



APPENDIX B

KGATELOPELE LOCAL MUNICIPALITY								
PERFORMANCE MANAGEMENT SYSTEM (PMS)								
CORE COMPETENCY REQUIREMENTS (CCR's) = 20%			PERIOD: 01 JULY 2025 to 30 JUNE 2026					
Director: Finance (CFO) - Mr L Coakley								
No.	Core Competencies (CC's)	Weight	Quarterly Scores				Final Score	Comments
			1 st	2 nd	3 rd	4 th		
1.	Core Managerial Competencies (CMC's)							
1.1	Client Orientation and Customer Focus.	3						
1.2	Financial Management. (compulsory)	20						
1.3	People Management and Empowerment. (compulsory)	3						
1.4	Change Management.	5						
1.5	Communication.	4						
1.6	Honesty and Integrity.	10						
1.7	Knowledge Management.	5						
1.8	Problem Solving and Analysis.	10						
1.9	Programme and Project Management.							
1.10	Service Delivery Innovation.							
1.11	Strategic Capability and Leadership.							
2.	Core Occupational Competencies (COC's)							
2.1	Accountability and ethical conduct	5						
2.2	Competence in policy conceptualisation, ananalysis and implementation.	5						
2.3	Competence required by other national line sector departments.							
2.4	Exeptional and dynamic creativity to improve the municipality.	5						
2.5	Interpretation of legislative and policy frameworks.	5						
2.6	Knowledge of developmental local government.	10						
2.7	Knowledge of global and S.A. political, social and economic context.							
2.8	Knowledge of functional municipal fields/disciplines.							
2.9	Knowledge of Performance Management and Reporting.	5						
2.10	Skills in Governance	5						
Total:		100	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	

THIS AGREEMENT COVERS THE PERIOD: 01 July 2025 - 30 JUNE 2026

MUNICIPAL MANAGER: 

DIRECTOR FINANCE (CFO): 

DATE: 31/07/2025

DATE: 31/07/2025.