



## **PERFORMANCE AGREEMENT**

**Made and entered into by and between**

**Mr Zolile Albert Williams  
the Municipal Manager of the  
JOE GQABI DISTRICT MUNICIPALITY  
("the Municipal Manager")**

**and**

**Mr. R. Fortuin  
the Director Technical Services of the  
JOE GQABI DISTRICT MUNICIPALITY  
("the Director")**

**for the financial year:  
1 July 2017 to 30 June 2018**

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**WHEREBY IT IS AGREED AS FOLLOWS:**

**1. INTRODUCTION**

- 1.1 The Municipality has, in terms of Section 57(1)(a) of the Local Government: Municipal Systems Act, No. 32 of 2000 ("the Systems Act") entered into contract of employment with the Director Technical Services for the Joe Gqabi District Municipality.
- 1.2 Section 57(1)(b) of the Systems Act, read with the contract of employment concluded between the Parties, require the Parties to conclude a performance agreement.
- 1.3 The Parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Director Technical Services to a set of outcomes that will secure local government policy goals.
- 1.4 The Parties wish to ensure that there is compliance with Sections 57(4A), (4B) and (5) of the Systems Act.
- 1.5 In this Agreement the following words will have the meaning ascribed thereto:

"this Agreement" - means the performance agreement between the Municipality and the Director Technical Services and the annexures thereto.

"the Executive Authority" - means the Mayoral Committee of the Municipality constituted in terms of Section 55 of the Local Government: Municipal Structures Act as represented by its chairperson, the Executive Mayor.

"the Director Technical Services" – means the Director Technical Services : directly accountable to the Municipal Manager in terms of Section 56(a) of the Systems Act.

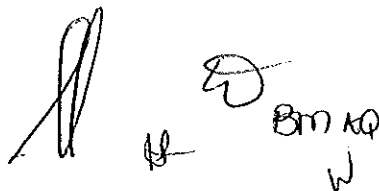
"the Municipal Manager" – means the Municipal Manager appointed in terms of Section 82 of the Local Government: Municipal Structures Act, No. 117 of 1998.

"the Municipality" – means the JOE GQABI DISTRICT MUNICIPALITY.

"the Parties" - means the Municipal Manager and the Director Technical Services.

**2. PURPOSE OF THIS AGREEMENT**

- 2.1 The Parties agree that the purposes of this Agreement are to:
  - 2.1.1. comply with the provisions of Section 57(1)(b), (4A), (4B) and (5) of the Systems Act as well as the contract of employment entered into between the Parties;
  - 2.1.2. specify objectives and targets established for the Director Technical Services and to communicate to the Director Technical Services the

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Municipality's expectations of the Director Technical Services performance and accountability;

- 2.1.3. specify accountabilities as set out in Annexure A;
- 2.1.4. monitor and measure performance against targeted outputs and outcomes;
- 2.1.5. use Annexures A and B as a basis for assessing the Director Technical Services for permanent employment and/or to assess whether the Director Technical Services has met the performance expectations applicable to his/her job;
- 2.1.6. appropriately reward the Director Technical Services in accordance with the Municipality's performance management policy in the event of outstanding performance;
- 2.1.7. establish a transparent and accountable working relationship; and
- 2.1.8. give effect to the Municipality's commitment to a performance-orientated relationship with its Director Technical Services in attaining equitable and improved service delivery.

### 3. COMMENCEMENT AND DURATION

- 3.1 Notwithstanding the date of signature this Agreement will commence on the 01 July 2017 and will remain in force until a new performance agreement including a Performance Plan and Personal Development Plan is concluded between the Parties as contemplated in Clause 3.2
- 3.2 The Parties will review the provisions of this Agreement during June each year. The Parties will conclude a new performance agreement including a Performance Plan and Personal Development Plan that replaces this Agreement at least once a year by not later than the 31<sup>st</sup> of July each year.
- 3.3 The payment of the performance bonus is determined by the performance score obtained during the 4<sup>th</sup> quarter annual performance assessment as informed by the quarterly performance assessments. Should the Director Technical Services be entitled to a bonus, this will be paid out after approval by Council and not later than sixty (60) days thereafter in the Director Technical Services' salary for a month that shall be applicable.
- 3.4 The payment of a performance bonus for the year in which the Director Technical Services' contract of employment expires will be done as set out in clause 3.3 and the bonus so determined will be paid to the Director Technical Services on the last day of his/her employment or not later than 30 days thereafter.
- 3.5 In the event of the Director Technical Services commencing or terminating his services with the Municipality during the validity period of this Agreement, the Director Technical Services' performance for the portion of the period referred to in clause 3.1 during which he was employed, will be evaluated and he will be entitled to a pro rata performance bonus based on his evaluated performance and the period of actual service.
- 3.6 The content of this Agreement may be revised at any time during the above mentioned period to determine the applicability of the matters agreed upon by the Parties.

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- 3.7 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.
- 3.8 This Agreement will terminate on the termination of the Director Technical Services' contract of employment for any reason.

#### 4. PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan in **Annexure A** sets out:
- 4.1.1 the performance objectives and targets which must be met by the Director Technical Services; and
  - 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The Personal Development Plan in **Annexure B** sets out the Director Technical Services' personal developmental requirements in line with the objectives and targets of the Municipality.
- 4.3 The Core Management Competencies reflected sets out those management skills regarded as critical to the position held by the Director Technical Services.
- 4.4 The performance objectives and targets reflected in **Annexure A** are set by the Municipality in consultation with the Director Technical Services and based on the Integrated Development Plan and the budget of the Municipality, and include key objectives, key performance areas, target dates and weightings.
- 4.5 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the time frame in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 4.6 The Director Technical Services' performance will, in addition, be measured in terms of contributions to the development objectives and strategies set out in the Municipality's Integrated Development Plan.

#### 5. PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The Director Technical Services agrees to participate in the performance management system that the Municipality adopts or introduces for the municipal management and municipal staff of the Municipality.
- 5.2 The Director Technical Services accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the municipal management and municipal staff to perform to the standards required.

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- 5.3 The Executive Authority and/or Municipal Manager will consult the Director Technical Services about the specific performance standards that will be included in the performance management system as applicable to the Director Technical Services.
- 5.4 The Director Technical Services undertakes to actively focus towards the promotion and implementation of her Key Performance Areas as set out in **Annexure A** including special projects relevant to the Director Technical Services's responsibilities within the local government framework.

**6. PERFORMANCE ASSESSMENT**


- 6.1 The performance of the Director Technical Services will be assessed against the outputs and outcomes achieved in terms of her Key Performance Areas (KPA's) as fully described in **Annexure A** and her Core Management Competencies (CMCs) determined at the commencement of this Agreement with a weighting of 80:20 allocated to the KPA's and CMCs respectively. Therefore the KPA's that refer to the main tasks of the Manager account for 80% of her assessment while the CMCs make up the other 20% of the Director Technical Services' assessment score.
- 6.2 The weightings agreed to in respect of the Director Technical Services' KPA's attached as **Annexure A** are set out in the table below:

KEY PERFORMANCE AREAS (KPA'S)	WEIGHT
• Service Delivery and Infrastructure Provision	35%
• Local Economic Development	15%
• Financial Viability and Management	15%
• Institutional Development and Transformation	5%
• Good Governance and Public Participation	30%
<b>Total</b>	<b>100%</b>

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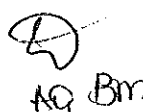
- 6.3 The weightings agreed to in respect of the CMCs considered most critical for the Director Technical Services' position and further defined in Annexure C are set out in the table below:

<b>CORE COMPETENCY REQUIREMENTS - CCRs</b>		
<b>CORE MANAGERIAL COMPETENCIES (CMC)</b>	<b>CHOICE (x)</b>	<b>WEIGHT</b>
Strategic Capability and Leadership		
Programme and Project Management		
Financial Management	compulsory	5%
Change Management		
Knowledge Management	X	2%
Service Delivery Innovation		
Problem Solving and Analysis	X	2%
People Management and Empowerment	compulsory	2%
Client Orientation and Customer Focus	compulsory	2%
Communication	X	2%
Honesty and Integrity		
<b>CORE OCCUPATIONAL COMPETENCIES (COCs)</b>		
Competence in Self Management		
Interpretation of and implementation within the legislative and national policy frameworks		
Knowledge of Developmental Local Government		
Knowledge of Performance Management and Reporting	X	3%
Knowledge of Global and SA specific political, social and economic contexts		
Competence in Policy Conceptualisation, Analysis and Implementation		
Knowledge of more than one functional municipal field or discipline	X	2%
Mediation Skills		
Governance Skills		
Competence as required by other national line sector departments		
Exceptional and dynamic creativity to improve the functioning of the Municipality		
<b>TOTAL PERCENTAGE</b>		<b>20%</b>


  
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6.4 The assessment of the performance of the Manager will be based on the following levels for KPAs and CMCs:

LEVEL	TERMINOLOGY	DESCRIPTION
5	Outstanding Performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance Plan and maintained this in all areas of responsibility throughout the year.
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review / assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review / assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.


  
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- 6.5 To determine which rating on the five-point scale the Manager achieves for each KPA, the following criteria should be used:

Duration of task	- Was the target achieved within the projected time frame?
Level of complexity	- Required problem solving - Reconciling different perceptions - Innovative alternatives used
Cost	- within budget - saving - overspending
Constraints	- Did envisaged constraints materialise? - If so, were steps taken to manage/reduce the effect of the constraint? - If not, did it beneficially affect the completion of the target? - Any innovative/pro-active steps to manage the constraint

## 7. PANEL AND SCHEDULE FOR PERFORMANCE ASSESSMENTS

- 7.1 An assessment panel consisting of the following persons will be established:

- 7.1.1 The Municipal Manager
- 7.1.2 Chairperson of the Audit Committee
- 7.1.3 Member of the Mayoral Committee, another member of Council
- 7.1.4 Municipal Manager from another Municipality

- 7.2 In addition an assessment the following will also be done by:

- 7.2.1 The Municipal Manager
- 7.2.2 The Director Technical Services (own assessment)
- 7.2.3 Fellow section 57 managers.

- 7.3 The performance of the Manager will be assessed in relation to his/her achievement of:

- 7.3.1 the targets indicated for each KPA in Annexure A;
- 7.3.2 the CCRs as defined in clause 6.3 of this agreement

on a date to be determined for each of the following quarterly periods:

- 1<sup>st</sup> Quarter - July to September
- 2<sup>nd</sup> Quarter - October to December
- 3<sup>rd</sup> Quarter - January to March

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4<sup>th</sup> Quarter - April to June

7.4 Assessments in the first and third quarter may be verbal if the Director Technical Services's performance is satisfactory.

7.5 The Municipality will keep a record of the mid-year and annual assessment meetings.

7.6 The Municipality may appoint an external facilitator to assist with the annual assessment.

## 8. EVALUATING PERFORMANCE AND THE MANAGEMENT OF EVALUATION OUTCOMES

8.1 The Director Technical Services will submit quarterly performance reports and a comprehensive annual performance report prior to the performance assessment meetings to the Municipal Manager.

8.2 The Municipal Manager will give performance feedback to the Director Technical Services after each quarterly and the annual assessment meetings.

8.3 The evaluation of the Director Technical Services's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

8.4 At the end of the 4<sup>th</sup> quarter, the Executive Authority will determine if the Director Technical Services is eligible for a performance bonus as envisaged in his/her contract of employment based on the bonus allocation set out in clause 8.11 of this agreement.

8.5 The results of the annual assessment and the scoring report of the Director Technical Services for the purposes of bonus allocation, if applicable, will be submitted to the Executive Authority for a recommendation to the full Council.

8.6 A fully effective assessment score will render the Director Technical Services eligible to be considered for a performance related increase (pay progression) as envisaged in his/her contract of employment provided the Director Technical Services has completed at least 12 months continuous service with the Municipality at his/her current remuneration package on the 30<sup>th</sup> of June.

8.7 Personal growth and development needs identified during any performance assessment discussion, must be documented in the Manager's Personal Development Plan as well as the action steps and set time frames agreed to.

8.8 Despite the establishment of agreed intervals for assessment, the Municipal Manager may, in addition, review the Manager's performance at any stage while his/her contract of employment remains in force.

8.9 The Municipal Manager will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational

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reasons. The Director Technical Services will be fully consulted before any such change is made.

8.10 The provisions of Annexure "A" may be amended by the Executive Authority when the Municipality's performance management system is adopted, implemented and/or amended as the case may be subject to clause 5.3.

8.11 The evaluation of the employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

8.11.1 A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating calculator; provided that -

- (a) a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
- (b) a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.

## 9. OBLIGATIONS OF THE MUNICIPALITY

9.1 The Municipality will create an enabling environment to facilitate effective performance by the Director Technical Services.

9.2 The Director Technical Services will be provided with access to skills development and capacity building opportunities.

9.3 The Municipality will work collaboratively with the Director Technical Services to solve problems and generate solutions to common problems that may impact on the performance of the Manager.

9.4 The Municipality will make available to the Director Technical Services such resources including employees as the Director Technical Services may reasonably require from time to time to assist him to meet the performance objectives and targets established in terms of this Agreement; provided that it will at all times remain the responsibility of the Director Technical Services to ensure that he complies with those performance obligations and targets.

9.5 The Director Technical Services will, at his request, be delegated such powers by the Municipality as may in the discretion of the Municipality be reasonably required from time to time to enable him to meet the performance objectives and targets established in terms of this Agreement.

## 10. CONSULTATION

10.1 The Executive Authority and / or Municipal Manager agrees to consult the Director Technical Services within a reasonable time where the exercising of the Executive Authority's and / or Municipal Manager's powers will -



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- 10.1.1 have a direct effect on the performance of any of the Director Technical Services's functions;
- 10.1.2 commit the Director Technical Services to implement or to give effect to a decision made by the Executive Authority and/or Municipal Manager;
- 10.1.3 have a substantial financial effect on the Municipality.
- 10.2 The Municipal Manager agrees to inform the Director Technical Services of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable, to enable the Manager to take any necessary action without delay.
- 11. CONSEQUENCE OF UNACCEPTABLE OR POOR PERFORMANCE**
- 11.1 Where the Municipal Manager is, at any time during the Director Technical Services's employment, not satisfied with the Manager's performance with respect to any matter dealt with in this Agreement, the Municipal Manager will give notice to the Chief Operations to attend a meeting with the Municipal Manager.
- 11.2 The Director Technical Services will have the opportunity at the meeting to satisfy the Municipal Manager of the measures being taken to ensure that the Manager's performance becomes satisfactory in accordance with a documented programme, including any dates, for implementing these measures.
- 11.3 The Municipality will provide systematic remedial or developmental support to assist the Director Technical Services to improve his/her performance.
- 11.4 If, after appropriate performance counselling and having provided the necessary guidance and/or support as well as reasonable time for improvement in performance, the Municipal Manager holds the view that the performance of the Director Technical Services is not satisfactory, the Municipal Council will, subject to compliance with applicable labour legislation, be entitled by notice in writing to the Manager, to terminate the Manager's employment in accordance with the notice period set out in the Director Technical Services's contract of employment.
- 11.5 Where there is a dispute or difference as to the performance of the Director Technical Services under this Agreement, the Parties will confer with a view to resolving the dispute or difference.
- 11.6 Nothing contained in this Agreement in any way limits the right of the Municipality to terminate the Director Technical Services's contract of employment with or without notice for any other breach by the Director Technical Services of his obligations to the Municipality or for any other valid reason in law.
- 12. DISPUTES**
- 12.1 In the event that the Director Technical Services is dissatisfied with any decision or action of the Executive Authority and/or Municipal Manager in terms of this Agreement, or where a dispute or difference arises as to the extent to which the Director Technical Services has achieved the performance objectives and targets established in terms of this Agreement, the Director Technical Services may

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meet with the Municipal Manager with a view to resolving the issue. At the Director Technical Services's request the Municipal Manager will record the outcome of the meeting in writing.



- 12.2 In the event that the Director Technical Services remains dissatisfied with the outcome of that meeting, he may raise the issue in writing with the Executive Mayor. The Executive Mayor will determine a process within 4 (four) weeks for resolving the issue, which will involve at least providing the Director Technical Services with an opportunity to state his case orally or in writing before the Executive Mayor. At the Director Technical Services's request the Executive Mayor will record the outcome of the meeting in writing. The final decision of the Executive Mayor on the issue will be made within 6 (six) weeks of the issue being raised with the latter and will, subject to common law and applicable labour law, be final.
- 12.3 If any dispute about the nature of the Director Technical Services's performance agreement whether it relates to key responsibilities, priorities, methods of assessment or any other matter provided for cannot be resolved through an internal mechanism as contemplated above, the dispute will be mediated by the MEC for local government in the province or any other person appointed by the MEC within 30 days of receipt of a formal dispute from the Director Technical Services.
- 12.4 In the event that the mediation process contemplated above fails, the relevant arbitration clause of the contract of employment will apply.

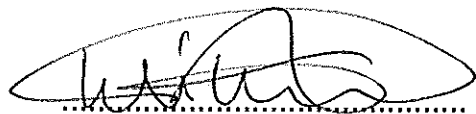
**13. GENERAL**

- 13.1 The contents of this Agreement and the outcome of any review conducted in terms of Annexure "A" will not be confidential, and may be made available to the public by the Municipality, where appropriate.
- 13.2 Nothing in this Agreement diminishes the obligations, duties or accountabilities of the Director Technical Services in terms of his/her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

Signed at BARKLY EAST on this 03 day of JULY 2017.

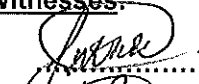

**As Witnesses:**

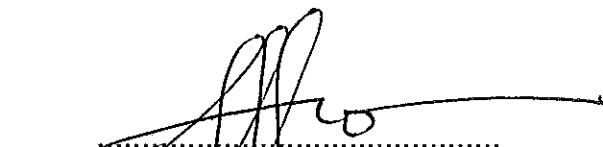
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 Municipal Manager of the  
 JOE GQABI DISTRICT  
 MUNICIPALITY

Signed at BARKLY EAST on this 03 day of JULY 2017.

**As Witnesses:**

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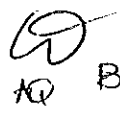
  
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Director Technical Services of  
the JOE GQABI DISTRICT  
MUNICIPALITY

  
  
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**DIRECTOR TECHNICAL SERVICES**

**2017/18 FINANCIAL YEAR:  
PERFORMANCE PLAN**

  
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2017/18 FINANCIAL YEAR: PERFORMANCE PLAN OF THE DIRECTOR: TECHNICAL SERVICES

KPA 1: SERVICE DELIVERY AND INFRASTRUCTURE PROVISION										KPA WEIGHT: 35%			
STRATEGIC OBJECTIVE	PROGRAMME	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE (JUNE 2017)	ANNUAL TARGET	QUARTERLY TARGETS				Audit Evidence	Responsible Person		
						QRT 1 Plan	QRT 2 Plan	QRT 3 Plan	QRT 4 Plan				
Provide universal access to basic services	SD03: Expand and fast-track the provision of universal access to basic services	SD03-04	Number of households provided with portable water connection	5000	5000	N/A	N/A	N/A	5000	1. Report to Standing Committee 2. Closeout report	Technical Services Director		
		SD03-05	Number of households provided with sanitation service (toilets)	6334	5000	N/A	N/A	N/A	5000	1. Report to Standing Committee 2. Closeout report	Technical Services Director		
		SD05-01	Number of kilometres of gravel roads graded	2429	2800 kms	700 kms	700 km	700 km	700 km	1. Report to Standing Committee	Technical Services Director		

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KPA 2: LOCAL ECONOMIC DEVELOPMENT										KPA WEIGHT: 15%				
STRATEGIC OBJECTIVE		PROGRAMME		KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE (JUNE 2017)	ANNUAL TARGET	QUARTERLY TARGETS				Audit Evidence	Responsible Person	
Facilitate and implement job creation and poverty alleviation initiatives		LED05: Facilitate and support local economic development initiatives	LED01: Implement and expand implementation of EPWP and other job creation initiatives	LED05-01	LED01-01	Number of jobs created through local economic development initiatives including capital projects	2502	2000	500	500	500	500	1. Report to Standing Committee	Technical Services Director
		% of procurement allocated to local businesses	New Indicator	30%	N/A	N/A	N/A	30%	N/A	N/A	30%	Quarterly report to Mayco	Technical Services Director	

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KPA 3: FINANCIAL VIABILITY AND MANAGEMENT										KPA WEIGHT: 15%				
STRATEGIC OBJECTIVE		PROGRAMME			KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE (JUNE 2017)	ANNUAL TARGET	QUARTERLY TARGETS				Audit Evidence	Responsible Person
Ensure sound and effective financial management and reporting		FM01: Comply with all statutory financial management and reporting requirements			FM01-01	% of capital budget actually spent on capital projects identified in the IDP	84%	100%	QRT 1 Plan	QRT 2 Plan	QRT 3 Plan	QRT 4 Plan	1. Income and expenditure report	Technical Services Director
FM01-09-01	FM01-08-01	FM01-01	% of budget spent conditional on grants	New indicator	100%	N/A	N/A	N/A	100%	1. Income and expenditure report	Technical Services Director			
			% of departmental operational budget actually spent	New indicator	100%	25%	25%	25%	25%	1. Income and expenditure report	Technical Services Director			
						15%	25%	30%	30%	1. Income and expenditure report	Technical Services Director			

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KPA 4: INSTITUTIONAL DEVELOPMENT										KPA WEIGHT: 5%			
STRATEGIC OBJECTIVE	PROGRAMME	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE (JUNE 2017)	ANNUAL TARGET	QUARTERLY TARGETS				Audit Evidence	Responsible Person		
						QRT 1 Plan	QRT 2 Plan	QRT 3 Plan	QRT 4 Plan				
Improve human resource capacity and potential	ID02: Attract, retain and develop a base of scarce skills encourage skills transfer initiatives	ID02-01-01	Ratio of request to fill vacant posts submitted to Human Resources Management within one month of occurrence of vacancy	New Indicator	01:01	01:01	01:01	01:01	01:01	1. Request submitted to HR	Technical Services Director		

KPA 5: GOOD GOVERNANCE AND PUBLIC PARTICIPATION										KPA WEIGHT: 30%					
ESTABLISH AND SUPPORT MUNICIPAL OVERSIGHT SYSTEMS, MECHANISMS AND PROCESSES	Facilitate intergovernmental cooperation and coordination	STRATEGIC OBJECTIVE	PROGRAMME	GG07: Ensure and maintain clean governance	GG02: Create and maintain stakeholder engagement initiatives	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE (JUNE 2017)	ANNUAL TARGET	QUARTERLY TARGETS				Audit Evidence	Responsible Person
										GG02-01-01	GG07-04-01	GG07-04-02	GG07-05-01		
						GG02-01-01	Ratio of Council resolutions followed up	New Indicator	01:01	01:01	01:01	01:01	01:01	1. Report to Mayco	Technical Services Director
						GG07-04-01	Number of Annual performance agreements (S56) signed	New Indicator	1	1	N/A	N/A	N/A	1 signed annual performance agreement	Technical Services Director
						GG07-04-02	Number of Annual performance obligations (middle Management) signed	1	1	1	N/A	N/A	N/A	1 signed annual performance obligation	Technical Services Director
						GG07-05-01	Number of risk register updated and submitted	New Indicator	4	1	1	1	1	1. Updated Risk Register 2. Proof of submission to COO	Technical Services Director
						GG07-06-01	Maintain clean audit outcomes	Clean audit maintained	Clean audit maintained	N/A	N/A	N/A	N/A	1. Audit report	Technical Services Director
						GG07-09-01	% of previous year's audit queries addressed	New Indicator	100%	100%	N/A	N/A	N/A	Audit Action Plan	Technical Services Director
							Number of departmental Quarterly performance reports submitted with POE	New Indicator	4	1	1	1	1	1. Quarterly Reports 2. POE files	Technical Services Director

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