

ALFRED NZO DISTRICT MUNICIPALITY



ALFRED NZO
DISTRICT MUNICIPALITY

PERFORMANCE AGREEMENT

2020/21 FINANCIAL YEAR

Designation

BETWEEN

NOMBASA MSEBI

SENIOR MANAGER INFRASTRUCTURE DEVELOPMENT AND MUNICIPAL SERVICES

And

ZAMILE HERBET SIKHUNDLA

MUNICIPAL MANAGER

PERIOD OF AGREEMENT:

(JULY 2020 TO JUNE 2021)

Herein represented by *Zamile Sikhundla*, in his duly authorized capacity as the *Municipal Manager of the ALFRED NZO DISTRICT MUNICIPALITY*

AND

Nombasa Msebi

Hereinafter referred to as the *EMPLOYEE* in his/her capacity as duly appointed as your *Senior Manager: IDMS* of the municipality for the period of 01 July 2020 to 30 June 2021.

WHERE AS:

- a) *The Employer has entered into an Agreement of Employment with the Employee;*
- b) *Agreement of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement within ninety days of assumption of duty, and renew it annually within one month of the beginning of each financial year of the municipality;*
- c) *The parties must ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals as defined in the municipal Integrated Development Plan; and*
- d) *The parties must ensure that there is compliance with Sections 8 and 10 of the Municipal Performance Management Policy; 38, 39, 40 and 41 of the Local Government: Municipal System Act, 2000.*

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

INTERPRETATION AND DEFINITIONS

In this Agreement, unless the context indicates otherwise–

- 1.1. *An expression, which denotes any gender, includes the other genders, a neutral person includes an judicial person and vice versa, and the singular includes the plural and vice versa;*
- 1.2. *Clause headings are for convenience only and will not be used in its interpretation, and the following expressions bear the meanings assigned to them and cognate expressions bear corresponding meanings –*

“Agreement”	means this Performance Agreement and all the Appendices hereto;
“Employee”	Nombasa Msebi
“MEC”	means the Member of the EASTERN CAPE Executive Council responsible for local Government;
“MFMA”	means the Local Government: Municipal Finance Management Act, 2003 (Act No. 56 of 2003);
“Municipality”	means ALFRED NZO DISTRICT MUNICIPALITY , established in terms of Structures Act;
“Parties”	means the Municipality and the Employee;
“Regulations”	means the Local Government: Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers, 2006, promulgated in the Government Gazette as Regulation Notice 805 on 1 August 2006;
“Structures Act”	means the Local Government: Municipal Structures Act, 2000 (Act No. 117 of 1998); and
“Systems Act”	means the Local Government: Municipal Systems Act, 2000 (Act No. 32 of 2000) as amended, and the Regulations promulgated in terms of the Act;
MSCOA	Means -is a multi-dimensional recording and reporting system across seven segments. Function or sub-function (GFS votes structure) Item (asset, liability, revenue, expenditure, etcetera) Funding source (rates, services charges, grants, loans, etcetera)

NM ZMS