

ALFRED NZO DISTRICT MUNICIPALITY



**ALFRED NZO**  
DISTRICT MUNICIPALITY

**PERFORMANCE AGREEMENT**

**2021/22 FINANCIAL YEAR**

**BETWEEN**

**DAPHNE NOMTHANDAZO NGXENGE: SENIOR MANAGER**

**And**

**ZAMILE HEBERTH SIKHUNDLA: MUNICIPAL MANAGER**

**PERIOD OF AGREEMENT:**

**( JULY 2021 TO 30 JUNE 2022)**

## PERFORMANCE AGREEMENT

Herein represented by MR ZH SIKHUNDLA, in his duly authorized capacity as the Municipal Manager of the ALFRED NZO DISTRICT MUNICIPALITY

AND

MRS DAPHNE NOMTHANDAZO NGXENGE

Hereinafter referred to as the EMPLOYEE in her capacity as duly appointed as SENIOR MANAGER: COMMUNITY SERVICES of the municipality.

WHEREBY IT IS AGREED AS FOLLOWS:

- a) The Employer has entered into an Agreement of Employment with the Employee in terms of section 57(1) (a) of the Local Government: Municipal Systems Act 32 of 2000. The Employer and the employee are hereinafter referred to as "Parties"
- b) Agreement of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement within sixty 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;
- d) The parties must ensure that there is compliance with Municipal Performance Management Framework Policy and with Sections 57 (a), 57 (b) 57 (c) and 57 (d) of the Local Government: Municipal System Act, 2000 as amended; and
- e) The performance contract is between MRS DAPHNE NOMTHANDAZO NGXENGE, SENIOR MANAGER: COMMUNITY SERVICES, and MR ZH SIKHUNDLA, Municipal Manager of the ALFRED NZO DISTRICT MUNICIPALITY. It is for the 21/22 financial year. The expected performance reflected in this contract is based on the Integrated Development Plan 21/22 reviewed, and the 21/22 Service Delivery and Budget Implementation Plan.
- f) The National Treasury has issued circular no2 of Municipal MSCOA in preparation of full M SCOA compliance.

## 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 –

<b>"Agreement"</b>	means this Performance Agreement and all the Appendices hereto;
<b>"Employee"</b>	means YOUR <b>NAME AND SURNAME</b>
<b>"MEC"</b>	means the Member of the <b>EASTERN CAPE</b> Executive Council responsible for local Government;

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