KOUGA
local municipality
Service Excellence through Good Governance

ADDENDUM TO THE PERFORMANCE PLAN OF:

CHARLES DE KOCK

DIRECTOR CIVIL AND WATER SERVICES

FOR THE

2024/2025 FINANCIAL YEAR

1. **PURPOSE**

This addendum to the Performance Plan has the purpose to align the performance targets of the Employee with the amendments to the 2024/25 SDBIP as approved by Council on 31 March 2025.

This performance plan replaces the initial performance plan of the Employee for the 2024/25 year in its totality and this performance plan shall be used for the annual performance evaluation of the Employee for the 2024/25 financial year.

2. KEY RESPONSIBILITIES

It is expressly agreed that while certain key responsibilities of the Employee shall be measured in terms of the Performance Agreement and the Performance Plan, the duties of the Employee shall not be restricted to the measured responsibilities only.

3. PERFORMANCE REPORTING

3.2 The provisions of the Performance Agreement relative to performance reporting time frames is herewith re-confirmed.

3.3 Whereas Section 57 of the Local Government Municipal Systems Act, 2000 provides that the appointment of the Employee is subject to participation in the performance management system of the Employer, the Parties herewith agree that the non-submission of performance information, on the electronic performance management systems and/or manually, on due dates as set out in the Performance Agreement may result therein that any possible performance reward due to the Employee may be forfeited at the discretion of the Employer.

4 KEY PERFORMANCE AREAS

The following Key Performance Areas (KPA's) as set in consultation with the employee inform the strategic objectives, listed in the table below:

KPA No	Key Performance Area	Weight
1	Infrastructure and Basic Service Delivery	90
2	Municipal Transformation and Institutional Development	10
	Total	100

5. RESPONSIBILITIES TO BE MEASURED IN TERMS OF THIS PERFORMANCE PLAN

5.1 KEY PERFORMANCE INDICATORS

The following Key Performance Indicators (KPI's) provides the means of measurement and details of performance evidence to be used in assessing progress towards, and/or achievement of the set target. The weightings show the relative importance of the key objectives to each other.

5.1 MANAGERIAL PERFORMANCE

Managerial Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
D155	Municipal Transformation and Institutional Development	Adherence to and implementation of effective and efficient governance processes	Conclude performance agreements with all permanent employed staff reporting directly to the Director by 30 July	% of performance agreements concluded	0%	Certificate of completion	**100%**	100%	0%	0%	0%	**2,6%**
D156	Municipal Transformation and Institutional Development	Adherence to and implementation of effective and efficient governance processes	Conduct mid-year evaluation of all permanent employed staff reporting directly to the Director by 31 January	% of evaluations conducted	0%	Certificate of completion	**100%**	0%	0%	100%	0%	**2,6%**
D160	Municipal Transformation and Institutional Development	Adherence to and implementation of effective and efficient governance processes	Spend 90% of the capital budget of the department by 30 June	% of the budget spent	0%	Capital expenditure report from SAMRAS	**90%**	0%	30%	60%	90%	**2,6%**
Managerial Performance total weights												7,8%

5.2 STRATEGIC PERFORMANCE

Strategic (Top Layer) Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
TL1	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	95% of water samples comply with SANS241 micro biological indicators {(Number of water samples that comply with SANS241 indicators/Number of water samples tested)x100}	% of water samples compliant	94,40%	Laboratory results	**95%**	95%	95%	95%	95%	**2,6%**
TL2	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Limit unaccounted water to less than 35% as at 30 June 2025 {(Number of Kilolitres Water Purchased or Purified - Number of Kilolitres Water Sold (incl free basic water) / Number of Kilolitres Water Purchased or Purified × 100}	% unaccounted water	39%	Financial System Report	**35%**	0%	0%	0%	35%	**3%**
TL3	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Achieve a 50% Green Drop compliance for the 2024/25 financial year	% Green Drop compliance	19%	Green Drop Results	**50%**	0%	0%	0%	50%	**3%**

Strategic (Top Layer) Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
TL4	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Achieve a 70% Blue Drop Compliance for the 2024/25 financial year	% Blue Drop Compliance	64,95%	Blue Drop Results	**70%**	0%	0%	0%	70%	**3%**
TL5	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Number of formal residential properties that receive piped water that is connected to the municipal water infrastructure network and billed for the service as at 30 June (Reg 796)	Number of formal residential properties which are billed for water	18 442	Financial System Report	**18 442**	18 442	18 442	18 442	18 442	**2,6%**
TL6	Basic Service Delivery	Facilitate the sustainable incorporation and effective management of human settlements, to provide an equitable, inclusive, and resilient living environment that enhances the quality of life for all residents	Complete the upgrade of Kwanomzamo, Loerie and Phillipsville Sport Facilities by 30 June 2025	Number of upgrades completed	0	Completion certificates	**3**	0	0	0	3	**2,6%**

Strategic (Top Layer) Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
TL7	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Restore the existing roads and stormwater infrastructure for Nevil Road , Anne Avenue to Ralph Road , Botha Street and Seekoei Cause Way by 30 June 2025	Number of projects completed	0	Completion certificates	**4**	0	0	0	4	**2,6%**
TL8	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Complete the planning for the upgrade of gravel roads in Kouga by 30 June 2025	Tender completed	0	Tender document	**1**	0	0	0	1	**2,6%**
TL9	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint a service provider for the rehabilitation and reseal of surfaced roads and stormwater in Kouga by 30 June 2025	Service provider appointed	0	Appointment letter for service provider	**1**	0	0	0	1	**2,6%**
TL10	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Reseal and rehabilitate 5.2 km of roads by 30 June 2025	Number of kilometres of road resealed and rehabilitated	0	Completion certificates	**5,2**	0	0	0	5,2	**2,6%**
TL11	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Complete the construction of Phase 1 of the La Mer Sewer Rising Main by 31 December 2024	Project completed	0	Completion certificates	**1**	0	1	0	0	**2,6%**

Strategic (Top Layer) Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
TL12	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Complete the refurbishment of the Hankey WWTW by 31 March 2025	Project completed	0	Completion certificates	**1**	0	0	1	0	**2,6%**
TL13	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Spend 95% of the budget approved for the upgrade of the Kwanomzamo WWTW by 30 June 2025	% of budget spent	0	Completion certificates	**95**	30	60	85	95	**2,6%**
TL14	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Complete the planning for the beach sewer pumpstation by 30 June 2025	Tender completed	0	Tender document	**1**	0	0	0	1	**2,6%**
TL15	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Construction of 3 new boreholes in St Francis Bay by 30 June 2025	Number of boreholes constructed	0	Completion certificates	**3**	0	0	0	3	**2,6%**
TL16	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Upgrade of Jill Marcus Water Treatment Plant by 31 December 2024	Project completed	0	Completion certificates	**1**	0	1	0	0	**2,6%**
TL17	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Replace water main in Mimosa Street by 30 June 2025	Project completed	0	Completion certificates	**1**	0	0	0	1	**2,6%**
TL18	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Spend 95% of the budget allocated for the provision of basic services in Donkerhoek and Humansdorp by 30 June 2025	% of the budget spent	0%	Section 71 Report	**95%**	0%	10%	70%	95%	**2,6%**

Strategic (Top Layer) Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
TL19	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Number of formal residential properties connected to the municipal waste water sanitation/sewerage network for sewerage service (inclusive of septic tanks), irrespective of the number of water closets (toilets) and billed for the service as at 30 June (Reg 796)	Number of residential properties which are billed for sewerage	14 893	Financial System Report	**14 893**	14 893	14 893	14 893	14 893	**2,6%**
TL20	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint contractor for Phase 1 of the upgrade of the Thornhill Sewer Treatment Works by 30 June 2025	Contractor appointed	0	Appointment Letter	**1**	0	0	0	1	**2,6%**
TL21	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint contractor for the upgrade of the Kruisfontein Bulk Sewer Outfall (Link line) by 30 June 2025	Contractor appointed	0	Appointment Letter	**1**	0	0	0	1	**2,6%**
TL22	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint contractor for the construction of the Kwanomzamo pump station and rising main by 30	Contractor appointed	0	Appointment Letter	**1**	0	0	0	1	**2,6%**

Strategic (Top Layer) Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
			June 2025									
TL23	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint contractor for the upgrade the Kwanomzamo bulk water pipeline by 30 June 2025	Contractor appointed	0	Appointment Letter	**1**	0	0	0	1	**2,6%**
TL24	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint contractor for the construction of the Gill Marcus Reservoir and feeder line for the Kruisfontein Bulk Water Supply by 30 June 2025	Contractor appointed	0	Appointment Letter	**1**	0	0	0	1	**2,6%**
TL25	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint contractor for the construction of a reservoir on portion 2 of the Farm Thornhill by 30 June 2025	Contractor appointed	0	Appointment Letter	**1**	0	0	0	1	**2,6%**
TL26	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint a contractor for the construction of the Ramaphosa Reservoir in Patensie by 30 June 2025	Contractor appointed	0	Appointment Letter	**1**	0	0	0	1	**2,6%**

Strategic (Top Layer) Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
TL27	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint a contractor for the upgrading of the Apiesdraai Pump Station in Oceanview by 30 June 2025	Contractor appointed	0	Appointment Letter	**1**	0	0	0	1	**2,6%**
TL78	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Capital grant funding expenditure	% expenditure of MIG capital grant funding	100%	Financial System Report	**95%**	5%	45%	75%	95%	**2,6%**
TL79	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Capital grant funding expenditure	% expenditure of WSIG capital grant funding	100%	Financial System Report	**95%**	5%	45%	75%	95%	**2,6%**
TL81	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Repairs and maintenance	% expenditure of repairs and maintenance budget	0%	Financial System Report	**80%**	10%	40%	70%	80%	**2,6%**
TL83	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint Consultant for the design of the street re-instatement and stormwater infrastructure for Ketse Street, Nanto Street, Meyer Street and Mountain Road by 30 June 2025	Consultant appointed	0	Appointment letter	**1**	0	0	0	1	**2,6%**

Strategic (Top Layer) Performance												
Ref No	National KPA	Strategic objectives	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets					Weight
							Annual	Q1	Q2	Q3	Q4	
TL84	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint Consultant for the design of the reinstatement of the Philip Street low level water crossing bridge by 30 June 2025	Consultant appointed	0	Appointment letter	**1**	0	0	0	1	**2,6%**
TL85	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint Consultant for the re-instatement of Shirley Street by 30 June 2025	Consultant appointed	0	Appointment letter	**1**	0	0	0	1	**2,6%**
TL86	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint Consultant for the re-instatement of Da Gama Road in the Kabeljouws area and stormwater re-instatement by 30 June 2025	Consultant appointed	0	Appointment letter	**1**	0	0	0	1	**2,6%**
TL87	Basic Service Delivery	Provide excellent, sustainable service delivery to all residents	Appoint Consultant for the George Road re-instatement of embankment, water and stormwater network by 30 June 2025	Consultant appointed	0	Appointment letter	**1**	0	0	0	1	**2,6%**
Strategic (Top Layer) Performance total weights												**92,2%**
TOTAL												**100%**

6. PERFORMANCE STANDARDS

The parties herewith agree that in the review and evaluation of the performance of the Employee, the Employer shall apply the following performance standards as per the five-point rating scale as set out in Municipal Performance Regulations for Municipal Manager and Managers reporting directly to Municipal Managers (R805 dated 1 August 2006).

6.1 MANAGERIAL PERFORMANCE

Key Performance Indicator	Annual Target	Performance Standard
Conclude performance agreements with all permanent employed subordinate staff reporting directly to the Director by 30 July	**100%**	1 = 0 – 70% 2= 71 – 89% 3 = 90% 4 = 91 to 95% 5 = More than 95%
Conduct mid-year evaluation of all permanent employed subordinate staff reporting directly to the Director by 31 January	**100%**	1 = 0 – 70% 2= 71 – 89% 3 = 90% 4 = 91 to 95% 5 = More than 95%
Spend 90% of the capital budget of the department by 30 June	**90%**	1 = Less than 70% 2 = 71 to 89% 3 = 90% 4 = 91 to95% 5 = More than 95%

6.3 STRATEGIC PERFORMANCE

Key Performance Indicator (KPI)	Targets Annual	Performance Standard
95% of water samples comply with SANS241 micro biological indicators {(Number of water samples that comply with SANS241 indicators/Number of water samples tested)x100}	**95%**	1 = Less than 80%; 2 = 81% to 90%; 3 = 91% to 95%; 4 = 95.1% to 96%; 5 = More than 96.1%

Key Performance Indicator (KPI)	Targets Annual	Performance Standard
Limit unaccounted water to less than 35% as at 30 June 2025 {(Number of Kilolitres Water Purchased or Purified - Number of Kilolitres Water Sold (incl free basic water) / Number of Kilolitres Water Purchased or Purified × 100}	**35%**	1 = More than 37%; 2 = 37% to 35%; 3 = 34.9%; 4 = 34.8% to 33%; 5 = Less than 33%
Achieve a 50% Green Drop compliance for the 2024/25 financial year	**50%**	1 = Less than 35%; 2 = 35% to39%; 3 = 40%; 4 = 41% to 50%; 5 = Better than 50%
Achieve a 70% Blue Drop Compliance for the 2024/25 financial year	**70%**	1 = Less than 50% 2 = 50 to 63% 3 = 64% 4 = 64,1% to 70% 5 = Better than 70%
Number of formal residential properties that receive piped water that is connected to the municipal water infrastructure network and billed for the service as at 30 June (Reg 796)	**18 442**	1 = Less than 18 000; 2 = 18 001 to 18 400; 3 = 18 401 to 18 442; 4 = 18 443 to 18 450; 5 = More than 18 450
Complete the upgrade of Kwanomzamo, Loerie and Phillipsville Sport Facilities by 30 June 2025	**3**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Restore the existing roads and stormwater infrastructure for Nevil Road , Anne Avenue to Ralph Road , Botha Street and Seekoei Cause Way by 30 June 2025	**4**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Complete the planning for the upgrade of gravel roads in Kouga by 30 June 2025	**1**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14

Key Performance Indicator (KPI)	Targets Annual	Performance Standard
		days before due date
Appoint a service provider for the rehabilitation and reseal of surfaced roads and stormwater in Kouga by 30 June 2025	**1**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Reseal and rehabilitate 5.2 km of roads by 30 June 2025	**5,2**	1 = Not done; 2 = .01 to 5km; 3 = 5.1km to 5.9km; 4 = 5.2 km done 14 days before due date; 5 = 5.2km done more than 14 days before due date
Complete the construction of Phase 1 of the La Mer Sewer Rising Main by 31 December 2024	**1**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Complete the refurbishment of the Hankey WWTW by 31 March 2025	**1**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Spend 95% of the budget approved for the upgrade of the Kwanomzamo WWTW by 30 June 2025	**95**	1 = Less than 80%; 2 = 81 to 94%; 3 = 95%; 4 = 96 to97%; 5 = More than 97%
Complete the planning for the beach sewer pumpstation by 30 June 2025	**1**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Construction of 3 new boreholes in St Francis Bay by 30 June 2025	**3**	1 = Not done 2 = Not completed by due date 3 = Completed on due date

Key Performance Indicator (KPI)	Targets Annual	Performance Standard
		4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Upgrade of Jill Marcus Water Treatment Plant by 31 December 2024	**1**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Replace water main in Mimosa Street by 30 June 2025	**1**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Spend 95% of the budget allocated for the provision of basic services in Donkerhoek and Humansdorp by 30 June 2025	**95%**	1 = Less than 80% 2 = 81 to 94% 3 = 95% 4 = 96 to97% 5 = More than 97%
Number of formal residential properties connected to the municipal waste water sanitation/sewerage network for sewerage service (inclusive of septic tanks), irrespective of the number of water closets (toilets) and billed for the service as at 30 June (Reg 796)	**14 893**	1 = Less than 14 000;2 = 14 001 to 14 800;3 = 14 801 to 14 890; 4 = 14 891 to 14 900; 5 = More than 14 900
Appoint contractor for Phase 1 of the upgrade of the Thornhill Sewer Treatment Works by 30 June 2025	**1**	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint contractor for the upgrade of the Kruisfontein Bulk Sewer Outfall (Link	**1**	1 = Not done 2 = Not completed by due date

Key Performance Indicator (KPI)	Targets Annual	Performance Standard
line) by 30 June 2025		3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint contractor for the construction of the Kwanomzamo pump station and rising main by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint contractor for the upgrade the Kwanomzamo bulk water pipeline by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint contractor for the construction of the Gill Marcus Reservoir and feeder line for the Kruisfontein Bulk Water Supply by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint contractor for the construction of a reservoir on portion 2 of the Farm Thornhill by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint a contractor for the construction of the Ramaphosa Reservoir in Patensie by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint a contractor for the upgrading of the Apiesdraai Pump Station in Oceanview by 30 June	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date

Key Performance Indicator (KPI)	Targets Annual	Performance Standard
2025		4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Capital grant funding expenditure	**95%**	1 = Less than 80% 2 = 81 to 94% 3 = 95% 4 = 96 to97% 5 = More than 97%
Capital grant funding expenditure	**95%**	1 = Less than 80% 2 = 81 to 94% 3 = 95% 4 = 96 to97% 5 = More than 97%
Repairs and maintenance	**80%**	1 = Less than 60%; 2 = 61 to 79%; 3 = 80%; 4 = 81 to 85%; 5 = More than 85%
Appoint Consultant for the design of the street re-instatement and stormwater infrastructure for Ketse Street, Nanto Street, Meyer Street and Mountain Road by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint Consultant for the design of the reinstatement of the Philip Street low level water crossing bridge by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint Consultant for the re-instatement of Shirley Street by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date
Appoint Consultant for the re-instatement of Da Gama Road in the Kabeljouws area and stormwater re-instatement by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date

Key Performance Indicator (KPI)	Targets Annual	Performance Standard
Appoint Consultant for the George Road re-instatement of embankment, water and stormwater network by 30 June 2025	1	1 = Not done 2 = Not completed by due date 3 = Completed on due date 4 = Completed up to 14 days before due date 5 = Completed more than 14 days before due date

Thus, done and signed on this 26th day of MAY 2025 in the presence of the undersigned witnesses

EMPLOYEE

EMPLOYER

WITNESSES: