

# ANNUAL PERFORMANCE AGREEMENT



Name of Employee : TH KHOLOPHE

Position Held : DIRECTOR PLANNING AND ECONOMIC DEVELOPMENT

Post Level : SECTION 57

Immediate Supervisor : MUNICIPAL MANAGER

Period Covered : 01<sup>ST</sup> JULY 2020 – 30<sup>TH</sup> JUNE 2021

**PART A:**

**PERFORMANCE AGREEMENT**

ENTERED INTO AND BETWEEN: -

**POLOKWANE MUNICIPALITY**  
REPRESENTED BY THE MUNICIPAL MANAGER

**DIKGAPE H MAKOBE**

\_\_\_\_\_  
HEREIN UNDER REFERRED TO AS THE EMPLOYER.

AND

**TH KHOLOPHE**

\_\_\_\_\_  
HEREIN UNDER REFERRED TO AS THE EMPLOYEE (DIRECTOR PLANNING AND ECONOMIC DEVELOPMENT)



**1. Whereas:**

- 1.1 The Employer and the Employee have entered into a Contract of Employment in terms of Section 57(1)(a) of the Local Government Municipal Systems Act 32 of 2000 (The Systems Act).
- 1.2 In terms of Section 57 of the Systems Act and the Contract of Employment between the Employer and the Employee the parties are required to enter into a Performance Agreement Which Agreement must be concluded annually within a (ninety) 60 days after the appointment of the Employee and thereafter within one (1) month after the beginning of the Employer's subsequent financial year.
- 1.3 In compliance with the legislation, the parties hereby wish to record their agreement and obligations as contained in the relevant sections of this document.
- 1.4 This agreement shall commence on or retrospective of the date of signature by both parties and shall remain in force until a new Performance Agreement is concluded between the parties which agreement shall be reached within one (1) month after the beginning of the ensuing financial year of the Municipality.

**2. PERFORMANCE BONUS**

- 2.1 In terms of this Performance Agreement, the Employee's Contract of Employment, Local Government Performance Regulations -2006, the Employee is entitled to the payment of a performance bonus that is equivalent to the score obtained during the performance appraisal.
- 2.2 The Employee's performance shall be assessed in respect of key performance areas, objectives, key performance indicators and targets dates based on the balanced scorecard method applicable to the SBU and the Employee as set out in 'Part C' below.
- 2.3 All objectives and key performance indicators set out in the employee's scorecard shall be rated within a scale of 1-5 and weighted out of a total of 100 percent.
- 2.4 This percentage (calculated in 2.3 above) shall be applied to the performance bonus not exceeding (14%) of the Employee's current annual total cost to the Employer.
- 2.5 The performance bonus shall be split into 80/20 between KPA's and Core Competency Requirements.
- 2.6 There may be no bonus payable in the event that the Employee failed to perform the routine duties of his post contained in the Employee's contract of employment or reasonable legal instructions given to the Employee by the Employer from time to time.

**3. PERFORMANCE ASSESSMENT PROCEDURE**

- 3.1 The process of assessment shall be in accordance with the procedure set out in 'Part B' and in terms of the Municipality's Performance Management Policy.
- 3.2 The Employee shall give the Employer his/her performance file and provide verbal explanation when required to do so by the Employer to enable the performance assessment to be completed.
- 3.3 The assessment of the Employee shall be undertaken by the Municipal Manager, Municipal Manager from another municipality, Portfolio Committee Head responsible for the Directorate, Representative from Internal Audit, Chairperson of the Audit Committee and HR as scribes/secretariat.
- 3.4 The quarterly and the end of the year assessment of performance in accordance with this agreement shall take place as indicated under 'Part C'.
- 3.5 The annual performance assessment shall be conducted in the presence of a performance evaluation panel as provided in paragraph 3.3 and in the Local Government Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to the Municipal Managers, 2006 section 27 (4) d and e.

3.6 It is recorded and agreed that the key performance areas, key performance indicators and target dates are based on the 2020/21 Integrated Development Plan, SDBIP and Budget of the municipality adopted by the Employer.

3.7 It is recorded and acknowledged that the key performance areas, key performance indicators and target dates may be affected from time to time by decisions made by the Employer, the Council and/or by amendments to the Integrated Development Plan, SDBIP, Budget and legislation.

3.8 In the event of 3.7 occurring it is agreed that the key performance areas, key performance indicators and target dates will be reassessed and the Employee shall not be prejudiced by such decisions and/or amendments.

3.9 Therefore the Municipal Manager or Evaluation Panel (whatever the case may be) shall take into account the Employee's reasons for deviation, and if found to be beyond the Employee's control and with due regard for Employee's demonstrated effort to meet a particular objective, such objective shall not be assessed and the balance of objectives in this Agreement shall be rated out of 80% for KPAs and 20% for Critical Competency Requirements respectively.

#### 4. APPEAL PROCEDURE

4.1 Therefore the Municipal Manager or Evaluation Panel (whatever the case may be) shall take into account the Employee's reasons for deviation, and if found to be beyond the Employee's control and with due regard for Employee's demonstrated effort to meet a particular objective, such objective shall not be assessed and the balance of objectives in this Agreement shall be rated out of 80% for KPAs and 20% for Critical Competency Requirements respectively.

4.2 In the event that upon completion of the annual performance appraisal the Employee is dissatisfied with the decision of the Municipal Manager as the case may be or where a dispute or differences have arisen as to the extent to which the Employee has performed, the Employee shall be entitled to refer such dispute and/or appeal to the MEC for Local Government for mediation.

4.3 Then the completed appeal application must be submitted to the MEC for Local Government to be mediated within 30 days.

4.4 Then the completed appeal application must be submitted to the MEC for Local Government to be mediated within 30 days.

4.5 The appraiser shall likewise be entitled to make representations to and prepare a Memorandum to accompany the appeal application for the Mayor or MEC giving account of the events and decision upon which the appeal application is based.

4.6 The appeal authority shall consider the submissions by the Employee and/or the Municipal Manager and shall make a final decision.

4.7 The provisions of this clause shall not derogate from the Employee's rights to refer a dispute for determination in accordance with the provisions of the Labour Relations Act having exhausted the internal dispute procedure.

DATED at Polokwane ON THIS 17 DAY OF JUNE 2020

OBO THE EMPLOYER

AS WITNESSES

1

DATED at Polokwane ON THIS 22 DAY OF June 2020

THE EMPLOYEE

AS WITNESSES

## PART B: ASSESSMENT PROCEDURE

5.1 The annual performance assessments shall be conducted by the Municipal Manager / Mayor and Evaluation Panel in accordance with the municipality's Performance Management System, PMS Policy, Local Government Municipal Performance Regulations for the Municipal Managers and Managers Directly Accountable to the Municipal Managers, 2006 and in consultation with the Employee.

5.2 It is recorded that the employee is required to cooperate and work as a team in the performance of his/her functions.

5.3 In assessing performance in respect of the key performance areas the following points and weighting shall be applied: -

Key Performance Area (80%)	
Number	Key Performance Area
6.1	Basic Service Delivery
6.4	Local Economic Development
<b>Total KPA</b>	
	<b>100%</b>

CORE COMPETENCY REQUIREMENTS (20%)	
Number	Core Competency Requirements
6.6	Strategic Capability and Leadership
6.7	Programme and Project Management
6.8	Financial Management
6.9	Change Management
6.10	Knowledge Management
6.11	Service Delivery Innovation
6.12	Problem Solving and Analysis
6.13	People Management and Empowerment
6.14	Client Orientation and Customer Focus
6.15	Communication
6.16	Honesty and Integrity
<b>Total percentage</b>	
	<b>100%</b>

## PART C: EMPLOYEE SCORECARD

### 1. KEY PERFORMANCE INDICATORS

#### 1.1 BASIC SERVICE DELIVERY/SPATIAL PLANNING

KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2019/20	Annual Target 2020/21	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Portfolio of Evidence
BSD_OS18	Service Delivery	Smart Living	Upgrading of informal settlements and promotion of sustainable human settlements	Promotion of economic growth, job creation and sustainable human settlements	Building Control	Assessment of building plans and quality assurance of structures in compliance with legislation	% of building plans assessed and approved within 60 working days from receipt of application	%	100%	100%	100%	100%	100%	100%	Copies of Building Plan Register book Housing Portfolio report
BSD_OS19	Service Delivery	Smart Living	Upgrading of informal settlements and promotion of sustainable human settlements	Promotion of economic growth, job creation and sustainable human settlements	Building Control	Assessment of building plans and quality assurance of structures in compliance with legislation	% of occupation certificate application received and issued within 30 days	%	100%	100%	100%	100%	100%	100%	Copies of approved Occupation Certificate Housing Portfolio report
BSD_OS20	Service Delivery	Smart Living	Upgrading of informal settlements and promotion of sustainable human settlements	Promotion of economic growth, job creation and sustainable human settlements	Building Control	Manage and control building rubble	% of building contravention notices served within 28 working days of detection of contravention	%	100%	100%	100%	100%	100%	100%	Copies of Contravention Notices issued Housing Portfolio report
BSD_OS21	Service Delivery	Smart Living	Upgrading of informal settlements	Promotion of economic	Human Settlement	Provision of low cost housing, GAP market	Number of new low cost housing units	#	1425	600	N/A	N/A	N/A	600	Copies of Happy letters Confirmation letter

KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2019/20	Annual Target 2020/21	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Portfolio of Evidence
	y	g	and promotion of sustainable human settlements	growth, job creation and sustainable human settlements		and rental human settlement	developed and handed over to new owners by 30 June each year								from COGHSTA
BSD_OS2 2	Service Delivery	Smart Living	Upgrading of informal settlements and promotion of sustainable human settlements	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning	Implementation of Municipal Outdoor advertisement By-Law.	Percentage of illegal advertisement detected by 30 June each year	%	New	100%	100%	100%	100%	100%	Notices of contravention Report to Legal services
BSD_OS2 3	Service Delivery	Smart Living	Upgrading of informal settlements and promotion of sustainable human settlements	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning	Implementation of Municipal planning By-Law, 2017	Percentage of illegal land use notices issued by 30 June each year once detected.	%	New	100%	100%	100%	100%	100%	Notices of contravention Report to Legal services
BSD_OS2 4	Service Delivery	Smart Living	Upgrading of informal settlements and promotion of sustainable human settlements	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning	Implementation of a land invasion strategy	Percentage of Land invasion detected by 30 June each year once detected.	%	New	100%	100%	100%	100%	100%	Notices of contravention
BSD_OS2 5	Service Delivery	Smart Living	Upgrading of informal settlements and promotion of	Promotion of economic growth, job creation and	Spatial Planning and Land Use	Promote and/or workshop property owners in strategic land for medium and high density	% of Implementation of Urban renewal strategy by 30 June each	%	New	100%	100%	100%	100%	100%	Attendance report for quarterly workshop/meetings

KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2019/20	Annual Target 2020/21	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Portfolio of Evidence
			sustainable human settlements	sustainable human settlements		residential or mixed use as identified in the URS	year								
BSD_OS2 6	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning and Land Use	Municipal Planning Tribunal as per corporate calendar or as per chairperson recommendation	Number of Municipal Planning Tribunal sitting held by June 2021	#	New	12	3	3	3	3	Minutes of the MPT
BSD_OS2 7	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning and Land Use	Land development application processed within prescribed period	Number of Land development application approved and complied with Municipal Planning By-Law, 2017	#	New	120	30	30	30	30	Town Planners Register for report Generated and Minutes of the MPT
BSD_OS2 8	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning and Land Use	Engagement with Traditional authorities, on land Development and Spatial Planning and Land Use Management Act	Number of engagements held with traditional authorities on land use management issues by 30 June each year	#	New	14	N/A	5	3	6	Attendance report and register
BSD_OS2 9	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works	Promotion of economic growth, job creation and sustainable human settlement	Spatial Planning and Land Use	Establishment of townships and provision of infrastructure to get the township ready to upgrade	Number of townships established	#	1	1	N/A	N/A	N/A	1	Appointment letter, Project Execution Plan, Studies Conducted, Approval of Township by Municipality. General Plan.



KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2019/20	Annual Target 2020/21	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Portfolio of Evidence
			programme	s											Registration Notice. Proclamation Notice.
BSD_OS7 4	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning (SPLUMA)	Develop and Review or amend the applicable Policy in line with SPLUMA	Review and approved Integrated Land Use Scheme by 30 June 2021	#	New	1	N/A	N/A	N/A	1	Appointment letter, Project Execution Plan, Draft Land Use Scheme with scheme Clauses, Draft Zoning Tables, Land Uses Survey, Draft Annexure Table and Incorporating all Previously Approved land Uses, Scheme Sheets.
BSD_OS7 5	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning (SPLUMA)	Develop and Review or amend the applicable Policy proposed in the SDF in line with SPLUMA	Policy/strategy proposed in the approved SDF by 30 June 2021	#	New	1	N/A	N/A	N/A	1	Appointment Letter, Project Execution Plan, Draft Policy/strategy, Public Participation Reports, Adopted Policy/strategy
BSD_OS7 6	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	To maximise revenue collection through effective monitoring and managing of properties	GIS	Development and maintenance of a municipal-wide integrated GIS system	% of Upgrade on the Integrated GIS system	%	New	100%	100% Service provider was appointed for BPAMS, TPAMS, & Cemetery Management upgrades and has started the work in 2019/2020 FY	100% Deployment of upgraded modules & testing	100% Training & Change Management	100% Implementation of upgraded modules	Development progress reports, Training manuals, Attendance registers

KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2019/20	Annual Target 2020/21	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Portfolio of Evidence
BSD_OS77	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	To maximise revenue collection through effective monitoring and managing of properties	GIS	Development and maintenance of a municipal-wide integrated GIS system	No Modules successfully added or upgraded on the Integrated GIS system	#	1	1	TOR, Appointment of Service Provider & SLA	User Requirement Analysis	Development of Modules & Reports	Training & Implementation of Modules	User requirement analysis reports, Development progress reports, Training manuals, Attendance registers
BSD_OS78	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	To maximise revenue collection through effective monitoring and managing of street naming and street addresses	GIS	Cleaning and correction of Street naming and street addresses	% of street names and addresses corrected	%	New	25%	100%-Sourcing of latest approved township establishments, Valuation roll and Billing information.	100%- Matching or confirmation of existing street addresses and creating new street addresses for new properties (Townships, subdivisions & consolidations) . Capturing of new street names and changing renamed street & township names.	100%- Quality Assurance	100%- Implementation of street addresses and street names on the GIS, Valuation and Billing Systems.	Spreadsheet and Cadastral Data with cleaned and corrected street names and addresses.
BSD_OS79	Service Delivery	Smart Living	Strengthen the local economic development structures and expansion of expanded public works programme	To maximise revenue collection through effective monitoring and managing of clean and correct property data and	GIS	Cleaning and correction of property data & spatial data	% of property data cleansed and corrected	%	25%	50%	100%- Sourcing of latest ownership, billing and valuation roll data.	100%- Capturing of newly approved subdivisions, consolidations and proclaimed township establishments	100%- Quality Assurance	100%- Implementation of cleaned cadastral dataset on GIS, Billing and Valuation roll systems.	Spread sheet and cadastral dataset with cleaned and corrected property & ownership information.

KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2019/20	Annual Target 2020/21	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Portfolio of Evidence
				supporting spatial data											
BSD_OS80	Service Delivery	Smart Living	Monitoring of property boundaries for harmonious leaving, effective application of Valuation of properties on correct boundaries	To Resolve property boundary disputes and prevent any future boundary disputes	GIS	Survey of property boundaries within the Polokwane municipality Townships	No of Boundary surveys received and processed	#	60	60	N/A	20	20	20	60 Attended requests / As per the client submission

## 1.2 LOCAL ECONOMIC DEVELOPMENT (LED)

IDP KPI Ref No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2019/20	Annual Target 2020/21	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Portfolio of Evidence
LED_TL01	Local Economic Development	Smart Economy	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	LED	Sustainable Livelihoods	Number of workshops/ Trainings conducted for Street Traders by June every year	#	New	4	N/A	N/A	2	2	Reports and Attendance register
LED_TL03	Local Economic Development	Smart Economy	Strengthen the local economic development	Promotion of economic growth, job creation and	LED - SMMEs	Assist SMME to attend exhibitions	Number of exhibition/Flea Markets facilitate the	#	24	12	N/A	N/A	6	6	Exhibition or flea market report,

IDP KPI Ref No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2019/20	Annual Target 2020/21	Quarter 1	Quarter 2	Quarter 3	Quarter 4	Portfolio of Evidence
			structures and expansion of expanded public works programme	sustainable human settlements			municipality by 30 June each year								Attendance registers and Pictures
LED_TL04	Local Economic Development	Smart Economy	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	Economic Development	Implement Tourism strategy	Number of tourism and investment promotion trade shows by 30 June each year	#	9	8	N/A	N/A	4	4	Reports and Attendance register
LED_TL05	Local Economic Development	Smart Economy	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	Economic Development	Promote the creation of sustainable jobs	Number of job opportunities created through Municipal sponsored trading	#	185	200	N/A	N/A	90	110	Reports and Attendance register
LED_TL06	Local Economic Development	Smart Economy	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	Economic Development	Skills audit and training of SMMEs	Number of Workshops/ Training organised by the municipality in partnerships with sector partners offered to SMME's by 30 June each year	#	16	16	N/A	N/A	8	8	Reports and attendance register
LED_OS01	Local Economic Development	Smart Economy	Strengthen the local economic development structures and expansion of expanded public works programme	Promotion of economic growth, job creation and sustainable human settlements	LED	Implement Investment Strategy	Number of seminars and/or advertorial placed by 30 June each year	#	New	4	N/A	N/A	2	2	Reports and Attendance register

## 2. PROJECTS

Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Source of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2021)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
<b>City Planning - Planning and Economic Development</b>																
CWP_2 17	Spatial Rationale	Promotion of economic growth ,job creation and Sustainable human settlement	Human Settlement/City Planning	Township establishment at Farm Volgestruisfontein in 667 LS	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R913 573,10	Registration and opening of Township register	Proclamation of the Township	N/A	N/A	Proclamation of the Township	Proclaimed Township
CWP_2 18	Spatial Rationale	Promotion of economic growth ,job creation and Sustainable human settlement	Human Settlement/City Planning	Township establishment at portion 151-160 of the Farm Sterkloop 688 LS.	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R1 000 000,00	Drafting and Submission of the TOR for BSC approval	Appointment of Consultant and submission of Project Execution Plan	Submission of Scoping Report and Township Establishment Application.	Approved of the Township and draft General Plan	Approved Township	Approval of Township by Municipality. Draft General Plan
CWP_2 19	Spatial Rationale	Promotion of economic growth ,job creation and Sustainable human settlement	Human Settlement/City Planning	Acquisition of strategically located land or erven/ Farms	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R500 000,00	Engagement with Land Owners	Obtain Council Resolution to Acquire	Signing of Deed of Sale	Transfer and payment of sale amount.	Registration and/or Transfer of Ownership of Land	Council Resolution. Deed of Sale. Proof of Payment. Tittle Deed.

Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Source of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2021)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
CWP_20	Spatial Rationale	Promotion of economic growth, job creation and Sustainable human settlement	Human Settlement/City Planning	Implementation of the ICM program (IUDF) precinct plan	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R600 000,00	Appointment of Consultant and submission of Inception/Problem Statement	Submission Policy Context, Vision Directives research Analysis and Synthesis.	Spatial Proposals and Implementation Plan	Final Precinct Plan	Adopted Precinct Plan	appointment Letter, Problem Statement, Vision, Spatial Proposals, Implementation Plan, Adopted Precinct Plan
CWP_21	Spatial Rationale	Promotion of economic growth, job creation and Sustainable human settlement	Human Settlement/City Planning	Township Establishment for the Eco-estate at Game Reserve	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R500 000,00	Appointment of Consultant and submission of Inception Report	Desktop study, Field Survey and Data Analysis	Conceptualization and Draft Report.	Feasibility Study	Adopted Feasibility Study	Appointment Letter, Field Survey Report, Conceptualization Report, Adopted Feasibility Study.
CWP_22	Spatial Rationale	Promotion of economic growth, job creation and Sustainable human settlement	Human Settlement/City Planning	Establishment of Arts and Cultural HUB at Bakoni Malapa	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R1 000 000,00	Drafting and Submission of the TOR for BSC approval	Appointment of Consultant and submission of Project Execution Plan	Inception report, Draft contour survey and subdivisional Diagram	Complete studies: EIA, HIA, Geotech and Traffic Impact Study	Approved Subdivisional Diagram and studies	Draft subdivisional Diagram, Heritage Impact Study, geo-Tech study, EIA ROD and Traffic Impact Study.
CWP_23	Spatial Rationale	Promotion of economic growth, job creation and Sustainable human settlement	Human Settlement/City Planning	Upgrading of the R293 area Townships	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R300 000,00	Drafting of the TOR for the Legal and professional Planning opinion on the conversion of R293 Township to SPLUMA (Upgrading of Mankweng)	Appointment of Consultant and submission of Project Execution Plan	Report on the status of the Township. Compile Database of affected beneficiaries of the area.	Legal and Professional opinion of the Upgraded R293 area Townships to SPLUMA Townships	Freehold Tittle Townships and Tittle Deeds	Appointment Letter, Project Execution Plan, Reports and Legal & professional Planning opinion with execution Plan for all R293 Township
<b>GIS - Planning and Economic Development</b>																
CWP_29	Spatial Rationale	Promotion of economic growth, job creation	GIS	Development of GIS Application	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R303 584,00	Appointment of Service Provider, inception report & SLA.	GIS and Billing System integration, progress reports.	Deploy the billing viewer, Provide Spatial Reports.	Training & Change Management	Integrated GIS and financial system showing all billing	Appointment letter, Integration reports, training manuals,

Project Number	Key Performance Area	Polokwane Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Source of Funding	Original	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2021)	PoE (Evidence to verify Performance)
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
		and Sustainable human settlement													information spatially.	attendance registers.
<b>LED - Planning and Economic Development</b>																
CWP_231	Local Economic Development	Promotion of economic growth, job creation and Sustainable human settlement	LED	Development of the Industrial Park or Special Economic Zone	N	Municipal wide	Municipal wide	Director Planning and Economic Development	CRR	R688 046,00	Appointment of Service Provider to conduct feasibility Study and Inception Report	Preliminary Analysis and Market Research	Detailed Feasibility Report with findings and recommendations	Adoption of the Report by Council	Adopted Feasibility Report	Appointment letter, Preliminary Analysis and Market Research Report and the Final Feasibility Study Report

