

# **PERFORMANCE AGREEMENT**

MADE AND ENTERED INTO BY AND  
BETWEEN:

**THABA CHWEU LOCAL MUNICIPALITY  
AS REPRESENTED BY**

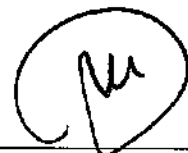
**ROY STEVEN MAKWAKWA**

AND

**MAROPENG PETER MANKGA**

FOR THE

**FINANCIAL YEAR 2024 – 2025:  
01 JULY 2024 – 30 JUNE 2025**



TS  
RJ  
MP  
TS

## PERFORMANCE AGREEMENT

### ENTERED INTO BY AND BETWEEN:

Thaba Chweu Local Municipality herein represented by **ROY STEVEN MAKWAKWA** in her/his capacity as Employer (hereinafter referred to as the **Employer** or Supervisor)

and

**MAROPENG PETER MANKGA** Employee of the Municipality (hereinafter referred to as the **Employee**).

### WHEREBY IT IS AGREED AS FOLLOWS:

#### 1. INTRODUCTION

- 1.1 The **Employer** has entered into a contract of employment with the **Employee** in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Employer** and the **Employee** are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b)(ii) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement within one (1) month after the beginning of each financial year of the municipality.
- 1.3 The parties wish to 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.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

#### 2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 comply with the provisions of Section 57(1)(b),(4A),(4B) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2 specify objectives and targets defined and agreed with the employee and to **communicate to the employer's expectations of the employee's performance and** accountabilities in alignment with the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the municipality;
- 2.3 specify accountabilities as set out in a performance plan, which forms an annexure to the performance agreement;
- 2.4 monitor and measure performance against set targeted outputs;
- 2.5 use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to his or her job;

- 2.6 in the event of outstanding performance, to appropriately reward the employee; and
- 2.7 give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

### 3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the **01 July 2024** and will remain in force until **30 June 2025** thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the **Employee's contract of** employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

### 4 PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure A) sets out-
- 4.1.1 the performance objectives and targets that must be met by the **Employee**; and
- 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure A are set by the **Employer** in consultation with the **Employee** and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Employer**, and shall include key objectives; key performance indicators; target dates and weightings.
- 4.2.1 The key objectives describe the main tasks that need to be done.
- 4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
- 4.2.3 The target dates describe the timeframe in which the work must be achieved.
- 4.2.4 The weightings show the relative importance of the key objectives to each other.
- 4.3 The **Employee's** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the **Employer's Integrated Development Plan**.

## 5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The Employee agrees to participate in the performance management system that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer.
- 5.2 The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
- 5.3 The Employer will consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.
- 5.4 The Employee undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
- 5.5 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
- 5.5.1 The Employee must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Competency Requirements (CRs) respectively.
- 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 5.5.3 KPAs covering the main areas of work will account for 80% and CRs will account for 20% of the final assessment.
- 5.5.4 The total score must be determined using the rating calculator.
- 5.6 The Employee's assessment will be based on his / her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (Annexure A), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery & Infrastructure Development	0%
Municipal Institutional Development and Transformation	67%
Local Economic Development (LED)	0%
Municipal Financial Viability and Management	3%
Good Governance and Public Participation	30%
Spatial Planning & Rationale	0%
<b>Total</b>	<b>100%</b>

- 5.7 In the case of managers directly accountable to the municipal manager, key performance areas related to the functional area of the relevant manager, must be subject to negotiation between the municipal manager and the relevant manager.

- 5.8 The CRs will make up the other 20% of the Employee's assessment score. CRs that are deemed to be most critical for the Employee's specific job should be selected (✓) from the list below as agreed to between the Employer and Employee. Three of the CRs are compulsory for Municipal Managers:

CORE MANAGERIAL COMPETENCIES:	WEIGHT
Strategic Capability and Leadership	10%
Financial Management (Compulsory)	
Change Management	10%
Knowledge Management	5%
Analysis and Innovation	-
Problem Solving and Analysis	5%
People Management and Empowerment (Compulsory)	20%
Client Orientation and Customer Focus (Compulsory)	
Communication	5%
Honesty and Integrity	-
CORE OCCUPATIONAL COMPETENCIES:	
Competence In Self-Management	
Interpretation of and implementation within the legislative and national policy frameworks	10%
Knowledge of developmental local government	-
Knowledge of Performance Management and Reporting	10%
Knowledge and Information Management	
Competence in policy conceptualisation, analysis and implementation	5%
Moral Competency	5%
Skills in Mediation	-
Skills in Governance	5%
Competence as required by other national line sector	-
Results and Quality Focus	5%
Planning and Organising	5%
TOTAL	100%

## 6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure A) to this Agreement sets out -
- 6.1.1 the standards and procedures for evaluating the Employee's performance; and
- 6.1.2 the intervals for the evaluation of the Employee's performance.
- 6.2 Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.
- 6.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.
- 6.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.
- 6.5 The annual performance appraisal will involve:
- 6.5.1 Assessment of the achievement of results as outlined in the performance plan:

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*up*  
*NJ EV RS*  
*TS*

- (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

#### 6.5.2 Assessment of the CRs



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Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA and Performance plan and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement.					

- (a) Each CR should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CR.
- (c) This rating should be multiplied by the weighting given to each CR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CR score.

### 6.5.3 Overall rating

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An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

- 6.6 The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CRs:
- 6.7 For purposes of evaluating the annual performance of the municipal manager, an evaluation panel constituted of the following persons must be established -
- 6.7.1 Executive Mayor or Mayor;
  - 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
  - 6.7.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;
  - 6.7.4 Mayor and/or municipal manager from another municipality; and
  - 6.7.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.
- 6.8 For purposes of evaluating the annual performance of managers directly accountable to the municipal managers, an evaluation panel constituted of the following persons must be established -
- 6.8.1 Municipal Manager;
  - 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
  - 6.8.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
  - 6.8.4 Municipal manager from another municipality.
- 6.9 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

## 7. SCHEDULE FOR PERFORMANCE REVIEWS

- 7.1 The performance of each **Employee** in relation to his / her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

<b>First quarter</b>	:	July 2024 – September 2024
<b>Second quarter</b>	:	October 2024 – December 2024
<b>Third quarter</b>	:	January 2025 – March 2025
<b>Fourth quarter</b>	:	April 2025 – June 2025

- 7.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 7.3 Performance feedback shall be based on the Employer's **assessment of the Employee's** performance.
- 7.4 The Employer will be entitled to review and make reasonable changes to the provisions of **Annexure "A"** from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 7.5 The Employer may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and / or amended as the case may be, in that case the Employee will be fully consulted before any such change is made.



## 8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

## 9. OBLIGATIONS OF THE EMPLOYER

9.1 The Employer shall –

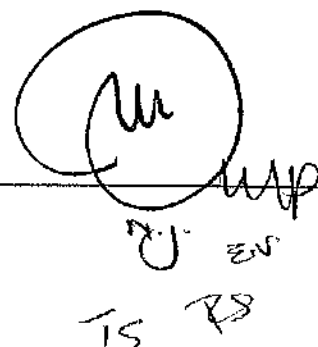
- 9.1.1 create an enabling environment to facilitate effective performance by the employee;
- 9.1.2 provide access to skills development and capacity building opportunities;
- 9.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;
- 9.1.4 on the request of the Employee delegate such powers reasonably required by the Employee to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and
- 9.1.5 make available to the Employee such resources as the Employee may reasonably require from time to time to assist him / her to meet the performance objectives and targets established in terms of this Agreement.

## 10. CONSULTATION

- 10.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others –
  - 10.1.1 a direct effect on the performance of any of the Employee's functions;
  - 10.1.2 commit the Employee to implement or to give effect to a decision made by the Employer; and
  - 10.1.3 a substantial financial effect on the Employer.
- 10.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

## 11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 11.2 A performance bonus of between 5% to 14% of the total remuneration package may be paid to the Employee in recognition of outstanding performance to be constituted as follows:
  - 11.2.1 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
  - 11.2.2 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 11.3 In the case of unacceptable performance, the Employer shall –



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11.3.1 provide systematic remedial or developmental support to assist the Employee to improve his or her performance; and

11.3.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his or her duties.

## 12. DISPUTE RESOLUTION

12.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –

12.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or

12.1.2 any other person appointed by the MEC.

12.1.3 In the case of managers directly accountable to the municipal manager, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the employee;

whose decision shall be final and binding on both parties.

12.2 In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

## 13. GENERAL

13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Employer.

13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his/ her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

13.3 The performance assessment results of the municipal manager must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

Thus done and signed at Lydenburg on this the 22 day of July 2024

AS WITNESSES:


1. Ngwenyama


2. Moto

AS WITNESSES:

1. Mole

2. Kobane

  
EMPLOYEE

  
MUNICIPAL MANAGER

# ANNEXURE A: PERFORMANCE PLAN

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Improve institutional transformation and resources management	Municipal Transformation and Institutional Development	To review the organisational structure to be in line with job evaluation outcome	Municipal Transformation and Institutional Development	Review of the Organisational structure	Institutional	Date	Tabling of reviewed organisational structure in line with job evaluation outcome tabled to Council for approval	2023/24 Organisational structure approved by Council in Aug 2023	2025/26 Reviewed organisational structure in line with job evaluation outcome tabled to Council for approval by 31 May 2025	No planned activity	No planned activity	Consultation process for review of the organisational structure to Council for approval	Tabling of Draft organisational structure to Council for approval	Memo, Attendance Registers, Minutes, Council Resolution	Opex
Improve institutional transformation and resources management	Municipal Transformation and Institutional Development	To identify skills gaps of employees and develop a WSP	Municipal Transformation and Institutional Development	Development of (WSP)	Institutional	Date	Submission of the WSP to LGSETA	2024/25 WSP was submitted to LGSETA on 29 April 2024	2025/26 WSP submitted to LGSETA by 30 April 2025	No planned activity	No planned activity	Development of PDP's	Submission of Work Skills Plan (WSP) to LGSETA on or before 30 April 2025	PDP's, Summary of WSP, Acknowledgement for submission	Opex
Improve institutional transformation and resources management	Municipal Transformation and Institutional Development	To develop the Annual Training Plan (ATR)	Municipal Transformation and Institutional Development	Development of Annual Training Report (ATR)	Institutional	Date	Submission of the ATR to LGSETA	2023/24 ATR was submitted to LGSETA on 30 April 2024	2024/25 ATR submitted to LGSETA by 30 April 2025	Progress Report on implementation of the Annual Training Programmes	Progress Report on implementation of the Annual Training Programmes	Progress Report on implementation of the Annual Training Programmes	Submission of Consolidated Annual Training Report (ATR) to LGSETA on or before 30 April 2025	Narrative progress reports, ATR, Acknowledgement for submission	Opex

Improve institutional transformation and resources management	Municipal Transformation and Institutional Development	To develop an Employment Equity Report	Municipal Transformation and Institutional Development	Employment Equity Report	Institutional	Date	Submission of the EE report to the Department of Labour	2023/24 EE Report was submitted to Department of Labour 15 Jan 2024	2024/25 EE Report submitted to Department of Labour by 15 Jan 2025	No planned activity	No planned activity	Employment equity report submitted to dept. of labour	No planned activity	Proof of submission. Acknowledgement letter	Opex
Improve institutional transformation and resources management	Municipal Transformation and Institutional Development	To implement and maintain the IPMDS	Municipal Transformation and Institutional Development	Individual Performance Management & Development System	Institutional	Percentage	% of IPMDS Performance Agreements signed by Employees Level 0 to 6	100% of IPMDS Performance Agreements signed by Corporate employees from Level 0 to 6	100% of IPMDS Performance Agreements signed by Employees Level 0 to 6 by 31 July 2024	100% of IPMDS Performance Agreements signed by Employees Level 0 to 6 by 31 July 2024	No planned activity	No planned activity	Signed Performance Agreements (Contracts)	Opex	
Improve institutional transformation and resources management	Municipal Transformation and Institutional Development	To conduct Staff Skills Audit in accordance with Municipal Regulations	Municipal Transformation and Institutional Development	Staff Skills Audit	Institutional	Number	Number of Staff Skills Audit conducted in accordance with Municipal Staff Regulation	Cogta commitment letter to 8	1 Staff Skills Audit conducted in accordance with Municipal Staff Regulation by 30 June 2025	No planned activity	No planned activity	Completion of Staff Skills Audit in accordance with Municipal Staff Regulation	Comprehensive report on Staff skills Audit.	Opex	

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Strategic Outcome	Strategic Direction	Program	Activity	Output	Indicator	Measure	Target	Actual	Comments
Improve institutional transformation and resources management	Strengthen the institutional framework	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations
Improve institutional transformation and resources management	Strengthen the institutional framework	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations
Improve institutional transformation and resources management	Strengthen the institutional framework	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations
Improve institutional transformation and resources management	Strengthen the institutional framework	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations	Labour Relations

30





Ensure effective and sound Good Governance	Good Governance & Public Participation	To ensure compliance with the legislative framework	Good Governance & Public Participation	Mayoral Committee Meetings	Institutional	Number	Number of Mayoral Committee Meetings held	4 Ordinary Mayoral Committee Meetings and 1 Special Mayoral Committee Meeting held in the 2023/24 FY	12 Section 80 Committee sittings held by 30 June 2025	3 Section 80 Committee sittings	1 MPAC Sittings	Agenda, Attendance Registers, Minutes	Opex
Ensure effective and sound Good Governance	Good Governance & Public Participation	To ensure compliance with the legislative framework	Good Governance & Public Participation	Mayoral Committee Meetings	Institutional	Number	Number of Mayoral Committee Meetings held	4 Ordinary Mayoral Committee Meetings and 1 Special Mayoral Committee Meeting held in the 2023/24 FY	12 Section 80 Committee sittings held by 30 June 2025	3 Section 80 Committee sittings	1 MPAC Sittings	Agenda, Attendance Registers, Minutes	Opex
Ensure effective and sound Good Governance	Good Governance & Public Participation	To ensure compliance with the legislative framework	Good Governance & Public Participation	Mayoral Committee Meetings	Institutional	Number	Number of Mayoral Committee Meetings held	4 Ordinary Mayoral Committee Meetings and 1 Special Mayoral Committee Meeting held in the 2023/24 FY	12 Section 80 Committee sittings held by 30 June 2025	3 Section 80 Committee sittings	1 MPAC Sittings	Agenda, Attendance Registers, Minutes	Opex

25  
MP









**PERSONAL DEVELOPMENT PLAN  
(CORPORATE SERVICES)**

MADE AND ENTERED INTO BY AND BETWEEN

**THABA CHWEU LOCAL MUNICIPALITY**

AS REPRESENTED BY

**ROY STEVEN MAKWAKWA**

AND

**MAROPENG PETER MANKGA**

FOR THE

**FINANCIAL YEAR 2024-25**

01 JULY 2024 – 30 JUNE 2025

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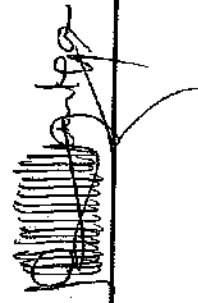


# Personal Development Plan of: MAROPENG PETER MANKGA

Compiled on (Date): .....

1. Skills / Performance Gap (in order of priority)	2. Outcomes Expected (measurable indicators: quantity, quality and time frames)	3. Suggested training and / or development activity	4. Suggested mode of delivery	5. Suggested Time Frames	6. Work opportunity created to practice skill / development area	7. Support Person
Strategic labour relations management	100% Sound labour relations management practices	Advanced Labour Relations Management-LRM4801	Unisa-online course	30 June 2025	To advocate comprehensive and systematic knowledge field to manage at both strategic and operational levels in contributing to achievement of Organizational noble objectives.	Senior Manager Corporate Services

Employee's signature :



Employer's signature:





ANNEXURE C:  
FINANCIAL  
DISCLOSURE FORM

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**CONFIDENTIAL  
FINANCIAL DISCLOSURE FORM**

I, the undersigned (surname and initials) MANKUA MP

(Postal address) Box 807 INDERMARK 0717

(Residential address) STAND No 227 Block 'A' AVON VILLAGE  
SEHWABARWANA 0790

(Position held) DIRECTOR CORPORATE SERVICES

(Name of Municipality) IKHABA GHWEU LOCAL MUNICIPALITY

Tel: 013 2357300

Fax: N/A

hereby certify that the following information is complete and correct to the best of my knowledge:

1. Shares and other financial interests (Not bank accounts with financial institutions.)  
See information sheet: note (1)

Number of shares/Extent of financial interests	Nature	Nominal Value	Name of Company/Entity
NONE	NONE	NONE	NONE

2. Directorships and partnerships  
See information sheet: note (2)

Name of corporate entity, partnership or firm	Type of business	Amount of Remuneration/Income
KOLNI HOLDINGS	FARMING & TRANSPORT	NONE
DILOU-DINKWE CO-OPERATIVE	FARMING & EQUIPMENT	NONE

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3. Remunerated work outside the Municipality

Must be sanctioned by Council. See information sheet: note (3)

Name of Employer	Type of Work	Amount of remuneration/ Income
NONE	NONE	NONE

Council \_\_\_\_\_

Signature by Council \_\_\_\_\_

Date \_\_\_\_\_

4. Consultancies and retainerships

See information sheet: note (4)

Name of client	Nature	Type of business activity	Value of any benefits received
NONE	NONE	NONE	NONE

5. Sponsorships

See information sheet: note (5)

Source of assistance/sponsorship	Description of assistance/ Sponsorship	Value of assistance/sponsorship
NONE	NONE	NONE

6. Gifts and hospitality from a source other than a family member

See information sheet: note (6)

Description	Value	Source
NONE	NONE	NONE

7. Land and property

See information sheet: note (7)

Description	Extent	Area	Value
FARMING PLOT	1.5 HECTOR	P10 AVON FARM 173	R500.000
OWN HOUSE	335MP	ERF 227 BLOCK K AVON VILLAGE	R800.000

21/28

N.J. MUP

RS



SIGNATURE OF EMPLOYEE

DATE: 22 July 2024

PLACE: LYDENBURG

**OATH/AFFIRMATION**

1. I certify that before administering the oath/affirmation I asked the deponent the following questions and wrote down her/his answers in his/her presence:

(i) Do you know and understand the contents of the declaration?

Answer YES

(ii) Do you have any objection to taking the prescribed oath or affirmation?

Answer NO

(iii) Do you consider the prescribed oath or affirmation to be binding on your conscience?

Answer YES

2. I certify that the deponent has acknowledged that she/he knows and understands the contents of this declaration. The deponent utters the following words: "I swear that the contents of this declaration are true, so help me God." / "I truly affirm that the contents of the declaration are true". The signature/mark of the deponent is affixed to the declaration in my presence.

**Commissioner of Oath /Justice of the Peace**

Full first names and surname:

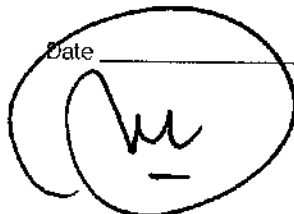
(Block letters)

**CONFIDENTIAL**

Designation (rank) \_\_\_\_\_ Ex Officio Republic of South Africa

Street address of institution

Date



CONTENTS NOTED: EMPLOYER

DATE:

23/07/2024

**Moreku Paris**  
Place Advocate of High Court  
Commissioner of Oath  
Thaba Chweu Local Municipality  
Office No: 11  
Cnr. Viljoen & Sentraal  
P.O Box 61, LYDENBURG, 1120  
Date 23/07/24 Time 15:00  
Signature 