



PERFORMANCE PLAN

2026/27

CHIEF FINANCIAL OFFICER

Ms Fikile Veronica Mareka

Metsimaholo Local Municipality

This plan defines the Council's expectations of the **Chief Financial Officer** in accordance with the Chief Financial Officer's performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act which provides that performance objectives and targets must be based on the key performance indicators set out from time to time in the Municipality's Integrated Development Plan (IDP).

The following Municipal Key Performance Areas, Programmes and Objectives as per the approved IDP and SDBIP will inform the **Chief Financial Officer's** performance against set performance indicators.

KPA no.	Key Performance Area	Weight	Programme/Priority Area
1	Basic Service Delivery and Infrastructure Development Technical Services	5	➤ Water ➤ Sanitation and Wastewater ➤ Electricity and Energy ➤ Roads and Storm Water ➤ Project Management
1	Basic Service Delivery and Infrastructure Development Social Services	5	➤ Waste Management ➤ Parks and Recreational Facilities ➤ Disaster Management ➤ Fire Services ➤ Traffic Management ➤ By laws enforcement
2	Local Economic Development	5	➤ Local Economic Development ➤ Housing and Human Settlement ➤ Town Planning ➤ Tourism
3	Financial Viability and Management	70	➤ Income/Revenue Management ➤ Budget and Financial Statements ➤ Asset Management ➤ Expenditure Management ➤ Supply chain Management
4	Municipal Transformation and Institutional Development	5	➤ Institutional Development ➤ Human Resources Development ➤ Occupational Health and Safety ➤ Labour Relations

KPA no.	Key Performance Area	Weight	Programme/Priority Area
			➤ Records Management Services ➤ Legal Services
5	Good Governance and Public Participation Political Offices	5	➤ Special Programmes ➤ Youth Development ➤ Leadership and Council Oversight ➤ Public Participation ➤ Council Management (Whippery) ➤ Council Support
5	Good Governance and Public Participation Office of Municipal Manager	5	➤ Integrated Development Planning ➤ Performance Management ➤ Internal Audit ➤ Compliance ➤ Risk Management ➤ Information and Communications and Technology ➤ Communications ➤ Unit Management ➤ Security Management

DEPARTMENT: FINANCIAL SERVICES FINANCIAL YEAR 01 JULY 2026- 30 JUNE 2027	
Key Performance Area	KPA 3: Financial Viability and Financial Management
National Outcome	Outcome 9: Responsive, Accountable, Effective and Efficient Local Government System
NDP Chapter	Chapter 13: Building a capable state Chapter 4: Economic Infrastructure
MTDP Priority	Priority 5: Combating crime, corruption and maladministration
GNU Priority	Priority 3: Reduce crime and corruption Priority 6: Build a capable, ethical state
Provincial Priority	Free State: Financial viability, clean audit outcomes and sound municipal governance
Strategic Objective	To ensure sound, transparent and accountable financial management that optimises revenue, controls expenditure, maintains regulatory compliance and achieves clean audit outcomes for Metsimaholo.


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Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target
PRIORITY AREA/PROGRAMME: INCOME/REVENUE MANAGEMENT										
To improve Municipality's financial planning, revenue collection, expenditure and reporting capability	OUTPUT	3.1	Revenue enhancement strategy developed, and annually reviewed, submitted for council approval		Coordination of Revenue Enhancement	Approved Revenue Enhancement strategy & Council Resolution	Develop Revenue Enhancement Strategy, annually review the strategy and submit it for council approval. Development	Review Revenue Enhancement Strategy and submit it for Council approval by 30 June 2027	Q1	Q3: Approval of Reviewed Revenue Enhancement Strategy by Council by 30 June 2027
									Q2	
									Q3	
									Q4	
To improve Municipality's financial planning, revenue collection, expenditure and reporting capability	OUTPUT	3.2	% in improved annual consumer debtors' revenue collection rate		Coordination of revenue collection	Debt collection report & Schedule C	85 % in improved annual consumer debtors' revenue collection rate	85% in improved annual consumer debtors' revenue collection rate by 30 June 2027	Q1	Q1-Q4: Schedule C reporting
									Q2	
									Q3	
									Q4	
To improve Municipality's financial planning, revenue	OUTPUT	3.3	Review of Indigent Policy and approved by Council (Budget Related Policies)		Coordination of the review of Indigent Policy	Approved Indigent Policy & Council Resolution	Review of Indigent Policy and approved by Council	Review of Indigent Policy and approved by Council by 30 June 2027	Q1	Q3: Approval of Reviewed Indigent Policy by Council by 30 June 2027
									Q2	
									Q3	
									Q4	
To improve Municipality's financial planning, revenue	ACTION	3.4			Coordination and facilitation	Register	5 Indigent Awareness &		Q1	Conduct Indigent Awareness & Registration Campaigns
									Q2	

Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target	
collection, expenditure and reporting capability			Number of Indigent Awareness & registration campaigns conducted annually		of Indigents registration		registration campaigns conducted	1 Indigent Awareness & registration campaigns conducted by 30 June 2027	Q3Indigent Awareness & registration campaigns conducted by 30 June 2027 Q4	throughout all municipal Wards by 30 June 2027	
	OUTPUT	3.5	Review and Updating of Indigent Register.		Coordination of the updating of Indigent Register	Updated Indigent Register	Updating of Indigent Register.	Updating of Indigent Register by 30 June 2027	Q1Updating of Indigent Register Q2Updating of Indigent Register Q3Updating of Indigent Register Q4Updating of Indigent Register		Q1 to Q4: 100% Updating of Indigent Register quarterly as per received applications during the quarter
	ACTIVITY	3.6	% of Bad Debt (irrecoverable) incurred and written off		Facilitation of Bad Debt incurred and written off	Debt Management Report	% of allowable Bad Debt (irremovable) incurred and written off Annually	% of allowable Bad Debt (irremovable) incurred and written off by 30 June 2027	Q1 Q2 Q3 Q45% of allowable Bad Debt (irremovable) incurred and written off by Council by 30 June 2027	Q4 - Report on 5% of allowable Bad Debt (irremovable) incurred and written off by Council by 30 June 2027"	
	To improve Municipality's financial planning, revenue collection, expenditure and reporting capability	OUTPUT	3.7	Number of supplementary valuation roll presented and gazetted		Compilation of supplementary valuation roll	Supplementary valuation roll Council Resolution Notice for Gazetting		1 supplementary valuation roll presented gazetted	Q1 Q2Reporting to MM by 31 Jan and presented to Council(Annual) for noting Q3 Q4	Supplementary valuation Roll Reported on an annual basis to MM and Council for noting, followed by gazetting within 21 days
PRIORITY AREA/PROGRAMME: BUDGET AND STATEMENTS											
To improve Municipality's financial planning, revenue collection, expenditure and reporting capability	OUTPUT	3.8	mSCOA compliant Annual Budget prepared and approved by Council		Facilitation and Coordination of compilation of Annual Budget	Approved Budget & Council Resolution	mSCOA compliant Annual Budget prepared and approved by Council	mSCOA compliant Annual Budget prepared and approved by Council by 30 June 2028	Q1 Q2 Q3Draft 2026/27 Budget tabled in Council by 31 March 2027 Q4mSCOA compliant Annual Budget prepared and approved by Council	Q3 - Draft 2027/28 Budget tabled in Council by 31 March 2027 and submission to National Treasury and Provincial Treasury Q4 - Final 2027/28 Budget tabled in Council by 31 May 2027 and submitted to National	

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Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target
	OUTPUT	SDBIP 3.1	mSCOA compliant Annual Budget Adjustment prepared and approved by Council		Facilitation and Coordination of compilation of Annual Budget	"Q3: Approved 2026/27 Adjusted Budget, Council Resolution, and proof of submission to National Treasury and Provincial Treasury	mSCOA compliant Annual Budget prepared and approved by Council	mSCOA compliant Annual Budget Adjustment prepared and approved by Council by the 28 th Feb 2027	Q1	Treasury and Provincial Treasury Q3 - 2026/27 Adjusted budget tabled to council by 28 February 2027 and submission to National Treasury and Provincial Treasury
									Q2	
									Q3	Adjusted budget tabled in Council by 28 February 2026 and submitted to Treasury as legislated
									Q4	
									Q1	Q1 to Q4 - 12 Section 71 reports compiled and submitted to Treasury within 10 working days after month end as per MFMA by 30 June 2027
	OUTPUT	3.9	Number of Section 71 reports compiled and submitted to Treasury within 10 days after as per MFMA		Coordination and facilitation of compilation and submission Section 71 reports and submitted to Treasury	Reports and Acknowledgement Letter	60 Section 71 reports compiled and submitted to Treasury within 10 days after as per MFMA	12 Section 71 reports compiled and submitted to Treasury within 10 days after month end as per MFMA by 30 June 2027	Q1	Section 71 reports compiled and submitted to Treasury within 10 days after month end as per MFMA
									Q2	Section 71 reports compiled and submitted to Treasury within 10 days after month end as per MFMA
									Q3	Section 71 reports compiled and submitted to Treasury within 10 days after month end as per MFMA
									Q4	Section 71 reports compiled and submitted to Treasury within 10 days after month end as per MFMA
									Q1	Q3 - 1 Section 72 reports submitted to the Executive Mayor & Treasury by the 25th of January, submitted to Council on or before the 31st of January 2027
	OUTPUT	3.10	Number of Section 72 reports submitted to the Executive Mayor/Council & Treasury by the 25th of January, submitted to Council on or before the 31st of January		Coordination and facilitation of submission Section 72 reports	Proof of Submission & Council Resolution	5 Section 72 reports submitted to the Executive Mayor & Treasury by the 25th of January, submitted to Council on or before the 31st of January, submitted to Council on or	1 Section 72 reports submitted to the Executive Mayor & Treasury by the 25th of January, submitted to Council on or before the 31st of January by 30 June 2028	Q2	Section 72 reports submitted to the Executive Mayor & Treasury by the 25th of January
									Q3	Section 72 reports submitted to the Executive Mayor & Treasury by the 25th of January
									Q4	

Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target
To improve Municipality's financial planning, revenue collection, expenditure and reporting capability	OUTPUT	3.11	Number AFS Compiled and submitted to AG by end of August		Coordination of submission of AFS to AG	AFS and proof of submission	AFS Compiled and submitted to AG annually by end of August	AFS Compiled and submitted to AG by end of August 2026	Q1	AFS Compiled and submitted to AG by end of August 2026
									Q2	
									Q3	
									Q4	
	ACTIVITY	SDBIP 3.2	4 Cost Containment reports submitted to Senior Management			Q1 - Q4: Cost Containment Report and proof of submission to Administration	4 Cost Containment reports submitted to Senior Management	1 Cost Containment reports submitted to Senior Management	Q1	1 Cost Containment reports submitted to Administration
									Q2	1 Cost Containment reports submitted to Administration
									Q3	1 Cost Containment reports submitted to Administration
									Q4	1 Cost Containment reports submitted to Administration
	OUTPUT	3.12	Number Audit Action Plan developed by 15 January annually and submitted to Council for approval by 30 January annually		Coordination of addressing the AGs Findings	Audit Action Plan developed and monitored	Audit Action Plan developed Annually	1 Audit Action Plan developed by 15 January annually and submitted to Council for approval by 30 January annually	Q1	Progress Report on Implementation of 2024/25 FY Audit Action Plan
									Q2	Implementation of 2025/26 FY Audit Action Plan through the FMCMM portal
									Q3	Q3 - 2025/26 FY Audit Action Plan tabled in Council
									Q4	Q3 - Q4: Implementation of 2024/25 FY Audit Action Plan through the FMCMM portal
	OUTPUT	SDBIP 3.3	Report on Unauthorised expenditure (FW) incurred submitted to Council quarterly		Consolidation & Reporting	Report on Unauthorised expenditure incurred	Report on Unauthorised expenditure	4 Quarterly reports on Unauthorised expenditure incurred submitted to Council by 30 June 2027	Q1	Q1 to Q4 - 1 Report on unauthorised expenditure incurred submitted to Council quarterly
									Q2	1 Quarterly reports on Unauthorised expenditure

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Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets		Explanation of the Target
	ACTIVITY	SDBIP 3.4	Review /Perform detailed Cost of Supply Electricity Tariff (D Forms)					Detailed electricity Cost of Supply tariff review by 30 November 2026	Q3	1 Quarterly reports on Unauthorised expenditure	
									Q4	1 Quarterly reports on Unauthorised expenditure	
									Q1	Application of Electricity Tariff increase	Q1: Electricity Tariff application Q3: Detailed COS electricity tariff Q4: Draft application for electricity tariff
									Q2	Detailed electricity Cost of Supply tariff review by 30 November 2026	
									Q3		
									Q4	Draft electricity tariff application	
									Q1		
									Q2	Submission of electricity applications submitted to NERSA by 31 October 2026	
PRIORITY AREA/PROGRAMME: ASSET MANAGEMENT	ACTIVITY	SDBIP 3.5	Submission of electricity application to NERSA annually by 31 October				5 Submissions of electricity application to NERSA annually by 31 October	Submission of electricity application to NERSA by 31 October 2026	Q3	Draft Electricity Tariffs tabled in Council for public participation by 31 March 2027	
									Q4	Electricity Tariffs tabled in Council together with the budget for approval by 30 June 2027	
									Q1	Asset Management Policy reviewed and approved by Council by the 30 th of June 2027	Qrt 4-Asset Management Policy reviewed and submitted to Council for approval by the 30 th of June 2027
									Q2		
									Q3		
									Q4	Approved Asset Management Policy	
									Q1		
OUTPUT	3.13		Asset Management Policy developed, and annually reviewed, submitted to Council for approval		Facilitation of proper valuation, safeguarding, optimization and disposal	Approved Asset Management Policy and Council Resolution	Asset Management Policy reviewed and approved by Council	Asset Management Policy reviewed and approved by Council by the 30 th of June 2027			
O D H	3.14										

Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target
To improve Municipality's financial planning, revenue collection, expenditure, and reporting capability	ACTIVITY	3.15	% updating of Asset Register annually		Coordination and Facilitation of updating of fixed Asset Register	Asset verification Report Updated fixed Asset Register	100% updated of Asset Register Annually	100% updating of Asset Register 30 June 2027	Q2	Q4 - Report on updated Asset register with movements
									Q3	Compiled GRAP compliant Fixed Asset Register
									Q4	100% updated GRAP compliant Asset Register with movements highlighted by 30 June 2027
									Q1	1 Asset Verification Report submitted to Administration by 30 September 2026
									Q2	1 Asset Verification Report submitted to Administration by 31 December 2026
									Q3	1 Asset Verification Report submitted to Administration by 31 March 2027
									Q4	1 Asset Verification Report submitted to Administration by 30 June 2027
									Q1	1 Assets Management report submitted 30 September 2026
									Q2	1 Assets Management report submitted by 31 December 2026
									Q3	1 Assets Management report submitted by 31 March 2027
									Q4	1 Assets Management report submitted by 30 June 2027
PRIORITY AREA/PROGRAMME: EXPENDITURE MANAGEMENT										
OUTPUT	3.16	% of creditors paid within 30 days of receipt of the invoice	Expenditure payment Schedule - / report	Facilitation of creditors payment	75% of creditors paid within 30 days of receipt of the invoice	75% of creditors paid within 30 days of receipt of the invoice by 30 June 2023	Q1	75% of creditors paid within 30 days of receipt of the invoice by 30 September 2026	Q1 to Q4: 75% of creditors paid within 30 days of receipt of the invoice	
							Q2	75% of creditors paid within 30 days of receipt of the invoice by 31 December 2026		

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Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target	
To improve Municipality's financial planning, revenue collection, expenditure, and reporting capability									Q3 75% of creditors paid within 30 days of receipt of the invoice by 31 January 2027		
									Q4 75% of creditors paid within 30 days of receipt of the invoice by 31 March 2027		
	ACTIVITY	SDBIP 3.7	Budget Related Policies developed, and annually reviewed, submitted to Council for approval: Investment Policy Borrowings Policy		Coordination of the review of funding /investment Policy Documents	Investment Policy Borrowings Policy Council Resolution	Developed/annually reviewed of the Investment Policy and Borrowings Policy	Developed/annually reviewed of the Investment Policy and Borrowings Policy	Q1		
									Q2		
									Q3		
									Q4	Developed/annually reviewed of the Investment Policy and Borrowings Policy by Council on the 30May 2027	
	ACTIVITY	SDBIP 3.8	Grant register on reconciliation aligned to the general ledger / % updating of Grant Register annually			Reports on grants reconciliation aligned to the general ledger/ Grant Register	Reports on grants reconciliation aligned to the general ledger	4 Reports on grants reconciliation aligned to the general ledger	Q1	1 Report on grants reconciliation aligned to the general ledger	
									Q2	1 Report on grants reconciliation aligned to the general ledger	
									Q3	1 Report on grants reconciliation aligned to the general ledger	
									Q4	1 Report on grants reconciliation aligned to the general ledger	
	ACTIVITY	SDBIP 3.9	Report on fruitless and wasteful expenditure (F& W) incurred submitted to Council quarterly		Consolidation & Reporting	Report on fruitless and wasteful expenditure incurred	Report on fruitless and wasteful expenditure	4 Quarterly reports on fruitless and wasteful expenditure incurred submitted to Council by 30 June 2027	Q1	1 Quarterly report on fruitless and wasteful expenditure incurred submitted to Council	Q1 to Q4 - 1 Report on fruitless and wasteful expenditure incurred submitted to Council quarterly
									Q2	1 Quarterly report on fruitless and wasteful expenditure incurred submitted to Council	
									Q3	1 Quarterly report on fruitless and wasteful expenditure incurred submitted to Council	

Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target
									Q4	1 Quarterly report on fruitless and wasteful expenditure incurred submitted to Council
PRIORITY AREA/PROGRAMME: SUPPLY CHAIN MANAGEMENT										
To improve Municipality's financial planning, revenue collection, expenditure, and reporting capability	OUTPUT	3.17	Supply Chain Policy (SCM) Reviewed and submitted to Council for approval		Coordination of the review of SCM Policy	Approved SCM Policy & Council Resolution	Supply Chain Policy (SCM) Reviewed and submitted to Council for approval	Policy (SCM) Reviewed and submitted to Council for approval by 30 June 2027	Q1	Q4 Adoption of Budget Related Policies
									Q2	
									Q3	
									Q4	Approval of Reviewed Supply Chain Policy (SCM) by Council, 30 June 2027
	OUTPUT	3.18	% of Contract/SLAs signed in line with tender regulation (within 30 days after receipt of acceptance letter)		Coordination and Facilitation of contract management	Contract Management Register and Signed SLAs	100% of Contract/SLAs signed in line with tender regulation	100% of Contract/SLAs signed in line with tender regulation (within 30 days after receipt of acceptance letter)	Q1	Q1 to Q4: Maintain 100% signing of Contract/SLAs signed in line with tender regulation (within 30 days after receipt of acceptance letter)
									Q2	
									Q3	
									Q4	
	OUTPUT	3.19	Number of Institutional Procurement Plans compiled and submitted to Treasury		Coordination and Facilitation of the compilation of Procurement Plan	Procurement Plan Submission of Draft 2026/27 Procurement Plan to Treasury	5 Procurement Plan compiled	1 Procurement Plan compiled Annually by 30 June 2027	Q1	Q4 - 2026/27 Procurement Plan approved by MM and submitted to Council by 30 June 2027
									Q2	
									Q3	
									Q4	2026/27 Procurement Plan approved by MM and submitted to Treasury 14 days after approval of the budget

Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target
To improve Municipality's financial planning, revenue collection, expenditure and reporting capability	ACTIVITY	3.20	% of tenders (>R300000) awarded within 90 days after closing date of the bid		Acquisition Management	Advertisement Appointment Letters	100% of tenders (>R300 000) awarded within 90 days of bid	100% of tenders (>R300 000) awarded within 90 days of Bid	Q1 100% of tenders (>R300 000) awarded within 90 days of Bid	Q1 - Q4: Maintain 100% of awarded tenders (>R300 000) within 90 days of Bid
								Q2 100% of tenders (>R300 000) awarded within 90 days of Bid		
								Q3 100% of tenders (>R300 000) awarded within 90 days of Bid		
								Q4 100% of tenders (>R300 000) awarded within 90 days of Bid		
	ACTIVITY	3.21	% of Issued appointment letters to successful bidders for all categories of tenders / bids within 10 days.		Facilitation of appointments adjudicated on successful bidders	Adjudication Report Appointment letters	100 % of Issued appointment letters to successful bidders for all categories of tenders	100 % of Issued appointment letters for all categories of tenders / bids within 10 days	Q1 100 % of Issued appointment letters to successful bidders for all categories of tenders / bids within 10 days	Q1-Q4 100% on issued appointment letters on successful bidders on quarterly basis for all categories of tenders / bids within 10 days
								Q2 100 % of Issued appointment letters to successful bidders for all categories of tenders / bids within 10 days		
								Q3 100 % of Issued appointment letters to successful bidders for all categories of tenders / bids within 10 days		
								Q4 100 % of Issued appointment letters to successful bidders for all categories of tenders / bids within 10 days		
	OUTPUT	3.22	% Institutional Reduction of irregular procurements incurred		Consolidation & Reporting of irregular Expenditure	Report/Register Council Resolution	100% on	100% Institutional Reduction of irregular procurements incurred to avoid irregular expenditure by 30 June 2027	Q1 1 Quarterly report on institutional irregular expenditure incurred submitted to Council quarterly by 30 June 2026	Q1 – Q4 Report % Institutional Reduction of irregular procurements incurred to avoid irregular expenditure
									Q2 1 Quarterly report on institutional irregular expenditure incurred submitted to Council quarterly by 30 September 2026	

Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target
									Q3 1 Quarterly report on institutional irregular expenditure incurred submitted to Council quarterly by 31 December 2026	
									Q4 1 Quarterly report on institutional irregular expenditure incurred submitted to Council quarterly by 31 March 2027	
PRIORITY AREA/ PROGRAMME: DEPARTMENTAL										
Financial management			% of OPEX Allocation/Budgeted spent		Facilitation of spending of allocated funds	Expenditure Report on OPEX funded projects	100 % of allocated OPEX Budget spending	100 % of allocated OPEX Budget spending by 30 June 2027	Q1 20% of allocated OPEX Budget spent by 30 September 2026	Q1 - Q4: Expenditure Report Total spending as of S52 reporting for Qrt 1 to Qrt 4
	ACTIVITY	3.23							Q2 50% of allocated OPEX Budget spent by 31 December 2026	
									Q3 75% of allocated OPEX Budget spent by 31 March 2027	
									Q4 100% of allocated OPEX Budget spent by 30 June 2027	
									Q1 100% of allocated CAPEX Budget spending by June 2027	Q3-Q4 Accumulative to 100% spending on Capital spending
									Q2	
Ensure efficient and effective use of available funds	ACTIVITY	3.24	% of CAPEX Allocation/ Budgeted spent		Facilitation of spending of allocated funds	Expenditure Report on CAPEX funded projects	100 % of CAPEX allocated spending	100 % of allocated CAPEX Budget spending by June 2027	Q3 50% of allocated CAPEX Budget spent by 31 December 2026	
									Q4 100% of allocated CAPEX Budget spent by 30 June 2027	
Demand Management Plan	ACTIVITY	3.25	Number of Procurement Plan compiled and submitted to SCM	1	Facilitation of procurement	Procurement Plan	4 Number of Procurement Plan compiled	1 Procurement Plan compiled and submitted to SCM	Q1	Q4: 2027/28 Procurement Plan compiled and submitted to SCM
									Q2	

Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target
Facilitation and Coordination of Staff Establishment			% vacancy rate of departmental staff complement/ establishment maintained at 25% and below		Facilitation and coordination of Staff establishment	Vacancy Rate Status Report	25% average vacancy rate of total staff complement/ establishment maintained	25% average vacancy rate of total budgeted departmental staff complement/ establishment maintained by 30 June 2027	Q2 report on of departmental staff complement/ establishment maintained at 25% and below Q3 Q4	
Facilitation and Coordination of Staff Establishment	ACTIVITY	3.29	% of funded posts submitted to HR within 14 days from when vacancy arises (from receipt of notice of- resignation/retirement from incumbent)		Facilitation and coordination of Staff establishment	Copy of Notice by incumbent Copy of request to HR to fill post -t acknowledged by HR (stamp/Signature of HR)	100% of funded posts submitted to HR within 14 days from when vacancy arises (from receipt of notice of- resignation/ retirement from incumbent)	100% of funded posts submitted to HR within 14 days from when vacancy arises (from receipt of notice of- resignation/ retirement from incumbent) by 30 June 2027	Q1 100% of vacant funded posts submitted to HR within 14 working days from when vacancy arises (from receipt of notice of- resignation/ retirement from incumbent) during the quarter Q2 100% of vacant funded posts submitted to HR within 14 working days from when vacancy arises (from receipt of notice of- resignation/ retirement from incumbent) during the quarter Q3 100% of vacant funded posts submitted to HR within 14 working days from when vacancy arises (from receipt of notice of- resignation/ retirement from incumbent) during the quarter Q4 100% of vacant funded posts submitted to HR within 14 working days from when vacancy arises (from receipt of notice of- resignation/ retirement from incumbent) during the quarter	Q1 - Q4: Funded posts which have become vacant must be submitted to HR within 14 working days from when vacancy arises (from receipt of notice of- resignation/ retirement from incumbent) during the quarter
To Ensure Coordination,	ACTIVITY	SDB IP	Number of Departmental meetings held quarterly	3 per qtr.		Invite/ notice to meeting, agenda,		12 Departmental meetings held by 30 June 2027	Q1 3 Departmental meetings held by the 30 September 2026	Qrt 1 – Qrt 4 Departmental meetings between the Director

Strategic Objectives	LEVEL	No.	Key Performance Indicators	Baseline 2025/26	Strategy	Portfolio Of Evidence	5 Year Target	Annual Target 2026/27	Quarterly Targets	Explanation of the Target	
Alignment, and Reporting within the Department					Facilitation and coordination of meetings	attendance register and minutes	40 Number of Departmental meetings held			and Managers to be held for Departments to engage on progress on departmental outputs/activities	
									Q2		3 Departmental meetings held by the 31 December 2026
									Q3		3 Departmental meetings held by March 2027
									Q4		3 Departmental meetings held by 31 by 30 June 2027

Signed at Sasolburg on this the 28/07/2026 day July of 2026.

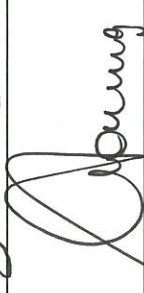
Signature: 

Signed and accepted by:

Ms Fikile Veronica Mareka

(Chief Financial Officer)

Signed at Sasolburg on this the 28th day July of 2026.

Signature: 

Signed on behalf of Municipality by:

Fusi John Motlounng

(Municipal Manager)