Council by 31 December 2026	
									Q3	1 SCM Circular 34 reports submitted to Council by 30 March	

O.P. I.F A.K

NATIONAL LG PRIORITIES	**ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.**										
KPA	**MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT**										
OUTCOME 9	**OUTPUT 1**		**A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED**								
	OUTPUT 6		**ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED**								
FUNCTIONAL AREA	**STRATEGIC OBJECTIVE**	**MUNICIPAL POWERS & FUNCTIONS**	**BASELINE 2025/2026** **Current status (Progress to date)**	**KEY PERFORMANCE INDICATOR**	**KPI TYPE**	**ANNUAL TARGET**	**BUDGET**	**MSCOA DESCRIPTION**	**QUARTERLY TARGETS**		**PORTFOLIO OF EVIDENCE**
										2027	
									Q4	1 SCM Circular 34 reports submitted to Council by 30 June 2027	
Budget and Treasury	Achieve Clean Audit	Municipal Planning	2025/2026 Procurement Plan	**KPI 05** Number of revised compliance check list for procurement	Outcome	1 Revised Procurement Compliance Check List developed by 31 July 2026	OPEX	-	Q1	1 Revised Procurement Compliance Check List developed by 31 July 2026	Approved Procurement Compliance Check List
									Q2	-	
									Q3	-	
									Q4	-	
		Municipal Planning	Post Audit Action Plan Developed and submitted to Council	**KPI 06** Number of post-audit action plans developed and submitted to Council		1 post-audit action plan developed and submitted to Council by 31 January 2027	OPEX	-	Q1	-	Council resolution and PAAP
									Q2	-	
									Q3	1 post-audit action plan by 31 January 2027	
									Q4	-	

O.P
I.A.K 2.

NATIONAL LG PRIORITIES	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.									
KPA	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT									
OUTCOME 9	OUTPUT 1		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED							
	OUTPUT 6		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED							
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2025/2026 Current status (Progress to date)	KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	MSCOA DESCRIPTION	QUARTERLY TARGETS	PORTFOLIO OF EVIDENCE
		Municipal Planning	2026/27 adjustment budget	**KPI 07** 2027/28 adjustment budget developed approved	Output	2027/28 adjustment budget developed approved by 28 February 2027	OPEX	-	Q1 -	Council resolution and 2027/28 Adjustment Budget
									Q2 -	
									Q3 2027/28 adjustment budget developed approved by 28 February 2027	
									Q4 -	
		Municipal Planning	2027/28 budget compiled approved (MFMA, Sec 25)	**KPI 08** 2027/30 budget compiled approved	Output	2027/28 budget compiled and approved by 31 May 2027	OPEX	-	Q1 -	Council Resolution and Approved 2027/28 budget
									Q2 -	
									Q3 2027/28 Draft budget compiled and approved by 30 March 2027	
									Q4 2026/27 budget compiled approved by 31 May 2027	
Budget and Treasury	Improve Asset Management	Municipal Planning	2 assets verification report submitted	**KPI 09** Number of assets verification report submitted	Output	2 assets verification report submitted to the Assets committee by	OPEX	-	Q1 -	2 Assets verification reports
									Q2 1 assets verification report submitted to the Assets committee by 31 December 2026	
									Q3 -	

O.P
L.
I.F
A.K

NATIONAL LG PRIORITIES	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.										
KPA	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT										
OUTCOME 9	OUTPUT 1		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED								
	OUTPUT 6		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED								
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2025/2026 Current status (Progress to date)	KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	MSCOA DESCRIPTION	QUARTERLY TARGETS		PORTFOLIO OF EVIDENCE
						30 June 2027			Q4	1 assets verification report submitted to the Assets committee by 30 June 2027	
			1 Assets Committee	**KPI 10** Number of Assets Committee Established	Output	1 Assets Committee established by 31 July 2026	OPEX	-	Q1	1 Assets Committee established by 31 July 2026	
									Q2	-	
									Q3	-	
									Q4	-	
			4 Meetings Held	**KPI 11** Number of Assets Committee Meetings Held		4 Assets Committee Meetings Held by 30 June 2027	OPEX	-	Q1	1 Asset Committee Meetings Held by 30 September 2026	Invitation Letters, Minutes & Attendance Registers
									Q2	1 Asset Committee Meetings Held by 31 December 2026	
									Q3	1 Asset Committee Meetings Held by 30 March 2027	
									Q4	1 Asset Committee Meetings Held by 30 June 2027	

O.P
2. A.K

NATIONAL LG PRIORITIES	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.										
KPA	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT										
OUTCOME 9	OUTPUT 1		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED								
	OUTPUT 6		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED								
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2025/2026 Current status (Progress to date)	KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	MSCOA DESCRIPTION	QUARTERLY TARGETS		PORTFOLIO OF EVIDENCE
Budget and Treasury	Revenue Enhancement	Municipal Planning	45% Collection rate	**KPI 31** % Collection of billed revenue (i.e., Opening Balance + Billing-impairment-closing + billing*100	Output	95% Collection of billed revenue (i.e., Opening Balance + Billing-impairment-closing + billing*100) by 30 June 2027	OPEX	-	Q1	95% Collection of billed revenue (i.e., Opening Balance + Billing-impairment-closing + billing*100) by 30 September 2026	Council Minutes and Financial Reports
									Q2	95% Collection of billed revenue (i.e., Opening Balance + Billing-impairment-closing + billing*100) by 31 December 2026	
									Q3	95% Collection of billed revenue (i.e., Opening Balance + Billing-impairment-closing + billing*100) by 30 March 2027	
									Q4	95% Collection of billed revenue (i.e., Opening Balance + Billing-impairment-closing + billing*100) by 30 June 2027	
Budget and Treasury	Revenue Enhancement	Municipal Planning	2 Awareness campaigns	**KPI 32** Number of Consumer Awareness	Outp	2 Number of Consumer Awareness	R 20 000	O10000/IE10149/F10017/X10047/R11340/10000/78/236/307	Q1	1 Number of Consumer Awareness	Invitation Letters Attendance Registers

I.F A.K

NATIONAL LG PRIORITIES	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.										
KPA	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT										
OUTCOME 9	OUTPUT 1		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED								
	OUTPUT 6		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED								
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2025/2026 Current status (Progress to date)	KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	MSCOA DESCRIPTION	QUARTERLY TARGETS		PORTFOLIO OF EVIDENCE
Budget and Treasury	Revenue Enhancement	Municipal Planning	2 Awareness campaigns	**KPI 13** Number of Consumer Awareness campaigns held	Output	2 Number of Consumer Awareness campaigns held by 30 June 2027	R 20 000	*O10000/IE10149/F10017/X10047/R11340/10000/78/236/307*	Q1	1 Number of Consumer Awareness campaigns held by 30 September 2026	Invitation Letters Attendance Registers
									Q2	-	
									Q3	-	
									Q4	1 Number of Consumer Awareness campaigns held by 30 June 2027	
Budget and Treasury	Revenue Enhancement	Municipal Planning	2 Meetings Held	**KPI 14** Number of MPRA Meetings held	Activity	4 MPRA Meetings held by 30 June 2027	OPEX	-	Q1	1 MPRA Meetings held by 30 September 2026	Invitation Letters Minutes of the meeting
									Q2	MPRA Meetings held by 31 December 2026	

O.P
I.K A.K

NATIONAL LG PRIORITIES	ENSURE SUSTAINABLE RESOURCE MANAGEMENT AND USE.										
KPA	MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT										
OUTCOME 9	OUTPUT 1		A POLICY FRAMEWORK THAT PROVIDES FOR A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT IS IMPLEMENTED								
	OUTPUT 6		ADMINISTRATIVE AND FINANCIAL CAPABILITIES OF MUNICIPALITIES ARE ENHANCED								
FUNCTIONAL AREA	STRATEGIC OBJECTIVE	MUNICIPAL POWERS & FUNCTIONS	BASELINE 2025/2026 Current status (Progress to date)	KEY PERFORMANCE INDICATOR	KPI TYPE	ANNUAL TARGET	BUDGET	MSCOA DESCRIPTION	QUARTERLY TARGETS		PORTFOLIO OF EVIDENCE
									Q3	MPRA Meetings held by 30 March 2027	
									Q4	MPRA Meetings held by 30 June 2027	
Budget and Treasury	Revenue Enhancement	Municipal Planning	2022 – 2028 General Valuation Roll	**KPI 15** Number of Supplementary valuation Rolls conducted		1 Supplementary valuation Rolls conducted by 30 June 2027	R 200 000	*O10000/IE10166/F10017/X10099/R11340/10000/63/162/307*	Q1	-	SVR Certificate
									Q2	-	
									Q3	-	
									Q4	1 Supplementary valuation Rolls conducted by 30 June 2027	
Budget and Treasury	Provision of Basic Municipal Services and Infrastructure	Municipal Planning	Indigent Register Existing	**KPI 16** Number of Updated and Approved Indigent Registers		1 Updated & Approved Indigent Register by 30th June 2027	R 1 7000 000	*O10000/IE10239/F10017/X10096/R11340/10000/91/147/307*	Q 1		Council Minutes and Approved Indigent Register
									Q 2		
									Q3		
									Q 4	1 Updated & Approved Indigent Register by 30th June 2027	

O.P
2.
I.F A.E

CHAPTER 4

1. MUNICIPAL FINANCIAL INFORMATION

This section contains the financial information of the municipality as contained in the 2026/2027 municipal budget.

The first part of the section consists of the municipality's projected income by source. This represents all the income that the municipality will receive for the 2026/2027 financial year.

This section is followed by the projected expenditure of council by vote. Here the municipality indicates present its expenditure plan in line with its projected income.

The last part of this section consists of the ward information where the location of each project will be based in the municipal area. Readers and residents alike should be able to use the information in this section to see the distribution of projects in the municipal area and the most importantly to follow the development trends.

O.P I.F L. A.K

COMPONENT 1: MONTHLY PROJECTIONS OF REVENUE TO BE COLLECTED FOR EACH SOURCE

NW381 Ratlou - Supporting Table SA25 Budgeted monthly revenue and expenditure

Description	Ref	Budget Year 2026/27												Medium Term Revenue and Expenditure Framework		
R thousand		July	August	Sept.	October	November	December	January	February	March	April	May	June	Budget Year 2026/27	Budget Year +1 2027/28	Budget Year +2 2028/29
Revenue																
Exchange Revenue																
Service charges - Electricity		59	59	59	59	59	59	59	59	59	59	59	59	705	727	749
Service charges - Water													–	–	–	–
Service charges - Waste Water Management													–	–	–	–
Service charges - Waste Management		8	8	8	8	8	8	8	8	8	8	8	8	100	103	106
Sale of Goods and Rendering of Services													–	–	–	–
Agency services		104	104	104	104	104	104	104	104	104	104	104	105	1 253	1 292	1 331
Interest													–	–	–	–
Interest earned from Receivables		1 102	1 102	1 102	1 102	1 102	1 102	1 102	1 102	1 102	1 102	1 102	1 102	13 223	13 629	14 047
Interest earned from Current and Non-Current Assets		333	333	333	333	333	333	333	333	333	333	333	333	3 993	4 116	4 242
Dividends													–	–	–	–
Rent on Land													–	–	–	–
Rental from Fixed Assets		187	187	187	187	187	187	187	187	187	187	187	187	2 243	2 312	2 383
Licence and permits		20	20	20	20	20	20	20	20	20	20	20	20	239	247	254
Special rating levies																
Operational Revenue		33	33	33	33	33	33	33	33	33	33	33	33	398	410	423
Non-Exchange Revenue																
Property rates		2 534	2 534	2 534	2 534	2 534	2 534	2 534	2 534	2 534	2 534	2 534	2 534	30 407	31 340	32 303
Surcharges and Taxes													–	–	–	–
Fines, penalties and forfeits		15	15	15	15	15	15	15	15	15	15	15	15	183	188	194
Licences or permits													–	–	–	–
Transfer and subsidies - Operational		14 460	14 460	14 460	14 460	14 460	14 460	14 460	14 460	14 460	14 460	14 460	14 460	173 515	171 039	182 681
Interest													–	–	–	–
Fuel Levy													–	–	–	–
Operational Revenue													–	–	–	–
Gains on disposal of Assets													–	–	–	–
Other Gains													–	–	–	–
Discontinued Operations													–	–	–	–
Total Revenue (excluding capital transfers and contributions)		**18 855**	**18 855**	**18 855**	**18 855**	**18 855**	**18 855**	**18 855**	**18 855**	**18 855**	**18 855**	**18 855**	**18 855**	**226 260**	**225 403**	**238 714**

O.P I.F
L. A.K

Expenditure																
Employee related costs		10 423	10 423	10 423	10 423	10 423	10 423	10 423	10 423	10 423	10 423	10 423	10 423	125 075	131 642	138 529
Remuneration of councillors		1 177	1 177	1 177	1 177	1 177	1 177	1 177	1 177	1 177	1 177	1 177	1 177	14 119	14 861	15 641
Bulk purchases - electricity		536	536	536	536	536	536	536	536	536	536	536	536	6 430	9 470	(3 040)
Inventory consumed		110	110	110	110	110	110	110	110	110	110	110	110	1 320	1 800	(480)
Debt impairment		767	767	767	767	767	767	767	767	767	767	767	767	9 200	9 683	10 191
Depreciation and amortisation		3 088	3 088	3 088	3 088	3 088	3 088	3 088	3 088	3 088	3 088	3 088	3 088	37 054	38 897	40 821
Interest		7	7	7	7	7	7	7	7	7	7	7	7	80	84	89
Contracted services		2 488	2 488	2 488	2 488	2 488	2 488	2 488	2 488	2 488	2 488	2 488	2 488	29 860	31 428	33 077
Transfers and subsidies													–	–	–	–
Irrecoverable debts written off													–	–	–	–
Operational costs		3 172	3 172	3 172	3 172	3 172	3 172	3 172	3 172	3 172	3 172	3 172	3 172	38 059	37 043	54 465
Losses on disposal of Assets													–	–	–	–
Other Losses													–	–	–	–
Total Expenditure		**21 766**	**21 766**	**21 766**	**21 766**	**21 766**	**21 766**	**21 766**	**21 766**	**21 766**	**21 766**	**21 766**	**21 767**	**261 198**	**274 906**	**289 293**
Surplus/(Deficit)		(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 912)	(34 938)	(49 503)	(50 579)
Transfers and subsidies - capital (monetary allocations)													–	–	–	–
Transfers and subsidies - capital (in-kind)													–	–	–	–
Surplus/(Deficit) after capital transfers & contributions		(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 912)	(34 938)	(49 503)	(50 579)
Income Tax													–	–	–	–
Surplus/(Deficit) after income tax		(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 912)	(34 938)	(49 503)	(50 579)
Share of Surplus/Deficit attributable to Joint Venture													–	–	–	–
Share of Surplus/Deficit attributable to Minorities													–	–	–	–
Surplus/(Deficit) attributable to municipality		(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 912)	(34 938)	(49 503)	(50 579)
Share of Surplus/Deficit attributable to Associate													–	–	–	–
Intercompany/Parent subsidiary transactions													–	–	–	–
Surplus/(Deficit) for the year	1	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 911)	(2 912)	(34 938)	(49 503)	(50 579)

References

1. Surplus (Deficit) must reconcile with Budgeted Financial Performance

COMPONENT 2: MONTHLY PROJECTIONS OF EXPENDITURE (OPERATING & CAPITAL) AND REVENUE FOR EACH VOTE

NW381 Ratlou - Supporting Table SA26 Budgeted monthly revenue and expenditure (municipal vote

Description	Ref	Budget Year 2026/27												Medium Term Revenue and Expenditure Framework		
R thousand		July	August	Sept.	October	November	December	January	February	March	April	May	June	Budget Year 2026/27	Budget Year +1 2027/28	Budget Year +2 2028/29
Revenue by Vote	-															
Vote 1 - EXECUTIVE & COUNCIL		3 358	3 358	3 358	3 358	3 358	3 358	3 358	3 358	3 358	3 358	3 358	3 358	40 300	42 416	44 643
Vote 2 - FINANCE & ADMINISTRATION		10 895	10 895	10 895	10 895	10 895	10 895	10 895	10 895	10 895	10 895	10 895	10 895	130 741	137 600	144 824
Vote 3 - PUBLIC SAFETY		3 109	3 109	3 109	3 109	3 109	3 109	3 109	3 109	3 109	3 109	3 109	3 109	37 308	39 267	41 317
Vote 4 - PLANNING & DEVELOPMENT		3 512	3 512	3 512	3 512	3 512	3 512	3 512	3 512	3 512	3 512	3 512	3 511	42 139	60 898	64 047
Total Revenue by Vote		**20 874**	**20 874**	**20 874**	**20 874**	**20 874**	**20 874**	**20 874**	**20 874**	**20 874**	**20 874**	**20 874**	**20 874**	**250 488**	**280 181**	**294 831**
Expenditure by Vote to be appropriated	-															
Vote 1 - EXECUTIVE & COUNCIL		3 363	3 363	3 363	3 363	3 363	3 363	3 363	3 363	3 363	3 363	3 363	3 363	40 350	42 468	44 698
Vote 2 - FINANCE & ADMINISTRATION		11 459	11 459	11 459	11 459	11 459	11 459	11 459	11 459	11 459	11 459	11 459	11 459	137 512	144 727	152 325
Vote 3 - PUBLIC SAFETY		3 067	3 067	3 067	3 067	3 067	3 067	3 067	3 067	3 067	3 067	3 067	3 068	36 807	38 740	40 762
Vote 4 - PLANNING & DEVELOPMENT		3 877	3 877	3 877	3 877	3 877	3 877	3 877	3 877	3 877	3 877	3 877	3 877	46 529	48 971	51 508
Total Expenditure by Vote		**21 767**	**21 767**	**21 767**	**21 767**	**21 767**	**21 767**	**21 767**	**21 767**	**21 767**	**21 767**	**21 767**	**21 767**	**261 198**	**274 906**	**289 293**
Surplus/(Deficit) before assoc.		(893)	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(892)	(10 710)	5 275	5 539
Income Tax													–	–	–	–
Share of Surplus/Deficit attributable to Minorities													–	–	–	–
Intercompany/Parent subsidiary transactions													–	–	–	–
Surplus/(Deficit)	1	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(893)	(892)	(10 710)	5 275	5 539

O.P I.K A.K

1.1 CAPITAL AND SPECIAL PROJECTS MONTHLY PROJECTIONS

PROJECT	BUDGET 2026/2027	Monthly Projections (R)											
		July 2026	Aug 2026	Sept 2026	Oct 2026	Nov 2026	Dec 2026	Jan 2027	Feb 2027	Mar 2027	Apr 2027	May 2027	June 2027
Construction of a 3.3km Internal Access Road in Ward 08 - Phase 02	**R 7 250 000**	604 166.66	604 166.66	604 166.66	604 166.66	604 166.66	604 166.66	604 166.66	604 166.6 6	604 166.6 6	604 166.66	604 166.66	604 166.66
Rehabilitation of Existing Sports Complex in Ward 11 - Phase 02	**R 5 000 000**	416 666.66	480 729.16	480 729.16	480 729.16	480 729.16	480 729.16	480 729.16	480 729.1 6	480 729.1 6	480 729.16	480 729.16	480 729.16
Construction of 3.5km Internal Access Road in Ward 14 - Phase 02	**R 8 000 000**	6666 666.66	6666 666.66	6666 666.66	6666 666.66	6666 666.66	6666 666.66	6666 666.66	6666 666.66	6666 666.66	6666 666.66	6666 666.66	6666 666.66
Construction of an Indoor Multi-Sports Centre in Ward 03 - Phase 02	**R 5 000 000**	416 666 66	416 666 66	416 666 66	416 666 66	416 666 66	416 666 66	416 666 66	416 666 66	416 666 66	416 666 66	416 666 66	416 666 66
Supply, Delivery and Installation of 10 High-Mast Lights in Ward 05	**R 2 750 000**	229 166.66	229 166.66	229 166.66	229 166.66	229 166.66	229 166.66	229 166.66	229 166.6 6	229 166.6 6	229 166.66	229 166.66	229 166.66
Supply, Delivery and Installation of 05 High-Mast Lights in Ward 04	**R 2 200 000**	183 333.33	183 333.33	183 333.33	183 333.33	183 333.33	183 333.33	183 333.33	183 333.3 3	183 333.3 3	183 333.33	183 333.33	183 333.33
Purchasing of Specialized Vehicles for Waste Management - Phase 01	**R 1 916 100**	159 666.66	159 666.66	159 666.66	159 666.66	159 666.66	159 666.66	159 666.66	159 666.6 6	159 666.6 6	159 666.66	159 666.66	159 666.66
PMU Administration	**R 2 199 250**	183 270.83	183 270.83	183 270.83	183 270.83	183 270.83	183 270.83	183 270.83	183 270.8 3	183 270.8 3	183 270.83	183 270.83	183 270.83
Total (R)	**R34 315 350**	**2 859 604.12**	**2 859 604.12**	**2 859 604.12**	**2 859 604.12**	**2 859 604.12**	**2 859 604.12**	**2 859 604.12**	**2 859 604 .12**	**2 859 604 .12**	**2 859 604.12**	**2 859 604.12**	**2 859 604. 12**

O.P. I.R
L.
A.K

1.1 Ward Information

INFRASTRUCTURE PROJECTS	WARD	2026/2027	
Construction of a 3.3km Internal Access Road in Ward 08 - Phase 02	08	R	7 250 000,00
Rehabilitation of Existing Sports Complex in Ward 11 - Phase 02	14	R	5 000 000,00
Construction of 3.5km Internal Access Road in Ward 14 - Phase 02	03	R	8 000 000,00
Construction of an Indoor Multi-Sports Centre in Ward 03 - Phase 02	05	R	5 000 000,00
Supply, Delivery and Installation of 10 High-Mast Lights in Ward 05	04	R	2 750 000,00
Supply, Delivery and Installation of 05 High-Mast Lights in Ward 04	05	R	2 200 000,00
Purchasing of Specialized Vehicles for Waste Management - Phase 01	All	R	1 916 100,00
PMU Administration	**All**	R	2 199 250,00
Total		R	34 315 350,00

O.P.
I.F A.K

1.2 Capital Projects Three-Year Plan

Project Name	2026/2027 Financial Year Allocation		2027/2028 Financial Year Allocation		2028/2029 Financial Year Allocation	
Construction of a 3.3 km Internal Access Road in Ward 08	R	8 250 000,00	R	11 000 000,00	R	8 254 672,70
Rehabilitation of Existing Sports Complex in Ward 10 - Phase 02	R	-	R	2 932 500,00	R	5 587 747,68
Rehabilitation of Existing Sports Complex in Ward 11 - Phase 02	R	5 000 000,00	R	5 000 000,00	R	4 124 636,32
Construction of 3.5km Internal Access Road in Ward 14 - Phase 02	R	9 182 700,00	R	9 200 000,00	R	12 525 090,98
Construction of an Indoor Multi-Sports Centre in Ward 03 - Phase 02	R	5 000 000,00	R	5 000 000,00	R	5 418 902,32
Supply, Delivery and Installation of 10 High-Mast Lights in Ward 05	R	2 166 100,00	R	2 750 000,00	R	-
Supply, Delivery and Installation of 05 High-Mast Lights in Ward 04	R	2 200 000,00	R	-	R	-
Purchasing of Specialized Vehicles for Waste Management - Phase 01	R	2 500 000,00	R	1 916 100,00	R	3 000 000,00
PMU Administration	**R**	**1 805 200,00**	**R**	**1 989 400,00**	**R**	**2 047 950,00**
TOTAL	**R**	**36 104 000,00**	**R**	**39 788 000,00**	**R**	**40 959 000,00**

O.P L. A.K I.F

4.4 Maintenance Projects (Infrastructure)

INFRASTRUCTURE PROJECTS	2026/2027	2027/2028	2028/2029
Materials-Tools	120 000	126 300	132 931
High Mast Lights/Flood light-maintenance	3 000 000	3 157 500	3 323 269
Facilities Maintenance	4 000 000	4 210 000	4 431 025
Stand -by Generator	30 000	31 575	33 233
TOTAL	**7 150 000**	**7 525 375**	**7 920 458**

I.F.P
O.L.
A.K

CORE MANAGEMENT COMPETENCIEIS

The competency level will be assessed according to the extent to which specified standards have been met

Competency	Definition	Standards
Strategic Capability and Leadership	Must be able to provide a vision set the direction for the municipality and inspire others in order to deliver on the municipality's mandate	• Evaluated all activities to determine value added and alignment with the organisations strategic goals • Displays and contributes in-depth knowledge to strategic planning at the at the organisational level • Ensure alignment of strategies across various functional areas to the organisation strategy • Defines performance measures to evaluate the success of organization's strategy • Monitor and review strategic plans consistently and takes corrective action to keep plans on track in light of new challenges in the environment • Promotes organization's mission and vision to all relevant stakeholders • Empower others to deal with complex and ambiguous situations • Develops and implements risk management • Achieve agreement or consensus in an adversarial environment
Programme and Project Management	Must be able to plan, manage, monitor and evaluate specific activities in order to ensure that policies are implemented and that Local Government objectives are achieved	• Manages multiple projects and balances priorities and conflicts between projects based on broader organizational goals • Manages risk across multiple projects by examining total resources requirements and assessing impact of projects on the day to day operations • Modifies projects approach and budget without compromising the quality of outcomes and the desired results
Financial Management	Must be able to know, understand and comply with the Municipal Finance Management Act No 56 of 2003	• Takes ownership of key planning, budgeting and forecasting processes and answers , questions related to topics within own responsibilities • Formulates long term financials plans and resource allocations • Develops and implements systems, procedures and processes in order to improve financial management • Advises on policies and procedures regarding asset control • Dynamically allocate resources according to internal and external objectives.
Service delivery Innovation	Must be able to explore and implement new ways of delivering services that contribute to the improvement of municipal goals	• Formulates and implements new ideas throughout the organization • Ensures buy-in from key stakeholders • Consults and utilizes innovational best practices in SDI • Coaches others on innovation techniques • Inspires service providers to improve delivery of services

I.F
O.
A.K

Competency	Definition	Standards
People Management and Empowerment	Must be able to manage and encourage people , optimize their outputs and effectively manage relationships in-order o achieve the municipality's goals	• Analyse ineffective team and work processes and recommends improvement • Recognizes and rewards desired behaviours and results • Mentors and counsels others • Addresses balances between individual career expectations and organizational needs • Considers developmental needs of personnel when building teams and assigning task • Establishes an environment in which personnel can maximize their potential
Client Orientation and Customer Focus	Must be willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice	• Coaches others about the importance and application of customer and client knowledge • Fosters an environment in which customer satisfaction is valued and delivered • Addresses and resolves high risk profile stakeholders issues • Takes advantage of opportunities to learn about stakeholders and brings this information to own functional area
Communication	Must be able to exchange information and ideas in a clear and concise manner appropriate for the audience in order to explain, persuade, convince and influence other to achieve the desired.	• Communicates high risk sensitive matters to all relevant stakeholders. • Develops well defined commutation strategy • Balances political views with organizational needs which communicating differing view points on complex issues • Communicates with the media without compromising the integrity of the organization
Core Occupational Competencies		
Knowledge of Performance Management and Reporting	The ability to support the implementation of performance management and reporting in the municipality	• Knowledge and understanding of the legislative framework governing performance management in local government • Supporting and contributing to the timely preparation, submission and publication of statutory reports, including annual report, in year reporting • Ability to interpret the performance information • Advanced knowledge of performance management issues and concepts • Thorough understanding of reporting requirements
Competence in policy conceptualization and implementation	Ability to support and contribute to the formulation of policy and by laws as well as ability to implement	• Ability to analyse regulatory frameworks and various models of policy processes

I.F
O.P
A.K

14. GENERAL

14.1 The contents of this agreement and the outcome of any review conducted in terms of annexure A will not be confidential and may be available to the public by Employer as part of municipal annual in terms of the MFMA, 56 OF 2003 and the MSA OF 2000.

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

Thus done and signed at SETLAGOLE on this the 01 day of JULY 2026

AS WITNESS:

1 ________________

2 ________________

____
EMPLOYEE

AS WITNESS:

1 LELE G. MOYO ________________

2 R. Pholo ________________

____
MUNICIPAL MANAGER

ANNEXURE B
PERSONAL DEVELOPMENT PLAN (PDP)

DEPARTMENT: Budget and Treasury Office
JOB TITLE : Acting Chief Financial Officer
INCUMBENT : Priscilla Moruakgomo

PURPOSE: To enable the manager and the employee to identity skills development requirements and as a result agree on the steps taken to address those developmental gaps.

AREA IDENTIFIED FOR DEVELOPMENT	OBJECTIVE OF DEVELOPMENT	TYPE OF INTERVENTION (SHORT COURSE, BURSARY)	QUARTER TARGETED
CASEWARE & GRAP STANDARDS	COMPLIANT ANNUAL FINANCIAL STATEMENT(AFS)	SHORT COURSE	
BID COMMITTE TRAINING POST GRADUATE DIPLOMA	SCM COMPLIANCE ADVANCEMENT	SHORT COURSE BURSARY	

You may attend a conference within the year that would be a substitute for any of the areas of development.

CONFERENCES ATTENDED	TYPE OF CONFERENCE
CIGFARO	FINANCE AND MSCOA

Signatures: Employee:.................................... **Date** 01/07/2026 **Supervisor:**.................................... **Date:** 01-07-2026

I.F A.K O.P

CONFIDENTIAL

APPENDIX A

FINANCIAL DISCLOSURE FORM

I, the undersigned (surname and initials) MORUAKGOMO O.P

(Postal address) P.O BOX 6774
MMABATHO, 2735

(Residential address) 6006, NOKO STREET MOSIANE VIEW
MAFIKENG, 2735

(Position held) CHIEF FINANCIAL OFFICER

(Name of Department) RATLOU LOCAL MUNICIPALITY

Tel 018 330 7000 Fax NONE

Hereby certify that the following information is complete and correct to the best of my knowledge:

1. **Shares and other financial interests**

See information sheet: note –

Number of shares/Extent of financial interests	Nature	Nominal Value	Name of Company/Entity
	N/A		

2. **Directorships and Partnerships**

See information sheet: note-

Name of Corporate entity or partnership	Type of business	Amount of Remuneration
	N/A	

CONFIDENTIAL

O.P.
A.K.

CONFIDENTIAL

3. Remunerated work outside the Council

Must be sanctioned by your Accounting Officer. See information sheet: note-

Name of Employer	Type of work	Amount of Remuneration
	N\A	

Name of Accounting Officer N\A Portfolio__________________

Signature of Accounting Officer N\A Date______________________

4. Consultancies and retainerships

See information sheet: note-

Name of client	Nature	Type of Business activity	Value of any benefits received
	N\A		

5. Sponsorships

See information sheet: note-

Source of assistance/ sponsorship	Description of assistance/ sponsorship	Value of assistance/sponsorship
	N\A	

O.P
T.F
L. A.K

CONFIDENTIAL

6. Gifts and hospitality from a source other than a family member

See information sheet: note-

Description	Value	Source
	N/A	

7. Land and property

See information sheet: note-

Description	Extent	Area	Value
	N/A		

SIGNATURE OF DESIGNATED EMPLOYEE

DATE: 01 JULY 2026

PLACE: SETLAGOLE

CONTENTS NOTED; MUNICIPAL MANAGER

DATE: 01 July 2026