

ANNUAL PERFORMANCE PLAN & PERSONAL DEVELOPMENT PLAN

The following annual management review on **Key Performance Areas (KPA) and Competency Framework** (Leading Competencies and Core Competencies) agreed to in each manager performance agreement has to be completed.

The annual performance appraisal involves the assessment of the achievement of results of the KRA's, CMC's and COC's in accordance with the five-point scale of (1-5).

| RATING | DEFINITION OF SCORE |
|--------|---|
| 5 | Outstanding performance |
| 4 | Performance significantly above expectation |
| 3 | Fully effective |
| 2 | Performance not fully satisfactory |
| 1 | Unacceptable performance |

DETAILS OF THE MANAGER

1. MANAGERS PERFORMANCE PLAN FOR THE YEAR UNDER REVIEW

| | |
|---------------------|-------------------------------------|
| Period Under Review | July 2016- June 2017 |
| Surname | Qwabe |
| Name | Mduduzi Sfiso |
| Municipality | Umhlabuyalingana Local Municipality |
| Department | Technical Services |
| Race | African |
| Gender | Male |
| Employee Number | 50016 |
| Date Of Appointment | 02 February 2012 |
| Salary Package | |

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KPA 1: MUNICIPAL TRANSFORMATION AND INSTITUTIONAL DEVELOPMENT

WEIGHT: 100%

| IDP Strategic | OBJECTIVES | MEASURABLE OUTPUT/annual target | PERFORMANCE MEASURES / INDICATOR | Year under Review | | | | | | | | OWN RATING (1-5) | Rating By Municipal Manager | RATING BY PANEL MEMBER / MM (1-5) | COMMENTS |
|---|---|--|--|-------------------------------------|--------|-------------------------------------|--------|-------------------------------------|--------|--------|--------|------------------|-----------------------------|-----------------------------------|----------|
| | | | | Q1 | | Q2 | | Q3 | | Q4 | | | | | |
| | | | | Target | Actual | Target | Actual | Target | Actual | Target | Actual | | | | |
| | | | | | | | | | | | | | | | |
| To create and retain sufficient capacity for effective administration | to provide the optimal institutional structure to render effective and efficient services | 12 Dept Staff Meetings by 30 June 2017 | No. of Dept Staff Meetings Held | 3 Departmental Staff Meetings | | 3 Departmental Staff Meetings | | 3 Departmental Staff Meetings | | | | | | | |
| To administer the affairs of the municipality in accordance to relevant legislations and policies | | 12 Portfolio Committee Meeting by 30 June 2017 | No. of Portfolio Committee Meetings Held | Hold 3 Portfolio Committee Meetings | | Hold 3 Portfolio Committee Meetings | | Hold 3 Portfolio Committee Meetings | | | | | | | |

| | | | | | | | | | | | | | | | |
|---|--|---|--------------------------------------|--------------------------------|--|--------------------------------|--|--------------------------------|--|--------------------------------|--|--|--|--|--|
| To manage and enhance the performance of the municipality | | 4 quarterly performance reports by 30 June 2017 | No. of quarterly Performance Reports | 1 Quarterly Performance Report | | 1 Quarterly Performance Report | | 1 Quarterly Performance Report | | 1 Quarterly Performance Report | | | | | |
| | | 1-Mid Year Report by 31 January 2017 | No. of Mid-year Report | N/A | | N/A | | N/A | | N/A | | | | | |

WATER & SANITATION

| | | | | | | | | | | | | | | | |
|---|--|--|------------------------|-----------------|--|-----------------|--|-----------------|--|-----------------|--|--|--|--|--|
| To provide and improve access to community / public facilities to minimum standards | to facilitate bulk infrastructure development in support of economic development initiatives | monitoring implementation of water and sanitation project within KZN 271 | Number of meeting held | 1 report tabled | | 1 report tabled | | 1 report tabled | | 1 report tabled | | | | | |
| | | | | | | | | | | | | | | | |

MANAGERS PERFORMANCE PLAN FOR THE YEAR UNDER REVIEW

KPA 2: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT

WEIGHT: (0%)

| OBJECTIVES | STRATEGY | MEASUREMENT OUTPUT/Annual target | PERFORMA NCE MEASURES / INDICATOR | Year under Review | | | | | | | | COMMEN TS | OWN RATING (1-5) | RATIN G BY PANE L MEMB ER / MM (1-5) |
|---|--|---|---|-------------------------------------|------------|--------------------------------|------------|---|------------|----------------------------------|------------|--------------|------------------------|---|
| | | | | Q1 | | Q2 | | Q3 | | Q4 | | | | |
| | | | | Target | Actu al | Target | Actu al | Target | Actu al | Target | Actu al | | | |
| MUNICIPAL BUILDINGS | | | | | | | | | | | | | | |
| To provide and improve access to community / public facilities to minimum standards | to facilitate bulk infrastructure development in support of economic development initiatives | Constructin of 1500m ² of Manguzi Multi-purpose centre to roof level by 30 June 2017 | Area of multi-purpose centre constructed | Completi n of foundati ons | | Completion of substructure | | Commence ment of superstruct ure | | Completion of superstruct ure | | | | |
| To provide and improve | to facilitate bulk | Completion of 290m ² of Thengane | Area of community | Advertisin g and | | Advertising and appointment of | | Site establishme | | superstruct ure | | | | |

| | | | | | | | | | | | | | | |
|--|---|---|--------------------------------------|---|--|---|--|---|--|--|--|--|--|--|
| access to community / public facilities to minimum standards | infrastructure development in support of economic development initiatives | community centre by 30 June 2017 with engineers completion certificate. | centre constructed | appointment of consultant | | contractor | | nt, Fencing and sub-structure completed | | completed and project completion with engineers works completion certificate. | | | | |
| | | Completion of 290m ² of Masondo community centre by 30 June 2017 with engineers completion certificate. | Area of community centre constructed | Advertising and appointment of consultant | | Advertising and appointment of contractor | | Site establishment, Fencing and sub-structure completed | | superstructure completed and project completion with engineers works completion certificate. | | | | |
| | | Completion of 290m ² of Lulwane community centre by 30 June 2017 with engineers completion certificate. | Area of community centre constructed | Fencing and substructure completed | | Advertising and appointment of contractor | | Site establishment, Fencing and sub-structure completed | | superstructure completed and project completion with engineers works completion certificate. | | | | |
| | | Completion of 290m ² of Welcome community centre by 30 June 2017 with engineers completion certificate. | Area of community centre constructed | Superstructure and ablution block completed | | Commencement of ablution block and superstructure | | superstructure and ablution block completed | | Completion of project with engineers completion certificate | | | | |
| | | Completion of 290m ² of KwaMbilu community centre by 30 June 2016 with engineers completion certificate. | Area of community centre constructed | completion of Fencing | | Completion of Foundations | | Completion of superstructure | | commencement of superstructure | | | | |

| SPORT FACILITIES | | | | | | | | | | | | | |
|--|--|--|--|---|--|---|--|---|--|--|--|--|--|
| To provide and improve access to community / public facilities to minimum standards | to facilitate bulk infrastructure development in support of economic development initiatives | 9600 square metres of Zama-Zama Sportsfield completed by 30 June 2016 with engineers completion certificate. | Area of sport field completed | Advertising and appointment of contractor | | Site establishment and commencement of layworks | | completion of layerworks and commencement of regrassing | | Completion of project with engineers completion certificate | | | |
| MUNICIPAL ACCESS ROADS | | | | | | | | | | | | | |
| To provide access and facilitate vehicular movement in Umhlabuyalini | to facilitate bulk infrastructure development in support of economic development initiatives | Completed 5km of Ekuthukuzeni-Masondo gravel road by 30 June 2017 with engineers completion certificate. | No. of km's of gravel road constructed | Advertising and appointment of consultant | | Advertising, appointment of contractor and site establishment | | Commencement of all layerwork | | 5 Kilometers of road constructed and completed with engineers works completion certificate | | | |
| To provide access and facilitate vehicular movement in Umhlabuyalini | to facilitate bulk infrastructure development in support of economic development initiatives | Completed 3km Nondwayiza_Phakamini gravel Road by 30 June 2016 with engineers completion certificate. | No. of km's of gravel road constructed | Advertising and appointment of consultant | | Advertising, appointment of contractor and site establishment | | Commencement of all layerwork | | 3 Kilometers of road constructed and completed with engineers works completion certificate | | | |
| ELECTRIFICATION PROGRAME | | | | | | | | | | | | | |
| To facilitate the provision of reliable sources of energy to Umhlabuyalini communities | to facilitate bulk infrastructure development in support of economic development | 327 households electrified at Mboza with engineers closeout report by 30 June 2017 | Number of households electrified | Site establishment | | plantation of poles and stringing of MV and LV lines | | Installation of transformer and DB | | Completion of project with engineer closeout report | | | |

| | | | | | | | | | | | | | | |
|---|--|--|--|---|--|--|--|---|--|---|--|--|--|--|
| | initiatives | | | | | | | | | | | | | |
| | | 250 households electrified in Ward 8 by 30 June 2017 with engineers closeout report | Number of households electrified | Site establishment | | plantation of poles and stringing of MV and LV lines | | Installation of transformer and DB | | Completion of project with engineer closeout report | | | | |
| | | 280 households electrified at Ward 4 with engineers close-out report by 30 June 2017 | Number of household electrified | Advertising and appointment of a contractor | | Site establishment, plantation of poles and stringing of MV and LV lines | | Installation of transformer and DB | | Completion of project with engineer closeout report | | | | |
| | | 240 households electrified at Manaba with engineers close-out report by 30 June 2017 | Number of household electrified | Advertising and appointment of a contractor | | Site establishment, plantation of poles and stringing of MV and LV lines | | Installation of transformer and DB | | Completion of project with engineer closeout report | | | | |
| | | Streetlights installed at Manguzi with engineers close-out report by 30 June 2017 | Number of streetlights installed | Advertising and appointment of a contractor | | Site establishment, plantation of poles and stringing of lines | | Completion of project with engineer closeout report | | | | | | |
| | | Mseleni phase 2 electrification/Electricity and alternative sources of power | Number of households electrified | Advertising and appointment of a contractor | | Site establishment, plantation of poles and stringing of MV and LV lines | | Installation of transformer and DB | | Completion of project with engineer closeout report | | | | |
| UNKNOWN | | | | | | | | | | | | | | |
| to develop long term infrastructure development plans | to facilitate bulk infrastructure development in support | reviewed infrastructure and maintenance plan by 30 June 2017 | review infrastructure and maintenance plan | review infrastructure and maintenance plan | | N/A | | N/A | | N/A | | | | |

| | | | | | | | | | | | | | |
|--|--|---|---|---|--|---|--|---|--|---|--|--|--|
| | of economic development initiatives | | | | | | | | | | | | |
| | | 1 three year electricity plan submitted to Department of energy by 30 June 2017 | No of three year electricity plan submitted | prepare and submit three year electricity plan to DOE | | N/A | | N/A | | N/A | | | |
| | to facilitate the delivery of basic service to RDP standards | 4 Quarterly housing forum meetings held and quarterly reports submitted by 30 June 2017 | number of housing forum meetings held and quarterly reports submitted | 1 housing forum held and 1 quarterly report submitted | | 1 housing forum held and 1 quarterly report submitted | | 1 housing forum held and 1 quarterly report submitted | | 1 housing forum held and 1 quarterly report submitted | | | |

KPA 3: LOCAL ECONOMIC DEVELOPMENT

WEIGHT: (0%)

| OBJECTIVES | STRATEGY | Annual target | PERFORMANCE MEASURES / INDICATOR | Year under Review | | | | | | | | COMMENTS | OWN RATING (1-5) | RATING BY PANEL MEMBER / MM (1-5) |
|---|---|--|--|---|--------|---|--------|---|--------|--|--------|----------|------------------|-----------------------------------|
| | | | | Q1 | | Q2 | | Q3 | | Q4 | | | | |
| | | | | Target | Actual | Target | Actual | Target | Actual | Target | Actual | | | |
| To create an environment conducive for investment and economic growth | use municipal and government funded projects as means to create jobs and reduce poverty | Number of quarterly reports on CWP implementation; and number of Local Reference Committee (LRC) | 4 quarterly reports on CWP implementation; and 12 Local Reference Committee meetings (LRC) by 31 June 2017 | 3 LRC Meetings held and 1 quarterly report on the implementation of the CWP | | 3 LRC Meetings held and 1 quarterly report on the implementation of the CWP | | 3 LRC Meetings held and 1 quarterly report on the implementation of the CWP | | 3 LRC Meetings held and 1 annual report on the implementation of the CWP | | | | |

| | | | | | | | | | | | | | | |
|---|--|---|---|--|--|--|--|--|--|--|--|--|--|--|
| | | meetings held | | | | | | | | | | | | |
| To create an environment conducive for investment and economic growth | use municipal and government funded project as means to create jobs and reduce poverty | Number of Full Time Employment opportunities and Temporal Job opportunities created | Annual report on 75 Full Time Employment (12 months duration); and 1 400 Temporal job opportunities created by 31 June 2017 | 1 quarterly evaluation report on job opportunities created submitted to Public Works on 19 Full Time Employment (12 months duration); and 350 Temporal job opportunities created | | 1 quarterly evaluation report on job opportunities created submitted to Public Works on 19 Full Time Employment (12 months duration); and 350 Temporal job opportunities created | | 1 quarterly evaluation report on job opportunities created submitted to Public Works on 19 Full Time Employment (12 months duration); and 350 Temporal job opportunities created | | 1 quarterly evaluation report on job opportunities created submitted to Public Works on 19 Full Time Employment (12 months duration); and 350 Temporal job opportunities created | | | | |
| To create an environment conducive for investment and economic growth | facilitate development and growth of SMME | Council adopted reviewed LED Strategy | Final reviewed LED Strategy that complies with the mSCOA by 31 June 2017 | N/A | | N/A | | Table draft reviewed LED Strategy to council | | Council Adopted reviewed LED Strategy | | | | |
| To create an environment conducive for investment and economic growth | facilitate development and growth of SMME | Approved Close-out reports of the Funded Small Town Rehabilitation Projects (Manguzi Street Lights and Manguzi Precinct | Close-out reports of the Funded Small Town Rehabilitation Projects (Manguzi Street Lights and Manguzi Precinct Plan) by 31 | 1 quarterly report on the implementation of Manguzi Street Lights and Manguzi Precinct Plan | | 1 quarterly report on the implementation of Manguzi Street Lights and Manguzi Precinct Plan | | 1 quarterly report on the implementation of Manguzi Street Lights and Manguzi Precinct Plan | | Close-out report on the implementation of Manguzi Street Lights and Manguzi Precinct Plan | | | | |

| | | Plan) | June 2017 | | | | | | | | | | |
|---|--|---|---|---|--|---|--|--|--|--|--|--|--|
| To create an environment conducive for investment and economic growth | SMME Support and Capacity building | Approved annual report on revenue collected through the LED Revenue Enhancement Streams | Annual report on revenue collected through the LED Revenue Enhancement Streams | 1 Quarterly report on revenue collected through the LED Revenue Enhancement Streams | | 1 Quarterly report on revenue collected through the LED Revenue Enhancement Streams | | 1 Quarterly report on revenue collected through the LED Revenue Enhancement Streams | | 1 Quarterly report on revenue collected through the LED Revenue Enhancement Streams | | | |
| To create an environment conducive for investment and economic growth | SMME Support and Capacity building | Approved Annual report on Liquor and Business Licensing; and Informal Traders by laws enforcement | Annual report on Liquor and Business Licensing; and Informal Traders by laws enforcement † 31 June 2017 | 1 Quarterly report on Business Licensing by laws Workshops conducted | | 1 Quarterly report on Informal Traders by laws Workshops conducted | | 1 Quarterly reports on Liquor and Business Licensing; and Informal Traders by laws enforcement | | 1 Quarterly reports on Liquor and Business Licensing; and Informal Traders by laws enforcement | | | |
| To create an environment conducive for investment and economic growth | SMME Support and Capacity building | Approved Annual report on Manguzi Market Stalls Performance Report | Annual report on Manguzi Market Stalls Performance Report by 31 June 2017 | 1 Quarterly reports on Manguzi Market Stalls Performance Reports | | 1 Quarterly reports on Manguzi Market Stalls Performance Reports | | 1 Quarterly reports on Manguzi Market Stalls Performance Reports | | 1 Quarterly reports on Manguzi Market Stalls Performance Reports | | | |
| To create an environment conducive for investment and | Strengthening of LED Business Structures | Approved annual report on the performance of Incubated SMME's and | Annual report on the performance of Incubated SMME's by 31 June | 1 quarterly report on the performance of Incubated SMME's/ Coops/ | | 1 quarterly report on the performance of Incubated SMME's/ Coops/ | | 1 quarterly report on the performance of Incubated SMME's/ Coops/ | | 1 quarterly report on the performance of Incubated SMME's/ Coops/ | | | |

| economic growth | | Coops | 2017 | Informal Traders | | Informal Traders | | Informal Traders | | Informal Traders | | | | |
|---|---|---|---|--|--|--|--|----------------------|--|---|--|--|--|--|
| To promote and support eco-tourism as a mean to increase market share | Identify and implement tourism catalytic projects | No of Facilitated Tourism Safety and Shot Left Campaign Seminars held | 2 Facilitated Tourism Safety and Shot Left Campaign Seminars held at the two Tourism nodes (Sodwana Bay and Kosi Bay) by 31 June 2017 | Implementation plan for the 2 Facilitated Tourism Safety and Shot Left Campaign Seminars | | Implementation plan for the 2 Facilitated Tourism Safety and Shot Left Campaign Seminars | | N/A | | N/A | | | | |
| To promote and support eco-tourism as a mean to increase market share | Identify and implement tourism catalytic projects | No of Community Tourism Campsite Implemented | 1 Community Tourism Campsite implemented (Manzamyama Community Tourism Campsite) | 1 Community briefing held | | 1 Community briefing held | | Contractor appointed | | Close-out report on the implementation of Manzamyama Community Campsite | | | | |

MANAGERS PERFORMANCE PLAN FOR THE YEAR UNDER REVIEW

KPA 4: FINANCIAL VIABILITY AND FINANCIAL MANAGEMENT

WEIGHT: (0%)

| OBJECTIVES | STRATEGY | PERFORMANCE MEASURES / INDICATOR | Year under Review | | | | | | | | COMMENTS | OWN RATING (1-5) | RATING BY PANEL MEMBER / MM (1-5) |
|------------|----------|----------------------------------|-------------------|--------|--------|--------|--------|--------|--------|--------|----------|------------------|-----------------------------------|
| | | | Q1 | | Q2 | | Q3 | | Q4 | | | | |
| | | | Target | Actual | Target | Actual | Target | Actual | Target | Actual | | | |
| | | | | | | | | | | | | | |

MANAGERS PERFORMANCE PLAN FOR THE YEAR UNDER REVIEW

KPA 5: GOOD GOVERNANCE AND COMMUNITY PARTICIPATION

WEIGHT: (0%)

| OBJECTIVES | STRATEGY | PERFORMANCE MEASURES / INDICATOR | Year under Review | | | | | | | | COMMENTS | OWN RATING (1-5) | RATING BY PANEL MEMBER / MM (1-5) |
|------------|----------|----------------------------------|-------------------|--------|--------|--------|--------|--------|--------|--------|----------|------------------|-----------------------------------|
| | | | Q1 | | Q2 | | Q3 | | Q4 | | | | |
| | | | Target | Actual | Target | Actual | Target | Actual | Target | Actual | | | |
| | | | | | | | | | | | | | |

MANAGERS PERFORMANCE PLAN FOR THE YEAR UNDER REVIEW

KPA 6: SPATIAL PLANNING AND ENVIRONMENTAL MANAGEMENT

WEIGHT: (0%)

| OBJECTIVES | STRATEGY | PERFORMANCE MEASURES / INDICATOR | Year under Review | | | | | | | | COMMENTS | OWN RATING (1-5) | RATING BY PANEL MEMBER / MM (1-5) |
|------------|----------|----------------------------------|-------------------|--------|--------|--------|--------|--------|--------|--------|----------|------------------|-----------------------------------|
| | | | Q1 | | Q2 | | Q3 | | Q4 | | | | |
| | | | Target | Actual | Target | Actual | Target | Actual | Target | Actual | | | |
| | | | | | | | | | | | | | |

2. KNOWLEDGE, SKILLS AND BEHAVIOR REQUIREMENTS

Core Management Criteria (CMC)

| CORE MANAGEMENT CRITERIA (CMC) | WEIGHT % | MILESTONES/COMMENTS | OWN RATING (BY MANAGER) (1-5) | RATING BY PANEL MEMBER / MM (1-5) |
|---|----------|---------------------|----------------------------------|---|
| 1. Strategic Capability and Leadership | 5 | | | |
| 2. Programme and Project Management | 15 | | | |
| 3. Financial Management (Compulsory) | 5 | | | |
| 4. Change Management | 5 | | | |
| 5. Knowledge Management | 25 | | | |
| 6. Service Delivery Innovation | 5 | | | |
| 7. Problem Solving and Analysis | 5 | | | |
| 8. People Management & Empowerment (Compulsory) | 5 | | | |
| 9. Client Orientation & Customer Focus (Compulsory) | 5 | | | |
| 10. Communication | 20 | | | |
| 11. Honesty & Integrity | 5 | | | |

| CORE COMPETENCIES CORE MANAGEMENT CRITERIA (CMC) | | | | |
|---|-------------|--|--|--|
| 1. Competence in Self-Management | 10 | | | |
| 2. Interpretation and implementation within the legislation and national policy framework | 5 | | | |
| 3. Knowledge of developmental local government | 10 | | | |
| 4. Knowledge of Performance Management and Reporting | 10 | | | |
| 5. Knowledge of global & South African specific political, social and economic context. | 15 | | | |
| 6. Competency on policy conceptualization, analysis and implementation | 10 | | | |
| 7. Knowledge of more than one functional municipal fields/discipline | 10 | | | |
| 8. Skills in mediation | 10 | | | |
| 9. Skills in governance | 10 | | | |
| 10. Competence as required by other national line sector departments | 5 | | | |
| 11. Exceptional and dynamic creativity to improve the functioning of the municipality | 5 | | | |
| TOTAL | 100% | | | |

4. PERFORMANCE ASSESSMENT RATING

The assessment rating calculator will be used to add the scores and calculate a final KRA score (80%) and a final CMC & COC's score (20%)

The tables below should be completed by the summarized total of each panel member (*NOTE: Weight should be taken from the signed performance agreement for the year under review*)

| KPA | Weight | Rating | Score |
|--|------------|--------|----------|
| Municipal Transformation and Institutional Development | 20 | | |
| Basic Service Delivery and Infrastructure Development | 40 | | |
| Local Economic Development | 5 | | |
| Financial Viability and Financial Management | 5 | | |
| Good Governance and Community Participation | 5 | | |
| Spatial Planning and Environmental Management | 5 | | |
| Total | | | |
| x 80% | 80% | | % |

| Leading Competency | Weight | Rating | Score |
|--------------------------------------|--------|--------|-------|
| Strategic Direction and Leadership | 20 | | |
| People Management | 10 | | |
| Programme and project Management | 5 | | |
| Financial Management | 20 | | |
| Change leadership | 10 | | |
| Governance Leadership | 20 | | |
| Total | 100 | | |
| Core Competency | | | |
| Moral competence | 10 | | |
| Planning and organizing | 40 | | |
| Analysis and innovation | 10 | | |
| Knowledge and information Management | 20 | | |
| communication | 10 | | |
| result and quality focus | 10 | | |
| total | | | |
| Total | | | |
| x 20% | | | |

BATHOPELE PRINCIPLES

| | weight | rating | score |
|------------------|--------|--------|-------|
| Consultation | 15 | | |
| service standard | 20 | | |
| access | 10 | | |

| | | | |
|--------------------------|----|--|--|
| courtesy | 5 | | |
| information | 10 | | |
| openness and transparent | 10 | | |
| redress | 10 | | |
| value for money | 5 | | |

| | (A) SUB-TOTAL | (B) % OF ASSESSMENT | (A X B) TOTAL SCORE |
|----------------------|------------------|---------------------------|------------------------|
| Key Performance Area | | 80% | |
| Competency Framework | | 20% | |
| (C) FINAL SCORE | | | |

SIGNATURES OF MEMBERS OF THE EVALUATION PANEL

Chairperson : _____

Member : _____

Member : _____


Member : _____

Member : _____

Signed in : _____ on _____ of _____ 20____


AGREEMENT TO PERFORMANCE AND DEVELOPMENT PLAN:

I agree with the objectives as set out in the above Performance and Development Plan and undertake to achieve the objectives as agreed on.

SIGNATURE:  _____

(Name of Manager: MR MS QWASE
Date: 28 JULY 2016

I undertake to support ___(name of Manager) with the achievement of the above Performance and Development Plan

SIGNATURE:  _____

Name of Reporting Officer: MR SE BUCHOSINI
Date: 25/07/2016