

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 : 01ST JULY 2019 – 30TH JUNE 2020

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PART A:

PERFORMANCE AGREEMENT

ENTERED INTO AND BETWEEN: -

POLOKWANE MUNICIPALITY
REPRESENTED BY THE MUNICIPAL MANAGER

DIKGAPE H MAKOBE

HEREINUNDER REFERRED TO AS THE EMPLOYER.

AND

THILIVHALI HYVEN KHOLOPHE

HEREINUNDER 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 2019/20 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 KPA's 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 KPA's 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 10th DAY OF July 2019


OBO THE EMPLOYER
AS WITNESSES

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DATED at Polokwane ON THIS 10th DAY OF July 2019


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	Weight
6.1	Basic Service Delivery	50%
6.4	Local Economic Development	50%
Total KPA		

CORE COMPETENCY REQUIREMENTS (20%)		
Number	Core Competency Requirements	Weight
6.6	Strategic Capability and Leadership	9%
6.7	Programme and Project Management	9%
6.8	Financial Management	9%
6.9	Change Management	9%
6.10	Knowledge Management	9%
6.11	Service Delivery Innovation	9%
6.12	Problem Solving and Analysis	9%
6.13	People Management and Empowerment	9%
6.14	Client Orientation and Customer Focus	9%
6.15	Communication	9%
6.16	Honesty and Integrity	10%
Total percentage		100%

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 2018/19	Annual Target 2019/20	1 st Quarter Target	2 nd Quarter Target	3 rd Quarter Target	4 th Quarter Target	Portfolio of Evidence
BSD_OS1_8	Service Delivery	Smart Living	Upgrading of informal settlements and economic growth, job creation and sustainable human settlements	Promotion of building plans	Building Control	Assessment of building plans and quality assurance of structures in compliance with legislation	Number of building plans assessed and approved within 30 working days from receipt of application	#	1200	1300	350	350	250	350	Building plan register for the received Plans
BSD_OS1_9	Service Delivery	Smart Living	Upgrading of informal settlements and economic growth, job creation and sustainable human settlements	Promotion of building plans and quality assurance of structures in compliance with legislation	Building Control	Assessment of building plans and quality assurance of structures in compliance with legislation issued within 30 days	Number of occupation certificate received and application received within 30 days	#	600	779	195	145	219	220	Register of the certificate received and processed
BSD_OS1_0	Service Delivery	Smart Living	Upgrading of informal settlements and economic growth, job creation and sustainable human settlements	Promotion of building control	Building Control	Manage and control building rubble	Number of building convention notices served within 28 working days of detection of contravention	#	1200	1450	375	300	380	405	Notices issued for contravention identified
BSD_OS2_0	Service Delivery	Smart Living	Upgrading of informal settlements and economic growth, job creation and sustainable human settlements	Promotion of economic growth, job creation and sustainable human settlements	Human Control	Provision of building rubble	Number of	1000	1000	N/A	N/A	N/A	N/A	N/A	Allocation letter from the

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KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	Annual Target 2019/20	1 st Quarter Target	2 nd Quarter Target	3 rd Quarter Target	4 th Quarter Target	Portfolio of Evidence
1	Deliverable	Smart Living	of informal settlements and promotion of sustainable human settlements	of economic growth, job creation and sustainable human settlements	Settlement	low cost housing, GAP market and rental human settlement	new low cost housing units developed and handed over to new owners by 30 June each year							allocation	Department of Cooperative Government, Human Settlement and Traditional affairs
BSD_OS2	Service Deliverable	Smart Living	Upgrading of informal settlements and promotion of sustainable human settlements	economic growth, job creation and sustainable human settlements	Spatial Planning	Development and implementation of a land invasion strategy	Land invasion process plan developed by 30 June 2020	%	100%	100%	25%	25%	25%	25%	Report on the alert for land invasion on municipal properties identified and notices issued Court order Obtain or restrain from land invasion
BSD_OS2	Service Deliverable	Smart Living	Upgrading of informal settlements and promotion of sustainable human settlements	economic growth, job creation and sustainable human settlements	Spatial Planning	Promote and/or acquisition of strategic land for medium density and high residential purposes west of Dahl street	Implementatio	%	100%	100%	25%	25%	25%	25%	Attendance Register for the Engagement with Stakeholders per sector (property owners/developers/urban management forums/business forums) Report on the presentation of the CBD Plans and urban renewal projects
BSD_OS2	Service Deliverable	Smart Living	Strengthen the local economic development and expansion of expanded public works	economic growth, job creation and sustainable human settlement	Spatial Planning and Land Use	Conduct feasibility study and develop a plan to retain and strengthen the existing tourism precinct and	Develop a tourism precinct plan around PICC	%	100%	100%	100%	N/A	N/A	100%	Appointment letter for the consultant

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KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	Annual Target 2019/20	1 st Quarter Target	2 nd Quarter Target	3 rd Quarter Target	4 th Quarter Target	Portfolio of Evidence
BSD_OS2	Service Delivery	Smart Living	Strengthen the local economic development	Promotion of economic growth, job creation	Spatial Planning and Land Use	Development of the Southern Gateway corridors and mixed land use along Corridor (Commercial and mixed income public works settlement)	Information centre along N1 South (Thabo Mbeki Street)								
BSD_OS2	Service Delivery	Smart Living	Strengthen the local economic development	Promotion of economic growth, job creation	Spatial Planning and Land Use	Densification of the Southern Gateway corridors and mixed land use along Corridor (Commercial and mixed income public works settlement)		%	100%	100%	N/A	N/A	N/A	100%	Report on the Number of application for high density and mixed land use received and approved.
BSD_OS2	Service Delivery	Smart Living	Strengthen the local economic development	Promotion of economic growth, job creation	Spatial Planning and Land Use	Engage stakeholders, specifically held with traditional authorities, on land use management issues in Polokwane and the implications of the provincial and national Spatial Planning and Land Use Management Act by 30 June 2020	Number of engagements	#	14	14	3	3	3	4	Attendance registers for the workshop
BSD_OS2	Service Delivery	Smart Living	Strengthen the local economic development	Promotion of economic growth, job creation	Spatial Planning and Land Use	Engage stakeholders, specifically held with traditional authorities, on land use management issues in Polokwane and the implications of the provincial and national Spatial Planning and Land Use Management Act by 30 June 2020	Number of engagements	%	100%	100%	N/A	N/A	N/A	100%	Report on the progress for the workshop
BSD_OS2	Service Delivery	Smart Living	Strengthen the local economic development	Promotion of economic growth, job creation	Spatial Planning and Land Use	Engage stakeholders, specifically held with traditional authorities, on land use management issues in Polokwane and the implications of the provincial and national Spatial Planning and Land Use Management Act by 30 June 2020	Number of engagements	%	100%	100%	N/A	N/A	N/A	100%	Township registration letter/certificate and commitment letter for installation of engineering services.

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KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	1 st Quarter Target	2 nd Quarter Target	3 rd Quarter Target	4 th Quarter Target	Portfolio of Evidence
BSD_OS7	Service Delivery	Smart Living	Strengthen the local economic development of public works expansion and sustainable human settlements	Promotion of economic growth, job creation and sustainable human settlements	Spatial Planning (SPLUMA)	Review and amend the applicable land use management scheme to incorporate the Provincial and National SPLUMA	Review and approved SDF by 30 June 2020	%	100%	15%	45%	25%	15%	Phase 1: Inception report/project start up Phase 2: Policy Context and Vision Directives report Phase 3: Spatial Challenges Phase 4: Spatial Proposals report Phase 5: Implementation Framework report Phase 6: Final MSDF and Directives report Gazetting
			and expansion of public works and sustainable human settlements	and expansion of public works and sustainable human settlements		to get the township ready to upgrade								Memo to engineering for budget for approved and proclaimed Township

1.2 LOCAL ECONOMIC DEVELOPMENT (LED)

KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	Annual Target 2019/20	1 st Quarter Target	2 nd Quarter Target	3 rd Quarter Target	4 th Quarter Target	Portfolio of Evidence
LED_TL01	Local Economic Development	Smart Economy	Strengthen the local economic development and structures	Promotion of economic growth, job creation and	LED	Sustainable Livelihoods	Number of street traders capacitated through municipal sponsored training	#	180	185	60	40	55	30	Reports and Attendance register

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KPI No	KPA	Pillar	Municipal IDP Priority	IDP Strategic Objective	Municipal Programme	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	Annual Target 2019/20	1 st Quarter Target	2 nd Quarter Target	3 rd Quarter Target	4 th Quarter Target	Portfolio of Evidence
LED_TL03	Local Economic Development	Smart Economy	Strengthen the local economic development	expansion of sustainable public works programme	LED - SMEs	Assist SME to attend exhibitions	Number of exhibition/Flea markets facilitate the municipality by 30 June each year	#	12	24	6	6	6	6	Exhibition or flea market report, Attendance registers and Pictures
LED_TL04	Local Economic Development	Smart Economy	Strengthen the local economic development	expansion of sustainable public works programme	Economic Development	Implement Tourism strategy	Number of tourism and investment promotion trade shows by 30 June each year	#	8	9	2	3	3	3	Reports and Attendance register
LED_TL05	Local Economic Development	Smart Economy	Strengthen the local economic development	expansion of sustainable public works programme	Economic Development	Promote the creation of sustainable jobs	Number of job opportunities created through Municipal sponsored trading	#	110	185	35	60	50	40	Reports and attendance register
LED_TL06	Local Economic Development	Smart Economy	Strengthen the local economic development	expansion of sustainable public works programme	Economic Development	Skills audit and training of SMEs	Number of Workshops/Training organised by the municipality in partnerships with sector partners	#	16	16	5	4	4	4	Reports and Attendance register

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KPI No	KPA	Pillar	Municipal IDP Priority	Municipal IDP Strategic Objective	Operating Strategy	Key Performance Indicator (KPI)	Unit of Measure (UoM)	Performance Baseline 2018/19	Annual Target 2019/20	1 st Quarter Target	2 nd Quarter Target	3 rd Quarter Target	4 th Quarter Target	Portfolio of Evidence
				expansion of sustainable human settlements		offered to SME's by 30 June each year								

2. PROJECTS

Project Number	Key Performance Area	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Origin	Quarterly Project Implementation Milestones				Annual Project Output (30 June 2020)	POE (Evidence to verify Performance	
										Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)			
City Planning - Planning and Economic Development																
CWP_2 16	Spatial Rationale	Human Settlement/ City Planning	Township establishment at Farm Volgestruisfontein 667 LS	N	Municipal wide	Municipal wide	Director Planning and Economic Development	1 500 000	N/A	N/A	N/A	Registered Township	Registered Township	Section 101, Township register		
CWP_2 17	Spatial Rationale	Human Settlement/ City Planning	Township establishment at portion 151-160 of the Farm Sterkloop 688 LS.	N			Director Planning and Economic Development	1 500 000				Inception report	Draft Layout, studies report and submission to the external department for comments	Submission of the application for Public participation and relevant studies.	Approved Township	BSC/BEC/BAC supporting studies report and acknowledgment letter of lodgement for a township.
CWP_2 18	Spatial Rationale	Promotion of economic growth	Acquisition or expropriation of land or Firms/Town	N			Director Planning and Economic Development	1 005 000				Engagement with the Land Owners	Purchase of land/source of funding for land	Purchase of land/source of funding for land	1 Township/Land acquisition	Land acquired for Municipal Purposes

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Project Number	Key Performance Area	Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Original Origin	Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)	Annual Project Output (30 June 2020)	POE (Evidence to verify Performance)
CWP_2 19	Spatial Rationale	job creation and Sustainable human settlement	Human Settlement/ City Planning	Township establishment-Portion 74 and 75 of Ivy Dale Agricultural Holdings	economic growth, job creation and Sustainable human settlement	N	Municipal wide	Director Planning and Economic Development	1 000 000	N/A	N/A	N/A	Registered Township	opening of the Township register, Deed registration report with Deeds registry		Township register, Deed registration report
CWP_2 20	Spatial Rationale	job creation and Sustainable human settlement	Human Settlement/ City Planning	Implementation of the ICM program (IUDF)	economic growth, job creation and Sustainable human settlement	N		Director Planning and Economic Development	502 500	T.O.R at BSC, BEC and BAC resolution and inception report	appointment letter and BAC resolution; public participation;	Final draft for Council adoption or approval	Approved Precinct Plan	Approved Precinct resolution, appointment letter, TOR, SLA, Approved precinct plan by Council and the Council resolution		BSC, BEC, BAC
CWP_2 21	Spatial Rationale	job creation and Sustainable human settlement	Human Settlement/ City Planning	Township Establishment for the Eco-estate at Game Reserve	economic growth, job creation and Sustainable human settlement	N		Director Planning and Economic Development	335 000	Application for PPP at National Treasury	Quotation for the Financial Model	Draft Financial Model	approved financial Model for the project	Registered PPP and financial model		Draft financial Model ready for tender invitation
CWP_2 22	Spatial Rationale	job creation and Sustainable human settlement	Human Settlement/ City Planning	Mixed use development on the land adjacent to the Municipal Airport and Stadium	economic growth, job creation and Sustainable human settlement	N		Director Planning and Economic Development	201 000	Council resolution for the land for development lease	T.O.R to BSC for the call for proposals for land development leases	BEC, BAC resolution for the award of the agreement and signing and registration	Lease agreement and registration	Signed Lease agreement and registration		BSC/BEC/BAC resolution, signed lease agreement and notarial lease register.

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Project Number	Key Performance Area	Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Origin	Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)	Annual Project Output (30 June 2020)	POE (Evidence to verify Performance)
CWP_23	Spatial	Promotion of economic growth, job creation and Sustainable human settlement	Human Settlement/ City Planning	Establishment of Arts and Cultural HUB at Bakoni Malapa	Human Settlement/ City Planning	N	N	Director Planning and Economic Development	335 000	Application for the Financial Model	Quotation for the Financial Model	Draft Financial Model	approved financial Model for the project	Registered PPP with National Treasury and financial model for tender	Draft financial Model ready for tender invitation	
CWP_24	Spatial	Promotion of economic growth, job creation and Sustainable human settlement	Human Settlement/ City Planning	Engineering services installation (Polokwane extension 108, 26 and 126 (water, electricity, sewerage network and roads)	Human Settlement/ City Planning	N	Polokwane EXT 108,26,126	Director Planning and Economic Development	3 190 000	Engineering drawings service provider	Appointment of funds/engineering drawings	Construction/ sourcing of funds/engineering drawings	Construction/ sourcing of funds/engineering drawings	1 Township designed or engineering paved or tarred street.	BSC/BEC/BAC resolution/Engineering drawing or paved or tarred street.	
CWP_25	Spatial	Promotion of economic growth, job creation and Sustainable human settlement	Human Settlement/ City Planning	Urban renewal Projects: Municipal Towers	Human Settlement/ City Planning	R		Director Planning and Economic Development	335 000	Application for the Financial Model	Quotation for the Financial Model	Draft Financial Model	approved financial Model for the project	Registered PPP with National Treasury and financial model for tender	Draft financial Model ready for tender invitation	
CWP_26	Spatial	Promotion of economic growth, job creation and Sustainable human settlement	Human Settlement/ City Planning	Upgrading of the R293 area Townships	Human Settlement/ City Planning	U		Director Planning and Economic Development	335 000	BSC, BEC and resolution	Quotation for the Financial Model and professional opinion (Town Planning and legal)	Draft Financial Model and legal planning opinion	approved financial Model for the project	Feasibility Study or Legal opinion on the upgrading of the R293 Township	Draft financial Model ready for tender invitation	

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Project Number	Key Performance Area	Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Origin	Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)	Annual Project Output (30 June 2020)	POE (Evidence to verify Performance)
CWP_2 27	Spatial	Promotion of economic growth, job creation and sustainable human settlement	Human Settlement/ City Planning	Land Expropriation	Director and Economic Development			Director and Economic Development	2 000	Finalise the land release process for Agangang Township	N/A	N/A	Finalise the land release process for Agangang Township, Payment of the phase 1 of Land release certificate/letter, compensation for the Township phase 1-4			
CWP_2 28	Spatial	Promotion of economic growth, job creation and sustainable human settlement	GIS	Procurement of a drone for aerial imagery acquisition	Director and Economic Development			Director and Economic Development	1 500 000	T.O.R to BSC, BEC, BAC for the appointment of service provider	Appointment of the Service Provider	Inception report	Training and Purchase of Drone, licence	Municipal Drone, training of the official and obtaining of licence	BSC/BEC/BAC resolution, approved feasibility study.	
CWP_2 29	Spatial	Promotion of economic growth, job creation and sustainable human settlement	GIS	Upgrade on the Integrated GIS system	Director and Economic Development			Director and Economic Development	500 000	Consultation with ESRI on the update of the appointment of ESRI required	BAC for deviation report	Inception report	Implementation and upgrading	Upgrading of GIS for Digital report for submission of ESRI, BAC resolution, appointment of ESRI and other modules or training certificate		
CWP_2 30	Local Economic Development	Promotion of economic growth, job creation and sustainable human settlement	LED	Development of the Industrial Park or Special Economic Zone	Director and Economic Development			Director and Economic Development	600 000	T.O.R to BSC, BEC, BAC for the appointment of service provider	Appointment of the Service Provider	Inception report	Final Feasibility report tabled to the Council	Feasibility Study on the Establishment of the Industrial Park	BSC/BEC/BAC resolution, approved feasibility study.	
GIS - Planning and Economic Development																
LED - Planning and Economic Development																

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Project Number	Key Performance Area	Polokwa Strategic Objective (IDP Objective)	Municipal Programme	Project Name/Description	Type of Project / Classification	Project Location	Ward No.	Project Owner	Sources of Funding	Original Origin	Quarterly Project Implementation Milestones	Annual Project Output (30 June 2020)	POE (Evidence to verify Performance)			
											Quarter 1 (Jul-Sep)	Quarter 2 (Oct-Dec)	Quarter 3 (Jan-Mar)	Quarter 4 (Apr-Jun)		
											provider					