(to Memorandum of Agreement of Employment)

PERFORMANCE AGREEMENT COMMENCING

MADE AND ENTERED INTO BY AND BETWEEN

THE COUNCIL OF THE NEWCASTLE MUNICIPALITY Herein represented by COUNCILOR DAVID XOLANI DUBE in his duly authorised capacity as Mayor of the NEWCASTLE Municipality

> **AND** MR ZAMOKUHLE WESLEY MCINEKA **MUNICIPAL MANAGER**

> > Q. Z.W.M

INTRODUCTION

1. (1) The Employer has entered into a contract of employment with the Employee in terms of

section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act").

The Employer and the Employee are hereinafter referred to as "the Parties".

(2) Section 57(1)(b) of the Systems Act, read with the Memorandum of Agreement of Employment

concluded between the parties, requires the parties to conclude an annual Performance

Agreement. The employer must conclude a Performance Agreement within 60 days 3of

assumption of duty and renew it annually within one month of the commencement of the

beginning of the financial year.

(3) The parties will 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 IDP.

(4) The parties will ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the

Systems Act.

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

2.1 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;

2.2 communicate to the Employee the Employer's performance expectations and accountabilities

by specifying objectives and targets as defined in the IDP;

2.3 specify accountabilities as set out in the Performance Plan (in a format substantially compliant

with Appendix "A");

2.4 monitor and measure performance against set targeted outputs;

2.5 appropriately reward the Employee in accordance with the Employer's performance

management policy in the event of outstanding performance; and

DZ

8

Z·W·M

2.7 give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

3 COMMENCEMENT AND DURATION

- **3.1** This Agreement will commence on the 3rd **July 2023** and will remain in force in line with Employment agreement until the **30th June 2024** where after a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof if applicable.
- 3.2 The parties will review the provisions of this Agreement during June each year and will conclude a new Performance Agreement (and Performance Plan and Personal Development Plan) that replaces this Agreement at least once a year but not later than one month after the commencement of the new financial year, in line with the Employment Agreement.
- **3.3** This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- **3.4** The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.
- **3.5** 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.
- **3.6** Any significant amendments/ deviations referred to in 3.4 and 3.5 above must take cognisance of, where relevant, the requirements of sections 34 and 42 of the Systems Act, and must be done in terms of regulation 4 (5) of the Local Government: Municipal Performance Regulations for Municipal Managers and managers directly accountable to the Municipal Manager, 2006 ("the Regulations");

4 PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Appendix "A") sets out-
- 4.1.1 the performance objectives and targets that must be met by the Employee; and



S.

2. W.M

4.1.2 The time frames within which those performance objectives and targets must be met.

4.2 The performance objectives and targets reflected in Appendix "A" are set by the Employer in

consultation with the Employee and based on the Integrated Development Plan and the Budget of

the Employer, and shall include key objectives; key performance indicators; target dates and

weightings.

4.3 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 timeframe in which the work must be achieved.

The weightings show the relative importance of the key objectives to each other.

4.4 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.

5 PERFORMANCE MANAGEMENT SYSTEM

5.1 The Employee agrees to participate in the performance management system that the

Employer adopts or introduces for the Employer itself, management and municipal staff of the

Employer.

5.2 The Employee accepts that the purpose of the performance management system will be to

provide a comprehensive system with specific performance standards to assist the Employer,

management and municipal staff to perform to the standards required.

5.3 The Employer will consult the Employee about the specific performance standards that will be

included in the performance management system as applicable to the Employee.

6 The Employee agrees to participate in the performance management and development system

that the Employer adopts.

52

& Z.W.M

- **6.1** The Employee undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- **6.2** The criteria upon which the performance of the Employee shall be assessed, shall consist of two components, both of which shall be contained in the Performance Agreement.
- **6.2.1** The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Managerial Competencies (CMCs) respectively.
- **6.2.2** KPAs covering the main areas of work will account for 80% and CMCs will account for 20% of the final assessment.
- **6.2.3** Each area of assessment will be weighted and will contribute a specific part to the total score.
- **6.3** The Employee's assessment will be based on his/ her performance in terms of the outputs/ outcomes (performance indicators) identified as per attached Performance Plan (Appendix "A"), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	15%
Municipal Institutional Development and Transformation	10%
Local Economic Development (LED)	10%
Municipal Financial Viability and Management	25%
Good Governance and Public Participation	30%
Cross Cutting	10%
Total	100%

6.4 The Critical Leading Competencies (CLC) and Core Competencies requirements (CCR's) as per Annexure A of the Local Government: Competency Framework for Senior Managers will make up the other 20% of the Employee's assessment score. There is no hierarchical connotation, and all competencies are essential to the role of a senior manager. All competencies must therefore be selected from the list below as agreed to between the Employer and Employee:-

2. W. M 80F

CRITICAL LEADING COMPETENCIES		WEIGHT
Strategic Direction and Leadership	 Impact and Influence Institutional Performance Management Strategic Planning and Management Organisational Awareness 	15%
People Management	 Human Capital Planning and Development Diversity Management Employee Relations Management Negotiation and Dispute Management 	10%
Programme and Project Management	 Program and Project Planning and Implementation Service Delivery Management Program and Project Monitoring and Evaluation 	10%
Financial Management	 Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring 	15%
Change Leadership	 Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and Evaluation 	10%
Governance Leadership	 Policy Formulation Risk and Compliance Management Co-operative Governance 	10%
CORE COMPETENCIES		
Moral Competence		5%
Planning and Organising		5%
Analysis and Innovation		5%
Knowledge and Information Management		5%
Communication Results and Quality Focus		5% 5%
Total Percentage		100%

7. EVALUATING PERFORMANCE

8. 2. W-M



- 7.1 The Performance Plan/scorecard (Appendix "A") to this Agreement sets out -
- 7.1.1 the standards and procedures for evaluating the Employee's performance; and
- **7.1.2** the intervals for the evaluation of the Employee's performance.
- **7.2** Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.
- **7.3** Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan (in a format substantially compliant with Appendix "B") as well as the actions agreed to, and implementation must take place within set time frames.
- **7.4** The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- **7.5** The annual performance appraisal will involve:

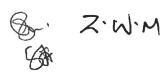
7.5.1 Assessment of the achievement of results as outlined in the performance plan:

- (a) Each KPA should be assessed 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 under the KPA.
- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 7.5.3 below) must then be used to add the scores and calculate a final KPA score.

7.5.2 Assessment of the CMCs

- (a) Each CMC should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CMC.
- (c) The applicable assessment rating calculator (refer to paragraph 7.5.1 above) must then be used to add the scores and calculate a final CMC score.





7.5.3 Overall rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal. (Calculator available on DPLG website.

7.6 The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:

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						
4	Performance significantly above expectations	areas of responsibility throughout the year. 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						





Level	Terminology	Description	Rating					
			1	2	3	4	5	
		indicators as specified in the PA and Performance Plan.						
	Unacceptable	Performance does not meet the standard			-			
1	performance	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.						

7.7 For purposes of evaluating the performance an evaluation panel constituted in terms of Regulation 27(4)(d)(e) and (f) will be established.

8. SCHEDULE FOR PERFORMANCE REPORTING, MONITORING, EVALUATION AND REVIEW

8.1 The performance of the Employee in relation to his performance agreement shall be monitored and evaluated on the following dates (in line with the Performance Management Framework – as amended) with the understanding that informal and formal evaluations will be documented for each quarter. Quarterly evaluations will be subject to an internal audit process being concluded. Monthly reporting may be verbal and informal for the purposes of identifying areas for corrective action and/or review. The first and third quarter may be verbal if performance is satisfactory:



Z. W. M

02

QUARTER	PERIOD	REVIEW DATE
Quarter 1	3 July 2023 – 29 September 2023	31 October 2023
Quarter 2 and Mid -Year Assessment	2 October 2023 – 22December 2023	31 January 2024
Quarter 3	2 January 2024 – 29 March 2024	22 April 2024
Quarter 4 and Annual Performance	1 April 2024 – 28 June 2024	30 August 2024

- **8.2** The Employer shall keep a record of the quarterly, mid-year review and annual assessment meetings.
- **8.3** The Employee is responsible for maintaining a Portfolio of Evidence, which must be made available at the informal and formal evaluation sessions, and for audit purposes
- **8.4** Performance scoring and feedback shall be based on the Employer's assessment of the Employee's performance against Actuals reported and evidence provided.
- **8.5** The Employer will be entitled to review and make reasonable changes to the provisions of Appendix "A" in line with Mid Year Assessment for operational reasons. The Employee will be fully consulted before any such change is made.
- **8.6** The Employer may amend the provisions of Appendix "A" whenever the performance management system is adopted, implemented and/or amended as the case may be. In that case the Employee will be fully consulted before any such change is made.

9. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Appendix "B". The PDP will be completed after the 1st quarter performance assessment, and quarterly assessments thereafter.



8 Z.W. M

10. OBLIGATIONS OF THE EMPLOYER

- 10.1 The Employer shall -
- 10.1.1 Create an enabling environment to facilitate effective performance by the employee;
- 10.1.2 Provide access to skills development and capacity building opportunities;
- **10.1.3** Work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- **10.1.4** on the request of the Employee delegate such powers reasonably required by the Employee to enable him/ her to meet the performance objectives and targets established in terms of this Agreement; and
- **10.1.5** make available to the Employee such resources as the Employee may reasonably require from time to time to assist him/ her to meet the performance objectives and targets established in terms of this Agreement.

11. CONSULTATION

- **11.1** The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others –
- **11.1.1** A direct effect on the performance of any of the Employee's functions;
- **11.1.2** Commit the Employee to implement or to give effect to a decision made by the Employer; and
- 11.1.3 A substantial financial effect on the Employee.
- **11.2** The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 11.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

12. MANAGEMENT OF EVALUATION OUTCOMES

- **12.1.1** The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance
- **12.1.2** A performance bonus may be paid in terms of section 32(2) of the Local Government: Municipal Performance Regulations and any other policy of Council,

42

2. W. M

12.2 In the case of unacceptable performance, the Employer must implement Procedures for dealing with substandard performance as prescribed in section 16 of the Local Government: Disciplinary Code and Procedures for senior manager which is attached hereto as Appendix C.

13. DISPUTE RESOLUTION

- 13.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment, and/ or salary increment in the agreement, must be mediated by -
- 13.1.1 in the case of the Municipal Manager be mediated by the MEC for local government in the province, or any other person appointed by the MEC within thirty (30) days of receipt of a formal dispute from the employee; and
- 13.1.2 in the case of Managers directly accountable to the Municipal Manager, the Mayor, within thirty (30) days of receipt of a formal dispute from the Employee;

Whose decision shall be final and binding on both parties?

- 13.2 Any disputes about the outcome of the employee's performance evaluation, must be mediated by -
- 13.2.1 In the case of the Municipal Manager be mediated by the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee or any other person appointed by the MEC; and
- 13.2.2. In the case of Managers directly accountable to the Municipal Manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e), within thirty (30) days of receipt of a formal dispute from the employee;

Whose decision shall be final and binding on both parties?

14. GENERAL

14.1 The contents of this agreement and the outcome of any review conducted in terms of Appendix "A" must be made available to the public by the Employer (MFMA, 2003 and Section 46 of the Systems Act, 2000). 2-W-M



- **14.2** Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.
- **14.3** The performance assessment results of the Municipal Manager must be submitted to the MEC responsible for local government in the relevant province as well as the National Minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.
- 14.4 The attainment of an unqualified audit outcome is the minimum standard by which the performance of the Accounting Officer and Senior Managers, will be measured in accordance with the Municipality's Management System.
- 14.5 Municipal Council will not pay future performance bonuses, to the Accounting Officer, Senior Managers and relevant officials who cause the municipality to attain a negative audit outcome and who are responsible for unauthorised, irregular, fruitless, or wasteful expenditure.
- 14.6 Council commits to providing all the tools that will be necessary for the Accounting Officer, Senior Managers to perform their duties effectively, in order to attain an unqualified Audit Outcome.

Signed and accepted: MR ZW MCINEKA	minneka
Signed and accepted by Councilor David Xolani Dube	
Date Performance Plan signed	27-07-2023
Witness Number One : Name and Signature	SJ FAMIA CELLULA
Witness Number Two : Name and Signature	S. Mokosi &.

NEWCASTLE MUNICIPALITY: PERSONAL DEVELOPMENT PLAN: MUNICIPAL MANAGER

APPENDIX B

(TO THE PERFORMANCE AGREEMENT)

PERSONAL DEVELOPMENT PLAN

STRATEGIC EXECUTIVE UNIT : MUNICIPAL MANAGER

INCUMBENT : MR ZW MCINEKA

JOB TITTLE : MUNICIPAL MANAGER

REPORT TO : MAYOR

1. What are the competencies required for this job (refer to competency profile of job description)?

CRITICAL LEADING COMPETENCIES

- Strategic Direction and Leadership
- People Management
- Programme and Project Management
- Financial Management
- Change Leadership

CORE COMPETENCIES

- Moral Competence
- Planning and Organizing
- Analysis and Innovation
- Knowledge and Information Management
- Communication Results and Quality Focus
- 2. What competencies from the above list, does the job holder already possess?

All the above

- What then are the competency gaps? (If the job holder possesses all the necessary competencies, complete No's 5 and 6) N/A
- Actions/Training interventions to address the gaps/need N/A
- 5. Indicate the competencies required for the future career progression/development
 - Change Leadership
 - Analysis and Innovation
 - Change Management

SA BATT

Z. W. M

かみ

- 6. Actions/Training interventions to address future progression
 - Approval by Mayor for Incumbent to enroll for Masters Program in Governance and Political Transformation
- 7. Comments/ remarks of the incumbent
 - Requires for the advanced management and leadership and /or development
- 8. Comments/Remarks of the supervisor

Agreed upon

Signature:

Supervisor:

Date:

Signature:

Incumbent:

Date:

Dd. BUBE

27 -07 - 2023

PAMORWHELLE W. MCINERA

24-07-2023

Ser Ser

	WEIGHTRAG	ž.	6	*	8	**	ž	£	*	*	ž	*	8	5	*	*6	3%	3%	8	45	*	18	6	**9	\$2
Ì	PREQUENCY OF REPORTING		9-ernal		Saint	ž	-	Stenral S	Ounterly	Ouerteely 2	t to the same	Dumherly 3	Outherty	Cumherly	Dumberly	Dumferfy	Oserlery	Average	-	В-алти	Berntal	Bernal	Ossimity	Ourriedy	Ountedty
	Scharce of Grands	and 2 & 4. Valuebee ruli from BTO. DS Completion group from DPHS and a beneficiary let	useriar 2 & 4 Valuation not alone BTO, DB Clamplation from New DPHS and a hereificiary let	share 1-c. Water belance scoresed with calculation share signed of by the \$2D. Testinical Services	14: Damplanse report, inclose and a signed off by Director and the SED	insigner 1 - 3 - Valuationen nut, seustricusse vertificiation list conditionische der der der der der der der der der de	Opadae 1 + £ Signed control operating report, fencions from Ethom and a selculation sheet	arms from DPNB and a beneficiary let.	Common Let Causanty brains increduting throughs on considerates with a lectific last and a reducation their, effects a braining progress. That all con-compilation leasure are being sideralized to	Contest 2-4 Chase Costing Cyale Plan and Prograss (Report with calculation sheet	Ownter 1 - 4 Greiffug Plan and Progress Report with obtained share	James 1 –4.1 Calculation Onest P. Budge prériods and Innacos J. Autrali vortigies et été pien	harina 1-4 Apprintment Lathers	Curvine Lef protegorie regulate at and of duariest logerithes will the number of mackingles shareds in as per the ministron red and evaluations breed.	1-4 Year to detectable demonstrates reports (budget & Treasury Office	14 Loon represent schedus Season 71 Apost (careathe Apost (Table C1ICA) ander (methy MS)	Constitution of the second of	Dentit I, Cal-Laboration supporting proof of lobal renewals or the year and the local desease customership or year and Audited APB), Deletors reconciliation as at 30 June; P. Vederic Transition in the Column P. Vederic Transition in the Column P. Vederic Transition in the Column P. Vederic Transition in the Standard Statem.	America - Program Report Quarter 2 Program report	Author 2 b.4 ; Dit computer forms with accises to end sanitation with beneficiary to:	Dander 2 is a Dd mad layed forms for the Road a trustere	Justin 2 L 4: Engineering contitues	Chamber 1-41 List of Properties transferred and the copies of Tale destably in deeds exemb forms.	Quader (-4; Trability registers / Alembros registers and 614AE Detabases	Dunter 2 & 4: EPMP Controls and expenditive heard.
	AMENAL STANDARDS ADCINEAL ATRE (AVEY 2023 - 30 JUNE 3034	Shapped Shapped	Distribution of the control of the c	Questionty	Ounterly	denthal.	0-12% of scan' unages	***	Complete Internal monitoring complete co shadden completed with progress in relevanting non-completes	100% of Oress Cutting Cypie C Plan Implemented	100% of Grading Informal Grounds Plan Implementated			SALS (Y teachmannen inc)	Sol.	2.5	State of the state	i e	Ex Assessment	8	D.	ı	2	8	3
	TARGET QUARTER ENOWS 38 JUNE 2024	No.	100	40%	ř		-17% of total pange	itae	Cumber trained mortificing completion checifici completion checifici completion checifici addressing non :	100% of Onsia Culting Oysia Pilen Implemented	100% of Graffing Informal grounds Plan Implemented	- 560		Color (*160menter)	· ·	TOW.	4-3 modes	O shape	yeday Dydoos e amdud			900	9	8	
	TARGET GRANTER ENDING 21 BARCH 2024	21002	2	404		pt 60	27% of total usage	5	Courte starral mendering of contribution of contribution of the contribution of the property from contributions to contributi	100% of Green Custing 1 Cycle Plan Implemented	100% of Grading Informal Than traplemantal	A175		or (crossessee to)	8	4	- Denoteba		4						
	METRIAL SYACOROGONIUATIVE WATCHAGE TARGETIN JULY I WELSON DECEMBER 2007)			* ***	•	Pico	On of trial usage	Q	O principle in the property of	100% of Other Culting Cycle 1 Plan Implementing	(100% of Ornaling Informal grounds Plan Implemented	O PERSON		Copyle, (4 almospinostales 1 pos	4	87	- Summits		To undertake a wellend emblyals for one of the five sizes			8			£
	WASET SUMETER ENCORO ST. M DECEMBER 2023 LAV	1993	VAI				(2% of boled usage	95	Courter Fearral Interdioding Courter Courte	tons of Ores Custing Opele 100	100%, of Grading Informal 100			122 (cyst-objectos) (cys		6		3	To prodestate a yealland amysis has one of the five alless all an	1	8		8	8	\$42
	TAROET CUMPTER ENCINO 20 TAP	andee	\$1400	NOP %	%08	deedd	27% of total seages 0-12	35	One blazere manifering One progress in sedemating one personal progress in sedemating one personal per	ios.	100% of Grading fromas grounds Plan Implementation	9.60°0		\$50 (no. 2029)6000112-56	100	435	2.5	2	To I break free(5) new alles To I are been been to a large to the larg	8	8	8	8	19	Ē
NEKA	BAMELINE TARGO	Sa .	e Man	4	š	60)60	12% of total usage 0: 12%	5	Quarter Inspirate exemboding completion with programs in addressing ones- completion is state	NA NA	(\$CO).	Koora %2)	-	76 (11900A029F100) 25.5%	46	200	months 9-19,	2	Propers and tuleral coment where to the potential tendomers requesting permission to undertake mentionstons.				۰	**	۰
PERFORMANCE PLAN 2023/2024 MUNICIPAL MANAGER: MR 2W MCNEKA	UNATOF	штбек (№) 61304	umber (166) 61305	NOV (%) ethypeca	(F) objects	umber (No.) 804	10 (%) 115	(190 (190) (193)	00 00 00 00 00 00 00 00 00 00 00 00 00	erserings (%)	econtage (%) New	wrearlings (%) 0 13	a separa	vicentage (%) (25.0	oranings (%) 100	vecestings (%) 4 77	konth, 1-1	ě.	11111	Amber (Ho.) 150	aumber (No.) 200	Aumber (190.) 2116	Aurillan (No.) 170	(00) (10)	100 t 000
PERFORMA MUNICIPAL MAN	OUTPOT, OUTPOT, OUTDONE, PROCEDA)	N	N	niper.	napa.	Dulpud PR	Outcome	Overal	Overu	Outed	Output	Subset P	N	P begind	d princ	Nepre	Ottora	Dapa	Transman	Duput	a see	Politica	Output	Ovipus	Dutput
	KEV PERCORAJAGE BUNCATOR	August of hermat from arteriors with possess to bench.	rinder or to style fits and residentials willing persons to bedrain	unit the ventor topses to below s40%.	Achieve 00% weeks werein quality in terms of 84035 g	Married of Percent Presentation with moves to provide the second to provide the second to provide the second to present the second t	Matriach destribly brass with 0-12% of tribi	Anniber of Yornel households sevided: Pahuan Kemorel	Oursiarly trainmal mendantry almodelite performed to ensure considerors with EDTEA trequirements for a landfill side	Proceedings of Genes culture cycle plant represented quanterly	of Grading Merchal provide plant	ricerings or this approved investigat extrately upper a registering the vectorists andle plant.	The counties of juogian from professed employment of open the service of the serven included to the serven included to the serven of management in completence with the meaning open of a represent of the serven of	The percentage of fermion becauses the training sea bran. H (30) per rendits with scooles to the beard errorms. (30400 m per approved 19, A weignet politing.	The preventings of a rectinguish's capital output output occurs, specially special on company program, identificate for a porticular from the porticular formulatives in forms of the Municipality's bategrated the elegence	in francisis vieletity externs of cites towards within	Proceeds the other in terms of and enjamps within the Symmetric Spare	Promoted shallby in terms of nuclearing secolos. Descora	Preparation of the acquiring report for the sabbitroord of the landlitter of the lan	Number of Top-obsenture (completed with mooses.)	Author of compieted Top-electrours to real level	urber of the commonled in services.	Number of Insuses terreferred Frough Enhanced Energiad Discourt Barwit Schame (EED085)	lamber of BAREs Trained	The Hander of John commet through marishmet's Equation Public 97 spin Proposit (EPVP)
	KP. Me. LIBOED TO	23	B01.2.4	B82.1.5		27	31.	8632.1 R	0 9 9	Diego.	00143	0.52.0	1,100		1920	E PART	un.	Philips A	90333	132	21/12	0984.1	88411	B1.12	- FEB.
	STRATEGUE	fromman mumber of heats sholds with sectors to breau potentie (orininable) i wefer	creese rumber of households with poses to been sampled	To reduce the percentage of under	To everyth that tempto W state quality into surface to everythe by the surface to everythe by the surface of th	To provide electricity within the Newseld Management Licensed Annals	comply with NERSA sel etanderd l	To provide a rebase institutional service in the Newcomatia Constructivity	io essibilità a nosi innelli s'a lichichi ya membipinati of the assessore leality	Improvement und providion of general Le community heilitea (Planta, Sport Recention Facilities and Cameriness)	Improvament and providen of ecoses to operaturally lealities (Parlis, Sports Remarkon Facilities and Censtroles)	o implement the Weltplace Bliffs	To III all waterries budgeled for in FY 23/24	To premote and / empress indigent subsigned subsidery and / learned by ensuring a first sall indigent are elegible for the support and to amenote a cuttars of non payment.	ansura compliance with budget arraing and emplementation	to ensure efficient and effective replanerability of financial internal sortrols	Compare afficient and althorish medical processions of financial processions of the second procession of the second proce	ersure afficient and effective spinnerseation of financial internal retrots	To establish a new lentilli ste bobatry memperent of he ecolog hoshly	To craticos housing bacolog to meet. The provincial and redonal largest	neckes housing beologio mest a provincial and redonal larges	to reduce trousing heating to mean	Fact-track Title Dead Restormen Project	solitation and Promotion of \$1A/E.	To prioritate accentence development the viet result in subsandille job credelon
	GONLOBLECTIVED	To ensure the provision of superposition and possible provided to all households in Newcasia with Managaday	To ensure the provision of exprepable sentiments and potential the website all thouseholds in Newcastle so Managaday.	To reduce water less	To enurs the provision of supergraphies and potoble an weder to all households in Newcastle in Manicipality.	To ensure ancees to electricity Mustrin the Nepumentia Locaron area Au	To ensure secess to alegatoby To willin the Newtonide License and	To create a safe and breakly 70 and development	To proble a selfs and healthy in	To ensure efficient use, revieworked to review or of memogeneral of the community facilities and open ()	o ensure efficient tota, minimares and management of ensurably facilities and open pace.	To exhance expertasional Treatments by additional by 3000	17 exhance organizational Transcentration of performance by adding and processing the base taken by 2004	o improve acess to banks services the	o ensare implementation of capital Ti	T service sound fluorosal and facel Transporters of the good government and government	T seement branch branch and facel in a service of the service of t	nemagement and good governance	To crists a sets and breathy as	To fusibles the provision of unablingle framen settlements in the with the reflected and provincial to norms and standards.	To leadings on provision of sometimes to provision of sometimes to the source of sometimes of sometimes of sometimes and sometimes of sometimes and sometimes of	To implicate the provision of a sussessing the suspense in sus-vito de relicione and provincial tomas and absorbands of provincial process and absorbands.	To leatheas secure leaves and clear F property (gris	To basiliate accounts development. Fundation and Premoders of \$16AE. TD1.1.2 test will must be unablacked to be consistent and Enterpretating (TD1.1.2 condition and grouts of the Tourn.	coul Economic Devolupment () producible of powerly and () credinglicythese()
	DP PROPRIY	Transport access to bean service of believery (in Wilder, surfattorin, electrone).	ringstyned access to transic survivors delivery (i.e. Walker, surfamilion) assertedby, housing, weets removal) to	Ingroved access to besis service Seheny (i.e.: Water, serbaban, accessely, housing, water removal)	Progrand access to best services of delenay (i.e., seriador, secritor), housing, wante removal)	Improved econes to beste services addressy (a. 1 Meter, anchesion, visitation), visitation (b. 1 Meter), visitation (b. 1	Inproved access to basic service of takeney (i.e. Weier, sandation, a electricity, family, emile removal)	ingenied access to bank survice or control of the survice of the survice or control or contro	improved scores to basic service (element). W size, serviced scores to basic service), shareton, treatment research, treatment serviced services.	reproved posses to public facilities ((*Castro extentional facilities o provincial mendals)	tracrond seeses to subin feedlifee ((historing electrical beliates - producied mandate)	Accidental Numbical Trensformillon and Corporate p	Accelerated Musicial Terrational mrd Corporate Desiriogenesis	found Financial Management	Scend Financial Management?	Sound Fearncost Management 1	found Fireroid Management	Jourd Financial Mamagamanti Hability	improved access to bailit earlies defining (I a. W ther, seriables, electricity, from ing, marks removal)	Booses to basic service 3 s. Water, servicer, seedsfoly, housing, works removed)	tripromd accious to basing sarvices delivery (s.e. W sider, sardbritors, sincisielly, travaling, waste retrored)	emproved access to bests sandos definery (Ls. Wister, sandarion, skutischy, housing, wests removel)	(recrowd access to beald service deformy (i.e. Winter, sanitation, absolibility, housing, weste removel)		ocal Economic Development It radioalion of powerly and princiployment
	BACK TO BARGE PALAR	behvering been perviced,	Honorg bear services.	behaving basic services;	Selbaring Smale services; 6	Advance beats senticely.) (Commence)	Definering best services;	Delivering basic services:	Puttry people Brit;	Pubrig people first;	Bulliting sepable look	Balleting negable local government institutions.	Sound Funncial Merupanest and	Sound Financial Management, and	focus Finances Mongement and	Board Flamical Management and	Sound Enveront Management, and	DeBuring basic sendons;	Improved econes to besix sandos delbery (i.e. Water, sprikelon, asentely, housing, waste renoval)	Improved access to basis service to deferry (1.a. W ster, sanitation, o sketchicky, treasing, version mirroral)	Ingroyed access to basic service of deferry (i.e. W. 99s., service) of deferry (i.e. W. 99s., service)	Programed bookers to breatic services of dedwary (i.e., Wester, emolesters, standindly, Trauskry, version removed)	Putting people first;	Pulling peope first
	MATIONAL 169A	Besic Service Dailvery	Besic Service Di	Basic Berilos Do Delheny	Besic Bersler Dadhary	Basic Service Delivery	Marideal Francis Visibility and Management	MARC SETMOE DELVURY	MAN BERNCE OLIVERY	Cross cutting	Bugger Bugger	Markopel Institutional Development and Transformation	Mariejani Prefessional Development and gr Transformation	Markinger Fanoncia Visibility and Maragement	Marticipal Freezoni Violativani Maragement	Maniopas Francism Mandaly ave Management	Municipal Francial Visibility and Management	Manager Francisi Visbully and Managerseri	Parties Berrico Dabrery	Busic Service Dubleary	Basic Service Delicary	Barin Service Dahuny	Basis Service Dathway	coal Economic Jevelopmont	Local Económic Development
	OUTCOME 9	Output 2 Improving granded to bless controls	Output S Improving general States	Output 2: Improding access to beaton any services.	Ougal 2: Premokog encome is besie services.	Output 2, improving secons to basic services	a diferentiated approach to municipal frenching, plenning and	Output 2. Improving process to best: pervision.	Output 2: Improving sooses to bests services.	Output 1: myleoment a differentiated spread to remission floresting planning and support.	Output 1 Implement o differenties approach to mannique femolog, planting and support.	Outset 8 Administrative and financial capability	Ound?	College B Adenticatives and Fearcial capability	Domas Balles and features before and features to applicately	Dutade Inspecial expeditive	Outrol 6 Administration and financial expebility	Outsall II Admentrative and framelel constalley	8	a diferential and the county and the county	1 2	a diferential exercise to exercise fearent, derring and	4 . 1	of Officerations of the Control of t	a differentiated approach is manages francing planning and
	TLSDSP PEFERENCE NUMBER	TLIDEN-ERORI	T-25000 - 35000	00098-480091.	1.508P-85004	CIDEN-BOIL	TLSC/SIP-BB014	TLB08P-89037	ecoea-aĕ/19≀1.	Tuabier-coost	Z2003-48081-	T_LEGERATIONS	Lacerations	TARGET EVOIS	Them-Americ	Tubblevelers	TUBSP-FV91	TLESSO PAGE	TLECHEP-REGISO	TL&DBP-89431	1,60 88,8800 2	TUDGE-BARK	LADBE-SECON	LEDGE-LEDGO!	U.Scient Proces
	DEPARTMENTAL SDB0°s REFERENCE NUMBER	Man	200405	88003	96036	21070	B0014	родимпра	COMPRICO	COMMDIB	COMMEDIT	ritionz	TD010	Bro-ec:	BTO-cozz	810-018	8TD-011	10001	1946	CHRS	PPH-84	DPHSE	DPH8e	DPH8(2	5

ž	s.	2	£	ž	g.		×	£	É	ž.	£		£	×	£
Assess	the same of the sa	(Fernan	1	3 Guardenily	descent (Boy) Chargesty	Awaren	1 SD) Counterly	Overferity	and	Community	Charterly	Ownersty	Comission	6 SO) Cuarterly
Gappor()	Other of the Autorigen (Chief Rein Office	Otton of The Abstraction Manager (Shoft Point Otton	Order of the haddening foundation (Cheek State)	Office of The Municipal Municipal Chief Plat Office	Office of The Managor (Chef Internal Au	Office of The Manicipal Manager (Chef Internal Au	Often of The Manietael Manager	Office of The Marteland Manager (Devotor IOR,PP & SD)	Office of The Munkipal Manager	Office of The Markston Memory	Office of the leasticipal blavegor (Director) Communications & Cualitone (Relations)	tone of the Markets Manager (Oberitor) Communications & Customer Radiations)	One of the Marketon Marrays (Obrodon: Commodutation & Continue Calenton)	on at the Marticipal Mentager (Chemister B Castlement Platestera)	of The Maricipal Manager (Director NOR, 979
Substitute of Contenty Program reports or a of resolutions for Autil Controlling or End. Countill and MPAC.	Approved of Stemengal and Franch Regulation for STRATES by Julia Commission in June 2554				100% (Curries of Replementing journel culf. projection-inner of planted much projects = 100)	ā,	100% (total number of definition and when defined and when the common modeled within the december modeled within			Taking of the Jeruan Paport III. Count by 31 Jeruany Take and Jeruany Report and Ownshipt Report by 31 Merch 2024	America of Contrastedies Pulling in Arts 2004 by Control	Approval of the Bookel Maddle potential of the Potential of the Area 2004 by	Approved of the Onsterner Rejesterers Sentingsy in James 19524 by Courtell		no 100% of search debindions no per Year Piers
Submission of Currenty Progress mests on I secolor of mandam for Audi Connelles , Eson, Council and MP/G.	Approval in Resignation of Strategies and Strategie		Joe	Here's	100% (Fuzziole ol 100% (Fuzziole ol 2. Replantambre de planta audi projecto (company or con total projecto x 100)		190% (total number of the control of		ur es	1	Policy In	Agerment of the Bookst back Perday in Arre 2004 by Councils	Approval of the Contenters Relations Breshop In James 2004 by Courted	_	100%, of used debalance per Your Phan
Buterhalen of Camery Program reports on encodion of inschibots for encodion of inschibots for October and MPAC.	Oceanism of the state of the st	-			of 100% (unified of the control and the contro		100% (total number of the comment of	-		Tabling of the Armani Report to Counted by 21 January 2005 and August of Armani Report and Owneright Report by 31 March 2004	Bubestalon of the Draft Corronariesticos Politor to Euco	P Bademission of the Draft Booke hapte Potiny to Exe	Budentesten of the Dreft Customer Relations Strategy to Groo		100% of ward shibelions as per Year Plan
Submission of Comforty Program in society or mendates of recolution for Auril Committee , Ease, Coard and MPAC.	MAX	7	**		900% (number of tradementals) pleased suffit projects in re- of pleased suffit projects in 1000;		100% (botal number of demind and wind officers and object tests remained continues received within 20 days x (00)			*	Drafting of Chemistrations on Publy and Workshop Separationals on the Draft Communications Politics	Draiting of Scotal Hautin Pulling go bed W critishing departments and the Draff Scotal Marian Politicy	Draffing of Customer Relation Biology and M'establish playment on film for Customer Relation Bestlags	*	100% of same delaptions on per Year Plan
Submission of Custinity Program reports on exactless of restabless for Aust Eno. Correlate MPAG.	MA				100% (rustice of trademected plessed and projections of or plessed suiti projects 1 100)		(OCS. (base number of contrasts drafted and valued although codes took number of contrasts received waters 35 days x (OC)			54	entelop depetation on the Dreft Constructed one Publicy	Next their department on the Deat books had been being	in schaling departments on the Draft Contourne Rainflers. Strettings	_	100% of werd whitelons as per Year Plan
Bubinission of Caminely Prograss reports on resouldon of resolutions for Audit Contribus (Esso, Council and Jefvic).					100% (cumber of implemented planned audii projects 1 100)		(OOS Code number of exchances and commanders to deput see number of contrasts received				Drafting of Oceanurications Pubry	offers of Eccold Labels Policy	Durling of Customs Rabilities Sorting		100% of ward is ladicin on per Year Plan
45 e e e e e e e e e e e e e e e e e e e	Scenario para Franci Claba 100 - 2007378 100 -	-	•	-	(00) (Cumber of hydrogenesis of pleases and pleases and projects transported and pleases a	-	100% (total number of superiors strategy of superiors district and voice surrose of ordinates required within 50 days x 100)	-	(Average Parterments) Cardina 1 Paper 2 Report 2 Section 72 Med 1 2 Performance and the 3 Performance	Tabiling of the Areual Report To Cook and Approve of Areual NAA Report and Coverlight Report by 31 Metroh 2007	52	On One	5 8	P P P P P P P P P P P P P P P P P P P	100% of every deballions as 100 per Year Plays
Percentage (%)	Service of Audit St. Correlates mentitys and Reports	Manneer	Kender	hamber	S) sharmand	Number	Percentage (%) with	Muniber	1	Report	Report	Parents A	J	Recets	Parameters (%) to
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Printro Hos	de de la contra del la contra de la contra de la contra del la contra del la contra de la contra del la	puo opene	Principle()	Process	Demo	d by Output	and or other	o Audi To Loyer Chaped	1	Page Ordered	Oupus	Orașie Orașie	Darkeese Output	Year
Machinical Catalogis Progres works on machinical of catalogists And Commission Ester, Countl and MWC.	Severe and Free Rec Replace to 20003 approved by Aust Counsilles by 25 Aust 20003	Commence total but interest by	Coming's progress reports on implemental standard in Justi Commission 25 Independent	Outskelty surregiserum montheleting reports (e supervised to Austin Committee	Personal control Projects Projects Projects Projects Projects Projects Person	Number of Auth Corrolline mentings one	Percentage of continues valued on required departments values 30 depa	Ownishy Ward Furnishman Paperts complete in preparation to OCOTA Assessment	Oundrify professione reports submitted to Audit Committee (Dranfes 1: APR Camber 2-4: Top Lay 800897	Agency of the Aversa Rappel and Oversig Report by March 2024	Approval of the Conntrarioation Policy in 2024 by Council	for the Code of th	Approval of the Custome Ruinfers. Sersio	Number of Harriel Correct arisations and C Relations Focus Half	Percentage of Ward shadens as per Pa
reference of the control of the cont	002.11	nd 00212	OG2(3	90014	ment OCC111	ned ment 0.02.1.2	0.001.21	404.5.1	908.1.1 Jon	Arrusal 0.07.5.5	0.00.1.1	Socies 0.0 (0.12	17000	000 P	EFFE 60
Projectional description of the control of the cont	To huilliate to Replaceateding of an affective Roll Alexangement Programme Special Spe	to define the implementation of an effective Right Management Parison reached results of the Parison of the comparison and some and some others surpass.	To doubten the inclinentation of an effective Rich kingsoment Forms counter executing to an experiment of the regardisation colorions and service classics they are an existence of they are as the color of the color they are as the color of the color of the color they are as the color of the color of the color they are as the color of the color of the color they are as the color of the color of the color of the color they are a service of the color of the col	To building the implementation of an emboding and the property of the proposition of the propositional colores and service the propositional objects and service their propositional deposits and service their property.	Providing recommendations and docks to associate the improversity of the proper- vational controls, dis associationally and geneticians processes.	Problem recommendation and shapes to management to inspire instead energial, sha energement and prestrations processes.	To provide affective and effici- lagal support speriose	To Improve hath Internal and enfamiliation to communication.	To enture good governance if opervises, introduceroy and secountability in the organization	To ensure compliances with As expect process	to develop and implements a	to develop and implement e leuke Proley	To develop and implement a	To because the implementation of effects Communication is described Communication in the communication is described to the communication in the communication in the communication is described to the communication of the communication in the	Professorables of public participation meet banking in the eath for Warer Committee Establishment and Operation Polity as adopted by counter
to ensure pool governance Urrugh	to premide and etherso good	To promise and achains good provincies in the organization.	Ye premote and enhances pool posemence in the organization.	To prevent and arkenos pool governance in the organization.	(e furnition pool government by selectment to caused on contract, full neurogeneed and powerments proceeded-	(a familiarie pard provertors by providing measures to council no preservation committee, Ask newspectorial and povertories processes.	Commission of the second	To haup the communities and stable-tolders informed and inchrobed in the affairs of the Mandopathy	To cookin a clean auth on the Auth of Performense Dispertives by 2027	To promise good grammons brough the Ameni preformens reporting presents	To heep External & seatural communiciae and states ordered Priprinas, emplomental and feastwal	To a simplified in opposite of the benefit of the b	Te suctive the implementation mathod of the Outstyner Patentions Petry	To pleade a patition for short of the control of th	To arritmes pushe participation in the attains of the municipality
Aconderaci Marique Aconderaci Marique Transferenci Densignment	Associated Marieland Transferentists and Corpuras Development	Accelerate Natrices Transformation and Copcosts Development	Amelonical technical Transformation and Corporate Development	Accelerated Markins Transformation and Corporate Development	Averages Institution and Corporals Development	Accelerated Maniques Transformation and Corporate Development	Accelerated Markidgal Transformation and Corporate Development	Assairmed Mariolean Transformation and Dorporate Development	Accelerate Manique Transformation and Corporate Development	Associational Maniepal Transformation and Corporate Development	Accelerated Markiped Transformation and Corporate Development	Auralepal Terreferenden and Corporate	Auricipal Transformillos ped Corporate Development	Accelerated Markings Trensformation and Corporate Development	Accelerated Markings Transformation and Corposita Development
God pserwod;	Oced primmates:	Good generatives:	Oted generation;	Oeed premarca;	Good prenience:	Good premitros;	Good governments:	Transfermation and Corporate	Good government;	Good povernance;	Good government:	Good government:	Geod gnemenes	Good premierras,	Assalement of Navelopes Transformation and Corpores Development
Good Governmons and not Public selly, Puritogradion	and Commons and Public pally, Puricipation	Good Commence and and Public May, Perdicipation	Ocea Claumene ood wof Politice Berry, Pertitebation	Const Chemistre and Public Constantion	Good Government and Ending Public Feriodesism	the Garantee	Common tool Public Partitioning	Good Covernence and Public Perfolgetion	Good Governance and and Public pathy, Participation	Good Governance and and Public participation	Bood Oparmos and with Ruthe billing. Participation	Good Governmon and Public dilley. Perforpories	Gold Government and Public billity, Perficipalities	Good Gevernance and Politic sally, Pertolpation	Good Generalizes and Public pathy, Participation
Ougus 8: Adelibicative and floarsist capability:	Octor 6. Administration and framewide controlled countrible.	Odod B. Dodo Caso Caso Caso Caso Caso Caso Caso Cas	Ougu e Dogot Oose Amerikansk sol femind engelijk	Owput of Marinistration and financial outselffer.	Outus 8: Administration and francial capality.	Outest to Administrative and Franchi capability.	Output B: Metabolishing and Metabolishing and Prancial capability.	Ougst E. Depart denostray Digit-00009 Prough ereflool Ward Correllion Mad Correllion	Output R. Administration and Remain Coupulably.	Output II: Administration and Immodul expellitive.	Output 0: Chapat 0: Administration and Revinal ospitality.	Octob 6: Control of Administration and Permetal manifolity.	Ougal 6 Administrates and femoral cootbilly.	Coupu 6. Administration or francisco copebility.	Output 6 March 20017
10.808PP-094001	D-4800ET) 2009	ration11.	TLEDGE-C	MD08 TLEDBP4	NEOS TLEOSEL-GOCOS	1808P-49007	TLEDGE-	N-MBGST-LL 0000F	MB08.TT 01.0046	Table Time	AAA	Abris tracer	WCH TESSER	Maris Traden-	MAD16 TLEOGRA

Ċ

ş	ž	ť	ŧ	t	t	ž	ž,	E	ž.	ň	600	
P & BD) Duerlanty	Charlent	Omerherh	Duschery	Duarterly	Duarrany	Operancy		×				
Office of The Marketpul Narrogor (Director ICR,FP & BD)	Office of The Manipul Manager (Dénoter: (T)	Office of The Mankopal Manager (Director: (T)	Other of The Municipal Manager (Director; (T.)	OFFISE OF THE MANAGEN. HANGOER	OFFICE OF THE MIMOOPAL MANAGER	OFFICE OF THE MINISPAL MANAGER	OFFICE OF THE LAUNCHPAL LANGUER	OFFICE OF THE MANAGER. WANGER	OFFICE OF THE MANAGER	OFFICE OF THE LAINENDAL MANIGER		
	1001			8	100% (number of liteum referred by Special Programmes/humber of liteum maked and received by Special Programmes 2 (00)	100% (rumber of preparation pleased permitteration of pleased 1 Appeals Programme went 1	RO Impater appendix+	100% completion with all benders with all benders with all benders ben	\$001			
_	160				100% (number of leases referred by Quotals Programmed random Name rating and recoled in by Booolial Programmes a. 100)	100% (number of plercad of plercad of plercad of plercad of plercad of plercad over (100)	e brogster especifice	100% compliance with all control of the control of the control of the control of the the control of the control of the the control of the con	\$603	Membration of entition positions and completion the built Department Organization		
	160		_		NOTE (number of issues referred by Recoil Programmers of Programme	900% (number of number of	It implie appoint	100% complement of all females of the females of th	A soot			
	, too*				100% (runder of leases referred by Special and Programmers/straffer of leases that release and months by Special Programmer z 100)	and 100% (number of implemented plement overstitution of plement Seedal Programmes event a 1000	A) magain espendies	(60% transplaces with all francisco control and transplaces with all francisco control and transplaces control and affect the male opinion.	35001			
-	*	_	-	9	100% (number of leases)	100% (name of legamented of the control of the cont	realization septical and	100% complemes with all females of the females of t	Xe			
	, too;				(100% (number of lateral reformed by \$peoul Programmed ramber of bases released and received by \$peould Programme 1 (00)	(OO% (runthur of implemented demend ownerhanther of planned Speedal Programmen event a 100)	No bregán sepandian	cody completion with all feacted at the second process of the seco	100% Dhamber of implemented Rowerus Entremoment Altern Plan / Marcher of Revena- Entarcoment Antico Plans	Random of the Organogram on per Mandlen of each gal		
	[5]	Ì	Meer FD?	•	(%)	(K)	New 101	(%) Reports	\$5.001 \$4.001	E5: \$4		
1	Perterlage [%]	Number (No.)	Uper solones resident	1	Percentage (%)	Percentige (%)	Reports	Percentage (%)	Report to PFSC	1		
704	Į	1	prince	1	Process	papo	propose of the control of the contro	17.5	progra	Į.		
Number of Nambogal Rayld Raspores Marting Indi	Purcerlage of uplims mahtahad	Number of ICT Geostily Audits	respective of Land Goodse Preferan	Norther of Lood Task Turn mostings had to prine busin missing to Cymratin Balance Safeth in companion with the interpositemental Relations. Framework Act	of feature relead at Oppoint from and referred to helesand by Spacial Programmes	Percentago insplementation of the Societal Programmes Veer Plens	Present impairs appropriate to make RO employees	90% correlation with all fraction frequentially increase or engineering the regulations in secure for the re- ference in research fraction is increase that affect the just opticion	Percentage implementation of the Reverse Enhancement Action Man for STO	Refers and approach of the department		
9012.1.1	0016.1,1	00162.1	901627	2008	903.18	6 71179			PWGL1			
To iterately hotspose treastered by protest exticn	To provide positivations IT edutions or surfaces	To Impermed more effective ICT or	To praided EUT systems sockes to sufficient users	O switch was programmer with as Mallaces and Provincial programmer. Only switches, private and ord OSEs should be	To make theen programmes with the Nelleral and Provincial CMS sectory, private sector and ORS servatives	Emplements of larget groups School officers (Classes, Proops of Mary with HAVAIDS, Market Mary with HAVAIDS, work and Mary through harmon rights sorthiffies	the major aperdies the the transfer of the previous franchis year.	o enare norphires with bulget plearing and hyberseedon	to report on the Implementation of the Pavence Entereurord Statings.	objection on interesting of control of contr		
To mortilor and provant probes: within Memore Ge	Provide table, retuil and secure CCT infractionales for Manidipal	Proude suble, when and secore ECT interruther for Maridian sees	To ensure that the municipality has the ministration of municipality is an ecountable. I management and standardized (CT) and patients	To hostilise the respectable rate of the nucleopoley to CGS (missional and Production government, CMS pockey, and private section)	To healthise the responsive role of 11 the municipality in OSE (Netform and Prostrucial government, OAE society and private sector)	To espond to the mode of sufmerties grouns within Hercontin- prisadilities area	Source Prescript menugement and reporting	То аныт втрантевабот d naphal росудитев	Remain of instituted	Mariah sesouriah, Imasume, bas pendisa HR Helmmism strotters and systems		
s Maricipal Innationalist and Corporale Development	Abrilopal Transformation and Corporate Development	Accelerated Barricipal Trencformation and Corporate Development	Acceptable Markipel Transformation and Cerporals Devadopmen	Proprieted Conventably Solded	Improved Community Select	Improved Corronally Balely	Sound Financial Management	Souri Eleande Mangement Mahility	Bound Elemental Management Visuality	Assairement Maniqual Transformation and Corporate Development		Quita
Assolvented Municipal Transformation and Corporate Developments	Accelerated Mandalpal Transformation and Corporate Development	Accelerated Marking of Transformation and Corporate Development	Accelerated Maryland Treaschermation and Corporate Devalopment	Pulling people final.	Putting people frac	Pulling people frat.	Sound Fremolds lapragament; and	Source Francisco Management, and	Sound firm old mangement.	Publing copable local glovelment frafficians.		My 246 04-2023
Output 8: Good Governmont Administration and into Public Insocial capability; Puriticipation	Good Governance and Public Participation	Dood Communos and Public Participation	Good Covertence and Public Participation	Cross cutting	dupo mado	Dagro III	One Governors	Francis Versioned Management	Marking Presided Validity and Management	Markelpal Freibudoral Development and Tremsformplon		7
Output 8: Administration and Inscribe capability.	Output 6: Administration and Inservise copaciting.	Output II: Metarinshilin and francisi capatility.	Output 8. Agenvirierpen and Brazolel repolativ.	Output 1; Implement a differentiable supreach to restricted framely, perventiable framely, support,	Posset 1 Inspirement of managed framely, pleasing and	Ougul 1: Implement a differentiated expressible multiple florenting painwing and expressible	Output 6 Administration and Americal coppositive.	Outside Control of Con	Output 6: Addenieselbu and financial capability.	Scient E. Administrative and from tall capability,		Balo MALAN OTHE
7,120 gib-00018	numbin-66019	TLEOSE-COCCO	7J.608F-408Q+	TLADBIP-CC00?	LAUDEN-00008	TL8089-CC2006						SONCTIVE STATES OF THE STATES OF THE POST
MADIT	non.	910	ocare e	1000	NAMO72	CERNAL			113067-7006	Lause-ryon		BUNDCEAL BANK MONATURE NEWTASTILE BAN BONATURE