



## **PERFORMANCE AGREEMENT**

### **THE COUNCIL OF THE AMAJUBA DISTRICT MUNICIPALITY**

Herein represented by **SIPHO RAYNOLD ZWANE**  
in his duly authorized capacity as Municipal Manager of the Amajuba District  
Municipality

AND

**NKULULEKO HANDSOME NCUBE**  
Director: Engineering Services

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**WHEREAS**

**A.** The Employer has entered into a Agreement of Employment with the Employee in terms of section 57(1)(a) of the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000);

**B.** Section 57(1)(b) of the Local Government: Municipal Systems Act, 2000, read with the Memorandum of Agreement of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement within sixty days of assumption of duty, and renew it annually within one month of the commencement of the beginning of the financial year;

**C.** The parties must ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals as defined in the municipal Integrated Development Plan; and

**D.** The parties must ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Local Government: Municipal Systems Act, 2000,

**NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:****INTERPRETATION AND DEFINITIONS**

1. In this Agreement, unless the context indicates otherwise–

(a) an expression, which denotes any gender, includes the other genders, a natural person includes an judicial person and vice versa, and the singular includes the plural and vice versa;

(b) clause headings are for convenience only and will not be used in its interpretation, and the following expressions bear the meanings assigned to them and cognate expressions bear corresponding meanings–

“**agreement**” means this Performance Agreement and all the Appendices hereto;

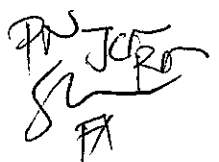
“**Employee**” means **NKULULEKO HANDSOME NCUBE**

“**MEC**” means the Member of the KwaZulu-Natal Executive Council responsible for local government;

“**MFMA**” means the Local Government: Municipal Finance Management Act, 2003 (Act No. 56 of 2003);

“**Municipality**” means the Amajuba District Municipality, established in terms of Structures Act;

“**parties**” means the Municipality and the Employee;



**"Regulations"** means the Local Government: Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers, 2006, promulgated in the Government Gazette as Regulation Notice 805 on 1 August 2006;

**"Structures Act"** means the Local Government: Municipal Structures Act, 2000 (Act No. 117 of 1998); and

**"Systems Act"** means the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000), and the Regulations promulgated in terms of the Act;

(c) words and expressions defined in any sub-clause, for the purpose of the clause of which that sub-clause forms part, bear the meaning assigned to such words and expressions in that sub-clause; and

(d) this agreement is governed by and construed in accordance with the laws of the Republic of South Africa.

## PURPOSE OF THIS AGREEMENT

2. The purpose of this Agreement is to –

- (a) comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Systems Act as well as the Memorandum of Agreement of Employment entered into between the parties;
- (b) communicate the Employer's performance expectations and accountabilities to the Employee, by specifying objectives and targets as defined in the IDP;
- (c) specify accountabilities as set out in the Performance Plan, which must be in a format substantially compliant with Appendix "A";
- (d) monitor and measure performance against set targeted outputs;
- (e) use this Agreement and the Performance Plan as the basis for assessing the performance of the Employee and to establish whether the Employee has met the performance expectations applicable to the position; and
- (f) appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance.

## COMMENCEMENT AND DURATION

3. (1) This Agreement will commence on 01 July 2019 and will remain in force until 30 JUNE 2020 whereafter a new Agreement, Performance Plan (KPI) and Personal Development Plan must be concluded between the parties after the commencement of the new financial year for each of the following financial years or any portion thereof for the duration of the Agreement of Employment.

(2) This Agreement will terminate on the termination of the Employee's employment for any reason whatsoever.

(3) The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.

(4) 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 must immediately be revised.

(5) Any significant amendments or deviations must take cognisance of the requirements of sections 34 and 42 of the Systems Act, and regulation 4(5) of the Regulations.

### **PERFORMANCE OBJECTIVES**

4.(1) The Performance Plan must set out the–

- (a) the performance objectives and targets that must be met by the Employee; and
- (b) the time frames within which those performance objectives and targets must be met.

(2) The performance objectives and targets reflected in the Performance Plan must–

- (a) be set by the Employer in consultation with the Employee;
- (b) be based on the Integrated Development Plan and Budget of the Employer; and
- (c) include key objectives, performance indicators, target dates and weightings.

(3) It is agreed that–

- (a) the key objectives must describe the main tasks that must be performed by the Employee;
- (b) the key performance indicators provide the details of the evidence that must be provided to indicate that a key objective has been achieved;
- (c) the target dates describe the timeframe in which the work must be achieved; and
- (d) the weightings indicate the relative importance of the key objectives to each other.

(4) The Employee'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.

### **PERFORMANCE MANAGEMENT SYSTEM**

5.(1) The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Municipality, and accepts that the purpose of the performance management system is to provide a comprehensive system, with specific performance standards, to assist Municipality to perform to the standards required.

(2) The Employer must consult the Employee about the specific performance standards that are included in the performance management system that are applicable to the Employee.

(3) The Municipal Council does not pay future performance bonuses to the Senior Manager who cause the Municipality to attain a negative audit outcome and who are responsible for unauthorized, Irregular, fruitless or wasteful expenditure"

(4a) The Employee undertakes to actively focus on the promotion and implementation of the Key Performance Areas, including special projects relevant to the Employee's responsibilities, within the local government framework.

(4b) The Employee must be assessed on his or her performance in terms of the performance indicators identified in the attached Performance Plan and include–

(a) the Key Performance Areas; and

(b) Competency Framework (Critical Leading & Core Competencies),

with a weighting of 80:20 allocated to sub-clause (a) and (b) respectively.

(4c) The Key Performance Areas will make up 80% of the Employee's assessment score, and will contain the following Areas:

Key Performance Areas (80% of Total)	Weighting
Basic Service Delivery	60%
Municipal Institutional Development and Transformation	10%
Local Economic Development	10%
Municipal Financial Viability and Management	10%
Good Governance and Public Participation	10%
Spatial Planning & Environmental Management	0%
Total	100%

(5) The Competency Framework Structure (Critical Leading & Core Competencies Criteria) will make up the other 20% of the Employee's assessment score, and are deemed to be most critical for the Employee's specific job should be selected from the list below as agreed to between the Employer and Employee:

COMPETENCY FRAMEWORK REQUIREMENTS FOR EMPLOYEES (20% of Total)		
Critical Leading and Core Competencies	√	WEIGHT
Strategic Direction and Leadership		10%
People Management		10%
Program and Project Management		10%
Financial Management		10%
Change Leadership		5%
Governance Leadership		10%
Moral Competence		5%
Planning and Organising		10%
Analysis and Innovation		5%
Knowledge and Information Management		10%
Communication		5%
Results and Quality Focus		10%
TOTAL		100%

### EVALUATING PERFORMANCE

6. (1) The Performance Plan, attached hereto as Appendix "A", must set out the–

- (a) the standards and procedures for evaluating the Employee's performance; and
- (b) the intervals for the evaluation of the Employee's performance.

(2) Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage during the validity of the Agreement of Employment.

*Tom  
Superior  
FR*

- (3) Personal growth and development needs identified during any performance review discussion, as well as the actions and time frames agreed to, must be documented in a Personal Development Plan, which must be in a format substantially compliant with Appendix "B."
- (4) The Employee's performance will be measured in terms of contributions to the goals and strategies contemplated in the Employer's Integrated Development Plan.
- (5) The annual performance appraisal must involve—
- (a) an assessment of the achievement of results as outlined in the performance plan;
  - (b) an assessment of each Key Performance Area according to the extent to which the specified standards or performance indicators have been met and with due regard to *ad hoc* tasks that had to be performed;
  - (c) a rating on the five-point scale for each Key Performance Area; and
  - (d) the use of the applicable assessment rating calculator to add the scores and calculate a final Key Performance Area score.
- (6) The Leading and Core Competencies Criteria must be assessed—
- (a) according to the extent to which the specified standards have been met;
  - (b) with an indicative rating on the five-point scale for each Criteria; and
  - (c) by using the applicable assessment rating calculator to add the scores and calculating a final score.
- (7) An overall rating is calculated by using the applicable assessment-rating calculator, which represents the outcome of the performance appraisal, provided that the performance assessment of the Employee will be based on the following rating scale for both Key Performance Indicators and Leading & Core Competencies Criteria:

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Level	Terminology	Description	Rating				
			1	2	3	4	5
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.					

(8) The performance of the Employee must be evaluated by an evaluation panel constituted in terms of regulation 27(4)(d), (e) and (f) of the Regulations.

#### SCHEDULE FOR PERFORMANCE REVIEWS

7. (1) The performance of each Employee in relation to his or her performance agreement must be reviewed during—

- (a) July to September for the First quarter;
- (b) October to December for the Second Quarter;
- (c) January to March for the Third quarter
- (d) April to June for the Fourth quarter,

Provided that reviews in the first and third quarter may be verbal if performance is satisfactory.

(2) The Employer must keep a record of the mid-year review and annual assessment meetings, and feedback must be based on the Employer's assessment of the Employee's performance.

*Angela Jan*  
*Ran*

(3) The Employer may amend the provisions of the Performance Plan whenever the performance management system is adopted, implemented or amended, provided that the Employee must be consulted before any such change is made.

#### **OBLIGATIONS OF THE EMPLOYER**

8. The Employer must–

- (a) create an enabling environment to facilitate effective performance by the Employee;
- (b) provide access to skills development and capacity building opportunities;
- (c) work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- (d) on the request of the Employee delegate such powers reasonably required by the Employee to enable him or her to meet the performance objectives and targets established in this Agreement; and
- (e) make available to the Employee such resources as the Employee may reasonably require from time to time to assist him or her to meet the performance objectives and targets established in this Agreement.

#### **CONSULTATION**

9. (1) The Employer agrees to consult the Employee timeously where the exercising of the powers will–

- (a) have a direct effect on the performance of any of the Employee's functions;
- (b) commit the Employee to implement or to give effect to a decision made by the Employer; and
- (c) have a substantial financial effect on the Employee.

(2) The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in sub-clause (1) above, as soon as is practicable to enable the Employee to take any necessary action without delay.

#### **MANAGEMENT OF EVALUATION OUTCOMES**

10. (1) The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

(2) A performance bonus of between 5% and 14% of the inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance, as per regulation 32(2) of the Regulations.

(3) In the case of unacceptable performance, the Employer–

- (a) must provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and

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(b) may, after appropriate performance counselling and having provided the necessary guidance and support as well as reasonable time for improvement in performance, consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.

(4) should, a Manager incur UIFW Expenditure for that particular financial year, no bonus will be paid regardless of the score he/she receives.

## **DISPUTE RESOLUTION**

11. (1) Any disputes about the nature or content of the Employee's Performance Agreement, must be mediated by –

(a) the Member of the Executive Council responsible for local government in the province, in the case of the Municipal Manager, or any other person appointed by the said Member of the Executive Council; and

(b) the Mayor, in the case of Managers directly accountable to the Municipal Manager, within thirty days of receipt of a formal dispute from the Employee.

(2) Any disputes about the outcome of the Employee's performance evaluation, must be mediated by–

(a) the Member of the Executive Council for local government in the province, or any other person appointed by the MEC, in the case of the Municipal Manager; and

(b) a Municipal Councillor, in the case of Managers directly accountable to the Municipal Manager, provided that such a Councillor was not part of the evaluation panel contemplated in regulation 27(4)(e) of the Regulations, within thirty days of receipt of a formal dispute from the Employee.

(3) The decision of the Mediator contemplated in sub-clauses (1) and (2) will be final and binding on both parties.

## **GENERAL**

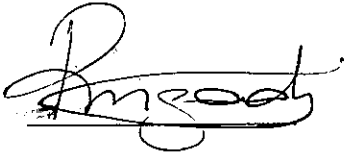
12.(1) The Employer must make the contents of this Agreement and the outcome of any review conducted in terms of the Performance Plan available to the public as contemplated in section 46 of the Systems Act.

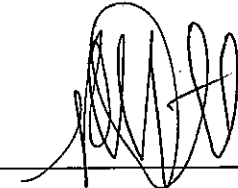
(2) Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his or her Agreement of Employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

(3) The performance assessment results of the Municipal Manager must be submitted to the Member of the Executive Council responsible for local government in KwaZulu-Natal as well as the National Minister responsible for local government, within fourteen days after the conclusion of the assessment.

SIGNED AT MADADENI ON THIS THE 08 DAY OF August 2019

AS WITNESSES:

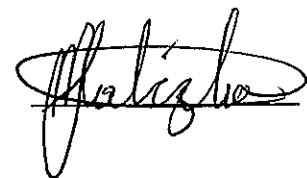
1. 

  
THE MUNICIPALITY

2. 

SIGNED AT MADADENI ON THIS THE 5 DAY OF AUGUST 2019

AS WITNESSES:

1. 

  
THE EMPLOYEE

2. 



## PERSONAL DEVELOPMENT PLAN

Name of Municipality: Amajuba District Municipality  
 Incumbent: **NH NCUBE**  
 Job Title : Director: Engineering Services  
 Report To: Municipal Manager

<p>1. <i>What are the competencies required for this job (refer to competency profile of Job Description)?</i></p> <ul style="list-style-type: none"> <li>- Engineering Master Planning – Ability to evaluate existing infrastructure needs and formulate service delivery plans for municipal infrastructure development.</li> <li>- Ability to improve universal access to basic services of Water, Sanitation, Refuse Removal and electricity.</li> <li>- Ability to develop and implement a data mapping tool and systems to integrate and convert different data sets to achieve client needs.</li> <li>- Ability to establish key performance indicators and performance plans designed to achieve the prime objectives and responsibilities of the Corporate Services function.</li> <li>- Ability to maintain water and sewer distribution systems and liquid waste disposal systems.</li> <li>- Ability to perform duties as acting Municipal Manager when so instructed by him/her.</li> </ul>
<p>2. <i>What competencies from the above list, does the Job Holder already possess?</i></p> <p>All</p>
<p>3. <i>What then are the competency gaps? (If the job holder possesses all the necessary competencies, complete No's 5 and 6 )</i></p> <p>N/A</p>
<p>4. <i>Action/Training interventions to address the gaps/needs</i></p> <p>N/A</p>
<p>5. <i>Indicate the competencies required for future career progression/development</i></p> <p>Financial Management</p>
<p>6. <i>Actions/Training interventions to address future progression</i></p> <p>Financial Management courses</p>

7. Comments/Remarks of the incumbent

Looking forward to this journey

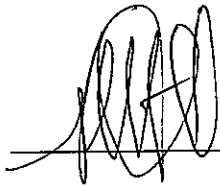
TO ENHANCE GOVERNANCE AND ACCOUNTABILITY FOR MM  
ENGINEERING SERVICES DEPARTMENT

8. Comments/Remarks of the Supervisor

None

**Agreed Upon:**

Signature:



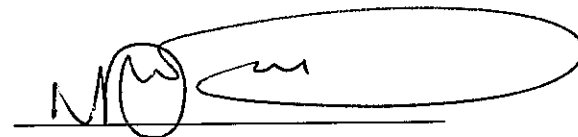
Municipal Manager:

SR ZWANE

Date:

05/05/2019

Signature:



Incumbent:

NH NCUBE

Date:

05/08/2019

Date of next review:

01 July 2020

ENGINEERING SERVICES - SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN 2019/2020

Activity	Objective	Key Performance Indicator	Target	Frequency	Quarterly Performance												Budget	Responsible	Reporting Period	
					Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4				
ENGS 1.1	Implementation of all water and sanitation projects within the available budget	To ensure access to basic water and sanitation to community members within Amajuba district	Buffalo Plains Water Supply Scheme Phase 4 (1000)	2,5410	Kilometers of pipelines laid	Q4s	Quarterly	90m	10 km pipeline	-	-	-	-	10 km pipeline	R4,490,000	WSG	9503979/9501	Complete Pressure test results		
ENGS 1.2			Construction of Distribution reservoir	AI	Date by which services providers for the construction for Distribution reservoir is appointed	Date	Quarter 2	-	-	30-Nov-2019	-	-	-	30-Nov-2019	R12,000,000	WSG	9503979/9501	Appointment letters and site establishment report		
ENGS 1.3			Construction of Distribution reservoir	AI	Percentage Construction of Distribution reservoir	Percentage	Quarter 4	0%	-	-	-	-	-	30%	40%	-	-	-	Quarterly project report	
ENGS 1.4	Implementation of all water and sanitation projects within the available budget	To ensure access to basic water and sanitation to community members within Amajuba district	Goodshoop bulk water and sanitation	2	WATER USER LICENSE of Goodshoop bulk water and sanitation approval	Date	Annually	-	-	30 October 2019	-	-	-	30 October 2019	-	-	-	WULA application and DWS responses		
ENGS 1.5					Date by which services providers for Goodshoop bulk water and sanitation (WWTP)	Date	Quarter 2	-	-	30 November 2019	-	-	-	-	-	-	R16,000,000	MG	9504950/9501	Appointment letters and site establishment report Delivery notes for pipes
ENGS 1.6					Percentage construction of Goodshoop bulk water and sanitation (WWTP)	Percentage	Quarter 3 & 4	0%	-	-	-	-	30%	40%	40%	40%	40%	40%	40%	40%
ENGS 1.7	Implementation of all water and sanitation projects within the available budget	To ensure access to basic water and sanitation to community members within Amajuba district	Durbanville Housing Development Bulk Water and Sanitation project completed	2	% of Durbanville Housing Development Bulk Water and Sanitation project completed	Percentage	Annually	0%	0%	10%	10%	30%	50%	-	-	-	9501950/9501	Design report and Tender document		
ENGS 1.8	Implementation of all water and sanitation projects within the available budget	To ensure access to basic water and sanitation to community members within Amajuba district	Buffalo Plains Water Supply Scheme Phase 3B (4 years project 2017 - 2020)	3	Kilometers of pipelines laid	Q4s	Quarter 4	28km	10 km pipeline	15 km pipeline	10 km pipeline	10 km pipeline	10 km pipeline	10 km pipeline	R14,039,000	MG	9503952/9501	Complete Pressure test results on section pipe lengths		
ENGS 1.9			Emergency Water Supply to Ramaphosa, Hlop and Sookhweni	3	Date by which service providers for implementation of the WSG recovery Plan through implementation of the Emergency water supply project to Ramaphosa, Hlop and Sookhweni are appointed	Date	Quarter 1	None	30-Sep-2019	-	-	-	-	-	-	R15,000,000	WSG	9503979/9501	Appointment letters and site establishment report Delivery notes for pipes	
ENGS 1.10			Implementation of all water and sanitation projects within the available budget	To ensure access to basic water and sanitation to community members within Amajuba district	Emergency Water Supply to Ramaphosa, Hlop and Sookhweni	3	Kilometers of pipe implementation of the WSG recovery Plan through implementation of the Emergency water supply project to Ramaphosa, Hlop and Sookhweni	Q4s	Annually	0	-	-	-	-	10 km pipeline	10 km pipeline	-	-	9503979/9501	Appointment letters and site establishment report Delivery notes for pipes
ENGS 1.11	To assist Local Municipalities in the Districts in Rural roads assessment	To assist Local Municipalities in the Districts in Rural roads assessment	Rural roads asset management system (3 year project 2017 - 2019)	AI	Kilometers of rural road constructed	Q4s	Quarterly	950m	683m	683m	683m	683m	683m	2732m	R2,327,000	DoT	04202662/0000	GIS Print Out, Assessments reports included from the project used for assessments include of Photographs		
<b>KPA 2: Municipal Performance Development &amp; Transformation 19%</b>																				
ENGS 2.1	Underline developmental business planning and sustain the business process to meet with all statutory requirements	To ensure progressive compliance with institutional and governance requirements	Capital Programs Funding Application		Number of Business Plans submitted at FUNDING	Number	Quarterly	4	1	1	1	1	1	4	R0	-	-	Business Plan		
ENGS 2.2			Submission of report at the Engineering Services IGR structures		Number of reports submitted at the EVMS IGR structures	Number	Quarterly	1	1	1	1	1	1	1	4	R0	-	-	IGR report	
ENGS 2.3			MG PMU Top Sta-Administration		% age of MG spent	Percentage	Quarterly	36%	20%	40%	70%	100%	100%	100%	100%	R3,000,000	MG	9503952/9501	MG monthly report to CoGa	
<b>KPA 3: Local Economic Development &amp; Job Creation 10%</b>																				
ENGS 3.1	Application of labour intensive construction methods in construction projects	To promote public participation through stakeholder mobilization	Job creation through the implementation of Capital Projects & Expanded Public Works Programme (EPWP Incentive Programme)	AI	Number of job created through the implementation of Capital Projects & Expanded Public Works Programme (EPWP Incentive Programme)	Number	Quarterly	354	32	67	67	67	67	262	R1,367,000	DPM	04022065/0000	Monthly EPWP reports		
<b>KPA 4: Municipal Financial Planning and Management 11%</b>																				
ENGS 4.1	Manage the department within the budgetary and policy framework of the municipality	Coordination and implementation of the Franchise Recovery Plan	Submission of Monthly Capital and Operational expenditure report at the Engineering Services Portfolio Committee		% Expenditure for Capital per project and Operational Budget per vote	Percentage	Monthly	12	9	3	3	3	12	R0	-	-	Monthly expenditure reports from ETD. Audited by Engineering services signed by IGM Director and PMU Assistant Director			
ENGS 4.2	To achieve effective financial management		Submission of Monthly MG and WSG Capital expenditure reports to CoGa and DWS		Number of monthly reports on Compliance in submitting Monthly MG and WSG reports to CoGa and DWS	Number	Monthly	0	2	2	2	2	9	R0	-	-	Spread Monthly reports			
<b>KPA 5: Local Governance &amp; Public Participation 22%</b>																				
ENGS 5.1	To ensure progressive compliance with institutional and governance requirements	To ensure progressive compliance with institutional and governance requirements	Water and Sanitation awareness campaigns	AI	Number of water and Sanitation awareness campaigns at Enaberg/LM and Durbenville/LM	Number	Quarter 1 & 4	2	1	0	-	-	1	2	R31,500	ADM	03314495/0000	Completed reports		
ENGS 5.2			Customer Care Management	AI	Percentage of complaints received and responded within turn around time	Percentage	Monthly	80%	80% within 48 hours	80% within 48 hours	80% within 48 hours	80% within 48 hours	80% within 48 hours	80% within 48 hours	80% within 48 hours	R1,067,000	ADM	01022667/0000	Register of complaints, Complaint score	
ENGS 5.3			Resolution of Complaints received	AI	Number of reports on Resolution of Complaints received from the Call Centre submitted to Council	Number	Monthly	75%	75%	75%	75%	75%	75%	75%	75%	R0	-	-	Completed reports	
ENGS 5.4			Implementation of all water and sanitation projects within the available budget	Compliance to acceptable drinking water quality standards	AI	Number of drinking water samples performed	Number	Quarterly	158	208	208	208	208	332	-	-	-	-	Lab Results (independent of lab payment for testing)	
ENGS 5.5			Compliance to acceptable waste water quality standards	AI	Number of waste water samples performed	Number	Quarterly	72	98	98	98	98	98	98	98	R136,780	ADM	03312669/0000	Lab Results	
<b>KPA 6: Spatial Planning and Environmental Management 9%</b>																				

DENG