

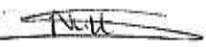
MR JAN JOHANNES FORTUIN

MUNICIPAL MANAGER


FOR THE 2020/21 FINANCIAL YEAR

THUS, SIGNED AT Willeboord ON THIS 03 DAY OF December 2020


As witnesses:

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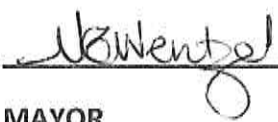
2. Meyer


MUNICIPAL MANAGER
JAN JOHANNES FORTUIN

As witnesses:

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MAYOR
VERUSCHSKA C WENTZEL

Herewith the following replaces the specific clauses in the Performance Agreement

5.8 The Core Competency Requirements will make up the other 20% of the Employee's assessment score. The following Core Competency Requirements are deemed to be most critical for the Employee's specific job as selected from the list below and agreed to between the Employer and Employee :

| CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES | | |
|--|--|---------------|
| Core Managerial Competencies (CMC) Core Competency | Definition | |
| | ✓ | Weight |
| Strategic Capability and Leadership (Strategic Direction and Leadership) | Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate. It includes: <ul style="list-style-type: none"> • Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness | 10 |
| Programme and Project Management | Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives. It includes: <ul style="list-style-type: none"> • Program and Project Planning and Implementation • Service Delivery Management • Program and Project Monitoring and Evaluation | 10 |
| Financial Management Compulsory | Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner. It includes: <ul style="list-style-type: none"> • Budget Planning and Execution • Financial Strategy and Delivery • Financial Reporting and Monitoring | 10 |
| Change Management/Leadership | Able to direct and initiate transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community. It Includes: <ul style="list-style-type: none"> • Change Vision and Strategy • Process Design and Improvement • Change Impact Monitoring and Evaluation | 5 |

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| Knowledge Management and Information management | Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government | 10 |
| People and Diversity/Empowerment Management Compulsory | Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives. It Includes: Human Capital planning and development diversity management Employee relations management negotiation and dispute management | 10 |
| Client Orientation and Customer Focus Compulsory | Able to apply the Batho Pele Principles when dealing with clients/customers and the Community (Consulting, Services Standards, Courtesy, Access, Information, Openess and transparency, Dealing with complaints, best value) Willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice. | 10 |
| Communication | Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome | 5 |
| Governance Leadership | Able to promote, direct and apply professionalism in manageing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships. To apply Risk management and Compliance management | 15 |
| Problem Solving and Analysis | Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives | 5 |
| Planning and Organising (Service Delivery Innovation) | Able to Plan, prioritise and organise information effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk Champions new ways of delivering services that contribute to the improvement of organisational processes in order to achieve organisational goals. | 5 |

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| Honesty and Integrity (Results and Quality Focus) | Able to maintain high quality standards, focused on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives. Displays and builds the highest standards of ethical and moral conduct in order to promote confidence and trust in the Public Service. | 5 |
| Total | | 100% |

This Amendment will be effective only if all parties have signed and thus by mutual agreement and will form part of the whole Performance Agreement.

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