

APPENDIX B

PERSORNAL DEVELOPMENT PLAN

100p  
2017/14

**ANNEXURE "B"**

**PERSONAL DEVELOPMENT PLAN  
MUNICIPAL MANAGER**

MADE AND ENTERED INTO BY AND BETWEEN

**THABA CHWEU LOCAL MUNICIPALITY**

AS REPRESENTED BY

**SELINA MASHIGO-SEKGOBELA**

AND

**THOKA MAKORWANE PATRICK KGOALE**

FOR THE

**FINANCIAL YEAR 2016-17:**

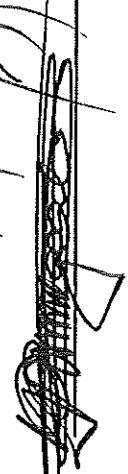
**01 JULY 2017 – 30 JUNE 2018**

*Temp* *Mf/2/2018*

Personal Development Plan of: THOKA MAKORWANE PATRICK KGOALE

Compiled on (Date): 10 July 2017

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
1.	Operational efficiency – quality service delivery	Project Management	Part time	TBA	N/A	
2.	Operational efficiency – quality service delivery	Monitoring and evaluation	Part time	TBA	N/A	
3.						
4.						

104  
  
 2017

Employee's signature:

Employer's signature:





**4. DISPUTE RESOLUTION**

- 4.1 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 –
  - 4.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or
  - 4.1.2 any other person appointed by the MEC, whose decision shall be final and binding on both parties.
- 4.2 In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

**5. GENERAL**

- 5.1 The contents of this agreement and the outcome of any review conducted in terms of Appendix A may be made available to the public by the Employer.
- 5.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.
- 5.3 The performance assessment results of the Employee shall be submitted to the MEC responsible for local government in the 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 14  
       day of JULY        2017

AS WITNESSES:

1. [Signature]  
2. [Signature]

[Signature]  
EMPLOYEE

AS WITNESSES:

1. \_\_\_\_\_  
2. \_\_\_\_\_

[Signature]  
EXECUTIVE MAYOR

# APPENDIX C

# FINANCIAL DISCLOSURE

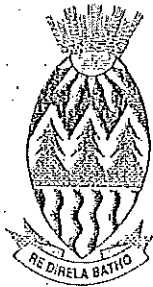
# THABA CHWEU

Lydenburg Head Office:  
Tel: 013 235 7300  
Fax: 013 235 1108

Sable Unit:  
Tel: 013 235 7444  
Fax: 013 764 1077

Graskop Unit:  
Tel: 013 767 7448  
Fax: 013 767 1611

www.lhabachweu.gov.za



24 Hours Emergency no:  
Tel: 013 235 1788  
013 235 7370  
Toll free: 0800 007 222

PO Box 61  
Lydenburg 1120  
Cnr. Viljoen & Sentraal Streets

All Correspondence to be directed  
to the Municipal Manager

## LOCAL MUNICIPALITY

### DECLARATION OF INTEREST FOR EMPLOYEES

CONFIDENTIAL

#### FINANCIAL DISCLOSURE FORMS

I the undersigned (sumame and initials)

XGOME TBP

ID Number

730800 5498 080

(Postal address)

147 Gandaria Street.

FLORA PARK. BUKURUWA

(Residential Address)

Mayor of TBVC

(Position Held)

Municipal  
Manager

14/7/2017

S

CONFIDENTIAL

3. Remuneration work outside the Municipality.

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

Name of Employee	Type of Work	Amount of Remuneration/Income
<del>N</del>	<del>X</del>	

Council \_\_\_\_\_

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

4. Consultancies and retainerships

See information sheet: note (4)

Nature of client	Nature	Type of business activity	Value of any benefits received
<del>N</del>			

5. Sponsorship

See information sheet: note (5)

Source of Assistance/sponsorship	Description of assistance/ Sponsorship	Value of Assistance/sponsorship
<del>SA</del>	<del>A</del>	

N/A

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

See information sheet: note (6)

Description	Value	Source
N/A		

Disclosure of information of close family members who have been awarded projects more than R2000.00 within the municipality,

Name of company	Name of family member	Value
N/A		

CONFIDENTIAL

7. Land and Property

See information sheet: note (7)

Description	Extent	No.	Value
Vacant land	125650	SERENGETI State	4 million
Vacant land	640 800	Mankweng	800 K
Vacant	3800 800	Boethum	8 million
Vacant land / HOUSE	147 Gardenia Flora Park	Polelwane	2 million

Imp 14/7/2017



~~Signature~~  
SIGNATURE OF EMPLOYEE

DATE:

14/7/2017

PLACE:

Lydenburg

OATH/AFFIRMATION

1. I certify that before administering the oath/affirmation I asked the deponent the following question 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 knowledge that she/he knows and understand 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

Commission of Oath/Justice of the peace

Full first names and surname:

**Moreku Paris**

Advocate of High Court

Commissioner of Oath

Thaba Chweu Local Municipality

Office No: 11

Cnr. Viljoen & Sentraal

P.O. Box 61, LYDENBURG, 1120

Date 14/07/17 Time 14:00

Signature



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## INFORMATION SHEET FOR THE FINANCIAL DISCLOSURE FORM

The following notes is a guide to assist with completing the attached Financial Disclosure Form (Appendix C)

### NOTE 1

#### Share and other financial interest

Designated employees are required to disclose the following details with regard to shares and Other financial interest held in any private or public company or any other corporate entity Recognized by law:

- The number, nature and nominal value of shares of any type;
- The nature and value of any other financial interests held in any private or public company or Any other corporate entity; and
- The name of that entity

### NOTE 2

#### Directorships and partnership

Designated employee are required to disclose the following details with regard to directorships And partnership:

- The name and type of business activity of the corporate entity or partnership/; and
- The amount of any remuneration received for such directorship or partnership/s.

Directorship includes any occupied position of director or alternative director, or by Whatever names the position is designated.

Partnership is a legal relationship arising out of a contract between two or more persons With the object of making and sharing profits.

### NOTES 3

Remunerated work outside the public service (All remunerated employment must be Sanctioned prior to the work being done.)

Designated employees are required to disclose the following details with regards to Remunerated work outside the public service.

- The type of work
- The name and type of business activity of the employer; and
- The amount of the remuneration received for such work

Remuneration means the receipt of benefits in cash or kind

Work means rendering a service for which the person receives remuneration.

### NOTE 4

Consultancies and retainerships.

Designated employees are required to disclose the following details with regard to consultancies and retainerships:

- The nature of the consultancy or retainership of any kind;
- The nature and type of business activity, of the client concerned; and
- The value of any benefits received for such consultancy and retainerships.

### NOTE 5

Any sponsorship received

The notes to the financial statements of the award of more than R2000.00 to a person which is a spouse, child or parent of a person in the service of the state, or has been in the service of the state, or has been in the service of the state in the previous twelve months, including-

- The name of that person
- The capacity in which that person is in the service of the state; and
- Amount of the award

### NOTE 6