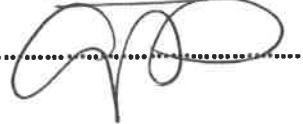


APPENDIX B

KGATELOPELE LOCAL MUNICIPALITY								
PERFORMANCE MANAGEMENT SYSTEM (PMS)								
CORE COMPETENCY REQUIREMENTS (CCR's) = 20%			PERIOD: 01 JULY 2026 to 30 JUNE 2027					
Director Corporate services : Mr Phillipas Musa Gana								
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.							
1.2	Financial Management. (compulsory)	10						
1.3	People Management and Empowerment. (compulsory)	10						
1.4	Change Management.	5						
1.5	Communication.	5						
1.6	Honesty and Integrity.	5						
1.7	Knowledge Management.	5						
1.8	Problem Solving and Analysis.							
1.9	Programme and Project Management.	5						
1.10	Service Delivery Innovation.	5						
1.11	Strategic Capability and Leadership.	10						
2.	Core Occupational Competencies (COC's)							
2.1	Accountability and ethical conduct	5						
2.2	Competence in policy conceptualisation, ananalysis and implementation.	10						
2.3	Competence required by other national line sector departments.							
2.4	Exeptional and dynamic creativity to improve the municipality.							
2.5	Interpretation of legislative and policy frameworks.	10						
2.6	Knowledge of developmental local government.	5						
2.7	Knowledge of global and S.A. political, social and economic context.							
2.8	Knowledge of functional municipal fields/disciplines.	5						
2.9	Knowledge of Performance Management and Reporting.	5						
2.10	Skills in Governance							
Total:		100	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	#DIV/0!	

THIS AGREEMENT COVERS THE PERIOD: 01 JULY 2026 - 30 JUNE 2027

MUNICIPAL MANAGER : 

DIRECTOR CORPORATE SERVICES : 

DATE: 5/08/2026.

DATE: 5/08/2026