



BERGRIVIER MUNISIPALITEIT

VERSLAG AAN DIE BURGEMEESTERSKOMITEE EN RAAD

PRESTASIE BEOORDELING ARTIKEL 54A EN 56 POSTE VIR DIE TYDPERK

1 JULIE 2025 TOT 31 DESEMBER 2025

DEUR DIE MUNISIPALE BESTUURDER

16 Maart 2026

1. REDE VIR DIE VERSLAG

Die rede vir die verslag is om terugvoering te gee aan die Uitvoerende Burgemeesterskomitee en Raad oor die pas afgelope prestasie-beoordelingsproses wat plaasgevind het op Vrydag 13 Maart 2026.

2. VIR BESLUITNEMING DEUR

Vir kennisname deur die Burgemeesterskomitee en die Raad.

3. BESPREKING

3.1 Agtergrond:

In terme van die Plaaslike Regering: Munisipale Prestasie Regulasies GN R805 soos gepubliseer op 1 Augustus 2006 (soos gewysig in 2011 en 2014), moet die Munisipale Bestuurder en elke direkteur wat in terme van artikel 54A en 56 van die Plaaslike Regering: Munisipale Stelselwet, 2000 (Wet 32 van 2000) aangestel is, twee-jaarliks op die voorgeskrewe manier geëvalueer word. Die proses is aan die paneel verduidelik deur Mev Adele Yiatses van IGNITE en die aanbieding is aangeheg as **Aanhangsel A**.

Die Munisipale Bestuurder en die relevante direkteure is op **Vrydag 13 Maart 2026** geëvalueer vir die periode van **1 Julie 2025 – 31 Desember 2025** (half-jaarlikse formele evaluering).

Die evalueringspaneel is volgens die wetlike voorskrifte saamgestel en het bestaan uit die Munisipale Bestuurder/Uitvoerende Burgemeester (Voorsitter – MB vir Direkteure en UBM vir MB), die Voorsitter van die Oudit Komitee (*Die ouditkomitee het besluit dat hulle die bywoning van die prestasieproses sal roteer sodat alle lede die waardevolle inligting bekom – 'n lid van die Ouditkomitee, mev Gill Bolton het hierdie evaluering bygewoon*), 'n lid van die Uitvoerende Burgemeesterskomitee (die Portefeulje Voorsitter), die Uitvoerende Burgemeester van 'n ander Munisipaliteit (Mnr Trevor Abrahams van Witzenberg Munisipaliteit) en die Bestuurder Menslike Hulpbrondienste, mnr Wessel Rheeder (notule houer).

Bo en behalwe die wetlike voorgeskrewe persone wat teenwoordig was, het die Raad ook besluit dat die volgende persone teenwoordig sal wees: 'n Lid van die Uitvoerende Burgemeesterskomitee wat alle evaluerings bywoon vir konsekwentheid, naamlik Raadsheer Riaan de Vries (het verskoning gemaak vir mediese redes) en 'n wykskomiteelid van 'n wyk in Bergrivier Munisipaliteit (wyk 4 – Mnr Louis Ntani).

3.2 Proseduriële korrektheid

Die lid van die Ouditkomitee is lid van die prestasie evalueringspaneel met die uitsluitlike doel om toe te sien dat die verrigtinge prosedurieel korrek hanteer word. 'n Verslag in hierdie verband is ontvang van mev Bolton en is aangeheg as **Aanhangsel 1**.

3.3 Evaluering in terme van die vaardighede voorgeskryf deur Regulasie (Januarie 2014)

Die twaalf voorgeskrewe vaardighede word soos volg in die prestasie-kontrakte van die Munisipale Bestuurder en Direkteure vervat:

“The competency framework as set out in the Regulations on Appointment and Conditions of Employment of Senior Managers (17 January 2014) consists of six leading competencies which comprise twenty driving competencies that communicate what is

expected for effective performance in local government, and six core competencies that act as drivers to ensure that the leading competencies are executed at an optimal level.

LEADING COMPETENCIES		DRIVING COMPETENCIES
1.	Strategic Direction and Leadership	<ul style="list-style-type: none"> • Impact and Influence • Institutional Performance Management • Strategic Planning and Management • Organisational Awareness
2.	People Management	<ul style="list-style-type: none"> • Human Capital Planning and Development • Diversity Management • Employee Relations Management • Negotiation and Dispute Management
3.	Program and Project Management	<ul style="list-style-type: none"> • Program and Project Planning and Implementation • Service Delivery Management • Program and Project Monitoring and Evaluation
4.	Financial Management	<ul style="list-style-type: none"> • Budget Planning and Execution • Financial Strategy and Delivery • Financial Reporting and Monitoring
5.	Change Leadership	<ul style="list-style-type: none"> • Change Vision and Strategy • Process Design and Improvement • Change Impact Monitoring and Evaluation
6.	Governance Leadership	<ul style="list-style-type: none"> • Policy Formulation • Risk and Compliance Management • Cooperative Governance
CORE COMPETENCIES		
7.	Moral Competence	
8.	Planning and Organising	
9.	Analysis and Innovation	
10.	Knowledge and Information Management	
11.	Communication	
12.	Results and Quality Focus	

5.8 *There is no hierarchical connotation to the competencies, and all are essential to the role of a senior manager to influence high performance. All competencies will therefore be considered as measurable and critical in assessing the level of the Employees performance."*

3.4 Program en Evaluerings

Die program vir die evaluerings is aangeheg as **Aanhangsel 2**.

3.5 Notules


Die notule van die Prestasie Evaluering is aangeheg as **Aanhangsel 3**.

3.6 Uitslag

Die individuele uitslae is aangeheg is **Aanhangsel 4**.

TER INLIGTING

Aanhangsel
A



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BERGRIVIER MUNICIPALITY MID-YEAR PERFORMANCE EVALUATIONS OF THE MUNICIPAL MANAGER AND SENIOR MANAGERS REPORTING TO THE MUNICIPAL MANAGER

DATE: 13 MARCH 2026
VENUE: COUNCIL CHAMBER, 13 KERK STREET, PIKETBERG
PRESENTER: MS ADELE YIATES, IGNITE ADVISORY SERVICES


www.bergmun.org.za

1

Legal requirements

Regulation 805; Budget and Reporting Regulations & NT Circular 13

- o **Agreement** – Minimum requirements and process in terms of all applicable legislative requirements – By consultation and mutual agreement
- o **Annexure A: Part 1 – Operational KPI's:** Performance objectives and targets that must be met by the Employee with timeframes; linked to SDBIP; Top Layer KPI's must be included – *80% Weight*
- o **Annexure A: Part 2 – Core Competency Requirements:** In terms of Regulation 21 of 17 January 2014; all competencies to be assessed – *20% Weight*
- o **Annexure B:** Definitions of Core Competencies in terms of Regulation 21 of 17 January 2014 required to operate effectively as senior managers in the local government environment
- o **Annexure C: Personal Development Plan:** Sets out the Employee's personal development requirements in line with the objectives and targets of the Employer



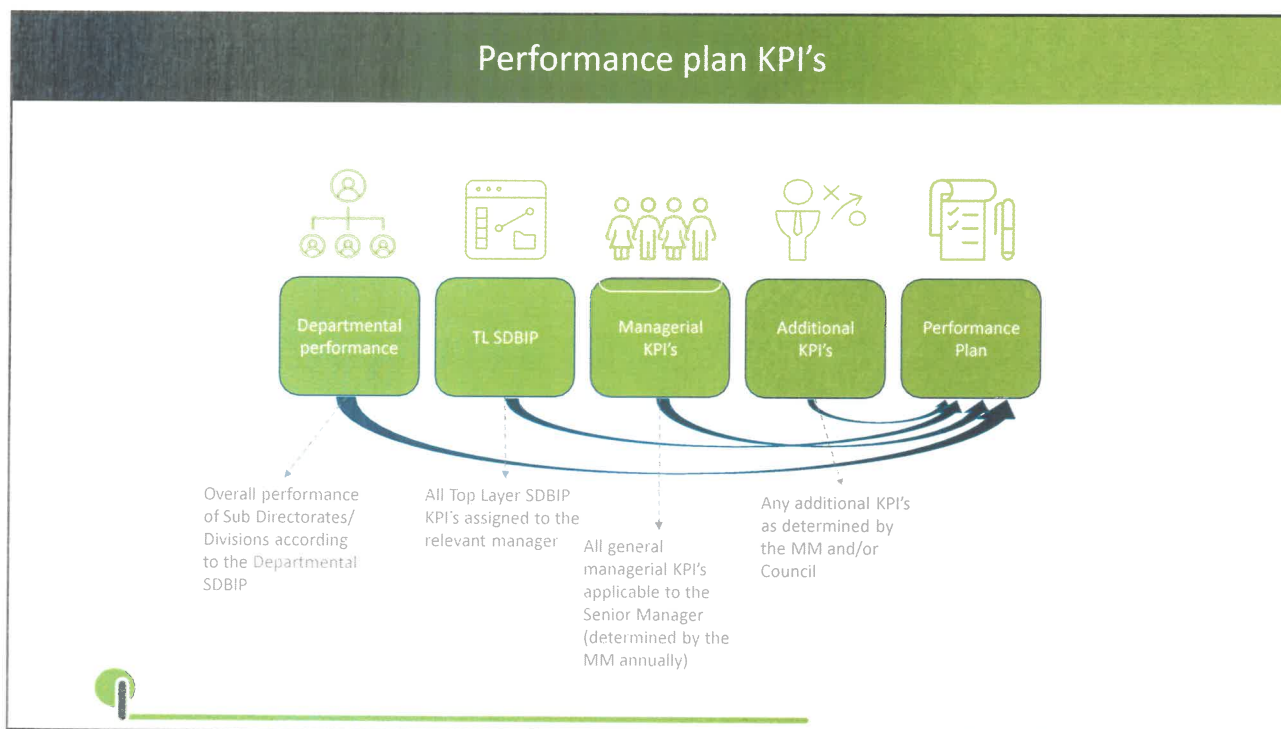
2

Legal requirements

Regulations: 805 & 796 & GN21

- Performance should be reviewed quarterly
- Reviews for the first and the third quarter may be verbal if performance is satisfactory
- Mid-year and final evaluation must be formal
- Formal evaluation must be by panel:
 - Mayor (Primary evaluator of MM)
 - Municipal Manager (Primary evaluator of senior manager)
 - Member of the Ward Committee as nominated by the Mayor (for evaluation of the MM)
 - Portfolio Councillor (Secondary evaluator for senior manager)
 - Chairperson of Performance Audit Committee or Audit Committee
 - Municipal Manager from another municipality/Executive Mayor from another municipality
- Record must be kept of formal evaluations
- Overall evaluation report and results must be submitted to Council
- Copies of any formal evaluation of the MM must be sent to the MEC for Local Government
- Annexure A may be adjusted after evaluation with mutual consent

3



4

TIP: Indicators must be SMART

Specific	Precisely quantifiable	I will get fit -run
Measurable	Achievement measurable more often -twice a week ...
Achievable	Balance between ambitious and realistic for at least 20 2 kilometers ...
Relevant	Aligned with municipal objectives	... so I can finish a marathon ...
Timely	Outcome / output within a specific time	... one day by the end of 2025.

5

Performance assessment procedures

Team work

Prepare

- Documentation distributed
- All parties work through SDBIP results
- Collect the POE's
- Complete self-assessment
- Prepare questions for clarity

PERFORMANCE ASSESSMENT

Performance Assessment

- Submit self-assessment
- Presentation on portfolio of evidence
- Questions to enable you to evaluate
- Scoring
- Feedback based on performance / gaps
- Identify development areas
- Signoff

Verification

- Internal audit
- Accuracy of reporting
- Completeness of POE's
- Consider performance per competency definition

Systems

General

- Must focus on KPI's as agreed in agreement, not other issues
- Only focus on the performance during period of assessment
- Cannot be penalized for circumstances beyond person's control
- Must be consistent and fair

Change

6

TIP: Weights and scoring

Weights

Importance of KPI - high
Focus required - high
Compliance – lower
Reporting - low

$Score / 5 \times weight = \text{Final score}$

1

Unacceptable performance

2

Not fully effective with valid reason

3

Fully effective

4

Performance significantly above expectations

5

Outstanding performance

7

High Level Overview of Bergrivier Municipality's Performance for the 2025/26 Mid-year

Bergrivier Municipality

Responsible Department

Bergrivier Municipality	Responsible Department				
	Health Manager	Corporate Services	Financial Services	Community Services	Technical Services
Hot Met	9 (6.04%)	1 (2.33%)	-	6 (15.00%)	2 (4.08%)
Almost Met	5 (3.38%)	1 (9.09%)	2 (6.67%)	-	2 (4.08%)
Met	102 (68.92%)	5 (45.45%)	18 (60.00%)	15 (37.50%)	42 (85.71%)
Well Met	7 (4.72%)	-	3 (10.00%)	3 (7.50%)	1 (2.04%)
Extremely Well Met	25 (16.36%)	5 (45.45%)	8 (26.67%)	12 (30.00%)	2 (4.08%)
Did Not Occur	-	-	-	-	-
Total	148*	11	30	18	49
	100%	7.43%	20.27%	12.16%	33.11%

* Excludes 105 KPIs which had no targets/objectives for the period selected

STRATEGIC PERFORMANCE

FINANCIAL PERFORMANCE

Total KPIs = 148 (90.54%)

OPEX

Revenue

Capital

91%

90%

100%

85%

92%

The total expenditure to date is R297.873 million, which represents 44.91% (44.3% in the previous financial year) of the total operating expenditure budget for the year.

Total revenue received to date was R343,766 million which represents 52.91% (53.77% in the previous year) of the total operating revenue budget for the year.

The actual Capital Expenditure for the 2025/26 Mid-Year is R 26.7 million which represents spending of 25.87% of the total adjusted capital budget of R 103.4 million.

8

Results of Mid-Year Performance

- Hand over to the MM for discussion where own scores varies from system generated results
- MM:61.96% (Portfolio Chairs competency scores outstanding)
- Director Corporate Services:70% (Portfolio Chairs competency scores outstanding)
- Director Community Services:56% (Portfolio Chair competency scores outstanding)
- Director Financial Services:60% (Portfolio Chair competency scores outstanding)
- Director Technical Services:64%

Out of 80
The 20% CCR's

were evaluated at the evaluations.

GILLIAN MARY BOLTON

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15 March 2026

PER E-MAIL

The Municipal Manager
Berg Rivier Municipality

Dear Advocate Linde

PERFORMANCE EVALUATION PROCESS: SECTION 57 APPOINTEES: 13 MARCH 2026

As a representative of the PRAC, I attended the Mid-Year Performance Evaluations (from 01 July 2025 – 31 December 2025) of the Municipality's Section 57 appointees which took place in the Council Chamber at Piketberg from 0830 to 1030.

The appointees evaluated were:

#	Appointee	Designation
1	Mr Vivian Kotzee	Director: Corporate Services
2	Mr Dean Josephus	Director: Community Services
3	Mr PW Erasmus	Director: Finance (CFO)
4	Advocate Hanlie Linde	Municipal Manager

The former Director: Technical Services, Mr Denwin van Turha, who resigned earlier in 2026, was not present.

As before, the evaluation process was undertaken in terms of the Ignite system. However, instead of the Excel spreadsheets as used previously with the data then being uploaded into the system, the data was captured directly into the system, with the system then generating the results accordingly.

In this regard, a presentation was made by Ms Adele Yiatses from Ignite Advisory Services providing an overview of the system as implemented.

It was also recorded that the CAE had conducted an assurance review of the process and Ms Yiatses suggested that, going forward, he also be present during the Performance Evaluation process itself.

The Deputy Mayor, Alderman Mario Wessels, expressed the view that the capturing of data directly into the system, removed potential subjectivity in the process.

The fact that the system generated the results also meant that the Programme was shorter than before as the Directors/Municipal Manager did not make presentations but were available to make representations if they had any issues with the scoring as per the system vs their own scoring.

Neither the Municipal Manager nor the CFO made any representations.

The Directors: Corporate Services and Community Services raised certain concerns as to the weightings used and highlighted the issue of SCM positions not having been filled and the non-responsiveness of tenders for the Piketberg Swimming Pool. This was noted; however, it was also highlighted that this was only the Mid-Year Evaluation process.

A concern was highlighted as regards CAPEX spend at only 25,87%, which is below the NT requirements (approximately 53%) and this is being monitored.

That being said, the overall results were as follows:

Municipal Manager	91%
CFO	100%
Director: Corporate Services	90%
Director: Community Services	85%
Director: Technical Services	92%

} Complete KPI's of 80% Component

I record that, in my professional opinion:

- the evaluation process for all appointees was:
 - structured, focussed and comprehensive;

- objective, fair and reasonable; and
- conducted in a professional, consistent and courteous manner;
- the Municipal Manager and the Executive Mayor, Alderman Ray van Rooy were present to chair the evaluation process and all other persons were present as per the Programme circulated by the Municipality;
- the External Mayor from Witzenberg Municipality, Mr Trevor Abrahams, was present as an external Mayor as well as the Ward 4 Committee Member, Mr Louis Nthane;
- the evaluation process was in accordance with the determined objectives and indicators appropriate to the Municipality and approved by Council; and
- the process complied with the applicable legislative requirements (Act and Regulations) and the required Annual Performance Contracts.

I record my appreciation for having had the opportunity to attend the Performance Evaluation process again in Berg Rivier Municipality.

As always, a performance evaluation process provides an opportunity to gain a broader understanding of the challenges facing the Municipality and issues that may not always be discussed extensively within PRAC meetings.

Should you require any clarification or additional information regarding the above, please do not hesitate to contact me telephonically or by e-mail.

Yours sincerely



Gill Bolton

Member: Performance Risk and Audit Committee



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Aankomende 2

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Bergrivier Municipality

PROGRAMME: MID-YEAR PERFORMANCE EVALUATION

FRIDAY 13 MARCH 2026 AT 08:30 – 09:30

MUNICIPAL COUNCIL CHAMBERS, KERK STREET 13, PIKETBERG

Performance Evaluation Panel:

Chairpersons:

- Municipal Manager: Adv. Hanlie Linde
- Executive Mayor: Ald. Ray van Rooy

Portfolio Councillors:

- Corporate Services Portfolio Chairperson: Cllr. Johan Moolman
- Community Services Portfolio Chairperson/ Deputy Executive Mayor: Ald. Mario Wessels
- Technical Services Portfolio Chairperson: Ald. Riaan de Vries
- Financial Services Portfolio Chairperson: Ald. Jakobus Daniels

Administration:

- Manager: Strategic Services (Ms. Whitney Prins)
- Manager: Human Resources (Mr. Wessel Rheeder) (Minute Taker)

External Panel Members:

- Chairperson of the Performance, Risk and Audit Committee (PRAC): Ms. G Bolton
- External Mayor: Mr. Trevor Abrahams (Witzenberg Municipality)
- Ward Committee member: Mr. Louis Nthane (Ward 4)
- Ignite Advisory Services: Ms. Adele Yiatses

TIME	Evaluatee	Panel
08:00 coffee and refreshments will be served		
08:30 – 09:30	Panel discussion	<ul style="list-style-type: none">▪ Ald. Ray van Rooy: Executive Mayor▪ Ald. Riaan de Vries (Observer)▪ Corporate Services Portfolio Chairperson: Cllr. Johan Moolman▪ Community Services Portfolio Chairperson/ Deputy Executive Mayor: Ald. Mario Wessels▪ Technical Services Portfolio Chairperson: Ald. Riaan de Vries▪ Financial Services Portfolio Chairperson: Ald. Jakobus Daniels▪ Mr. Trevor Abrahams External Mayor (Witzenberg Municipality)

Physical Address: 13 Kerk Street, Piketberg, 7320

Postal Address: PO Box 60, Piketberg, 7320

TIME	Evaluatee	Panel
08:00 coffee and refreshments will be served		
		<ul style="list-style-type: none"> ▪ Adv. Hanlie Linde: Municipal Manager ▪ Ms. G Bolton: Chairperson of the Performance, Risk and Audit Committee (PRAC) ▪ Manager: Strategic Services (Ms. Whitney Prins) ▪ Manager: Human Resources (Mr. Wessel Rheeder-Minute Taker) ▪ Mr. Louis Nthane (Ward 4) ▪ Ms. Adele Yiatses: Ignite Advisory Services ▪ Mr. Dean Josephus: Director Community Services ▪ Mr. Denwin van Turha: Director Technical Services ▪ Mr. Vivian Kotzee: Director Corporate Services ▪ Mr. PW Erasmus: Director Finance (CFO)

Physical Address: 13 Kerk Street, Piketberg, 7320

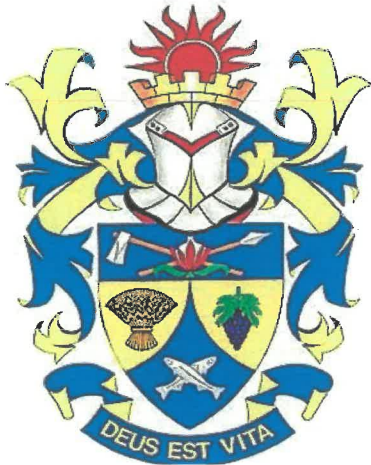
Postal Address: PO Box 60, Piketberg, 7320

BERGRIVIER MUNISIPALITEIT / MUNICIPALITY**VISIE:**

Bergrivier: 'n vooruitstrewende gemeenskap waar almal wil leef, werk, leer en speel op 'n menswaardige manier.

VISION: Bergrivier: a

prosperous community where all want to live, work, learn and play in a dignified manner.

**KERN WAARDES / CORE VALUES**

We are all part of Bergrivier Municipality.
 We render good services to ensure dignified living to all.
 We are unashamedly pro-poor.
 We believe in close innovative partnerships.
 We believe in social and economic development of our area.
 We care about our work and our colleagues.
 We are disciplined.
 We believe in ethical behaviour.
 We believe in good relationships.
 We serve with pride.

MINUTES OF THE PERFORMANCE EVALUATION COMMITTEE MEETING HELD ON FRIDAY 13 MARCH 2026 AT 08:45 IN THE COUNCIL CHAMBERS, MUNICIPAL OFFICES, PIKETBERG

PRESENT**Chairpersons:**

- Municipal Manager: Adv. Hanlie Linde
- Executive Mayor: Ald. Ray van Rooy

Portfolio Councillors:

- Corporate Services Portfolio Chairperson: Cllr. Johan Moolman (via MSTeams)
- Community Services Portfolio Chairperson/ Deputy Executive Mayor: Ald. Mario Wessels
- Financial Services Portfolio Chairperson: Ald. Jakobus Daniels

Administration:

- Manager: Strategic Services (Ms. Whitney Prins)
- Manager: Human Resources (Mr. Wessel Rheeder) (Minute Taker)

External Panel Members:

- Chairperson of the Performance, Risk and Audit Committee (PRAC): Ms. G Bolton
- External Mayor: Mr. Trevor Abrahams (Witzenberg Municipality)
- Ward Committee member: Mr. Louis Nthane (Ward 4)
- Ignite Advisory Services: Ms. Adele Yiatses



MINUTES OF THE PERFORMANCE EVALUATION COMMITTEE MEETING HELD ON FRIDAY 13 MARCH 2026 AT 08:45 IN THE COUNCIL CHAMBERS, MUNICIPAL OFFICES, PIKETBERG

1. OPENING AND WELCOME

The meeting was opened by the Municipal Manager, who welcomed all attendees and explained that the purpose of the meeting was to conduct the mid-year performance evaluation of the Municipal Manager and Section 56 Managers (Directors) in accordance with the Local Government: Municipal Systems Act, 2000 and the Local Government: Regulations on the Appointment and Conditions of Employment of Senior Managers (2014).

The Municipal Manager mentioned that a new process will be followed from the 2025/2026 performance evaluations, where the performance management system automatically generated preliminary scores, after self-scoring by herself and the Directors, based on reported progress against approved KPIs and targets contained in the SDBIP and that the evaluations will not be held separate as in the past.

She also highlighted that the mid-year review forms part of the municipality's performance management cycle and serves as an opportunity to assess progress against agreed Key Performance Indicators (KPIs) and Core Competency Requirements (CCRs).

2. APOLOGIES

- Technical Services Portfolio Chairperson: Ald. Riaan de Vries

3. PURPOSE OF THE MEETING

The purpose of the meeting was to:

- Conduct the mid-year performance evaluation of the Municipal Manager and Directors.
- Provide an opportunity for the Municipal Manager and Directors to present inputs where their self-evaluation scores differ from the system-generated scores.
- Allow the Evaluation Panel to engage with the managers on performance achievements, challenges, and corrective measures.
- Ensure alignment with the approved Service Delivery and Budget Implementation Plan (SDBIP) and Performance Agreements.

4. OVERVIEW OF THE PERFORMANCE EVALUATION PROCESS

Ms. Adele Yiatses of Ignite Advisory Services presented an overview of the performance evaluation process.

Key points highlighted included:

- The performance management system automatically generated preliminary scores based on reported progress against approved KPIs and targets contained in the SDBIP.
- Prior to the meeting, the Municipal Manager and Directors were given the opportunity to conduct self-assessments by scoring their KPIs and CCRs.
- During the meeting, managers were allowed to motivate or provide evidence where their self-scores differed from the system-generated scores.



MINUTES OF THE PERFORMANCE EVALUATION COMMITTEE MEETING HELD ON FRIDAY 13 MARCH 2026 AT 08:45 IN THE COUNCIL CHAMBERS, MUNICIPAL OFFICES, PIKETBERG

- The Executive Mayor, Municipal Manager and Portfolio Chairperson will finalise their scoring after considering the discussions and evidence presented during the meeting.

5. MID-YEAR PERFORMANCE REVIEW: 1 JULY 2025 – 31 DECEMBER 2026

5.1 Municipal Manager

The Executive Mayor acted as Chairperson and presented the KPI scores for the Municipal Manager. The Municipal Manager was afforded the opportunity to comment on the scores and provide clarification where necessary.

The Municipal Manager states that she accepts the score as allocated by the system and has no further comments.

5.2 Directors (Section 56 Managers)

The Municipal Manager acted as Chairperson and presented the KPI scores of each Director.

Each Director was given an opportunity to comment / motivate where their self-assessment scores differ from the system-generated performance scores.

The Director Corporate Services and Director Community Services made use of the opportunity and motivated adjustments to certain scores where the system-generated results did not fully reflect the progress made.

The Evaluation Panel noted the explanations provided.

6. PANEL OBSERVATIONS

The Evaluation Panel acknowledged the progress made in implementing the approved Service Delivery and Budget Implementation Plan (SDBIP) and departmental performance targets during the first half of the financial year.

The Executive Mayor and Deputy Executive Mayor will finalise the performance scores of the Municipal Manager and the Municipal Manager and relevant Portfolio Chairperson will finalise the performance scores after reviewing the input presented during the meeting, if applicable.

7. CLOSURE

The Municipal Manager thanked all participants for their contributions and emphasised the importance of maintaining momentum in achieving the municipality's strategic objectives and service delivery commitments.

The meeting was adjourned at 10:30.

BERGRIVIER MUNICIPALITY

PERFORMANCE EVALUATION SUMMARY



Performance evaluation of: **Municipal Manager: Adv H Linde**

Period: 1 July to 31 December 2025

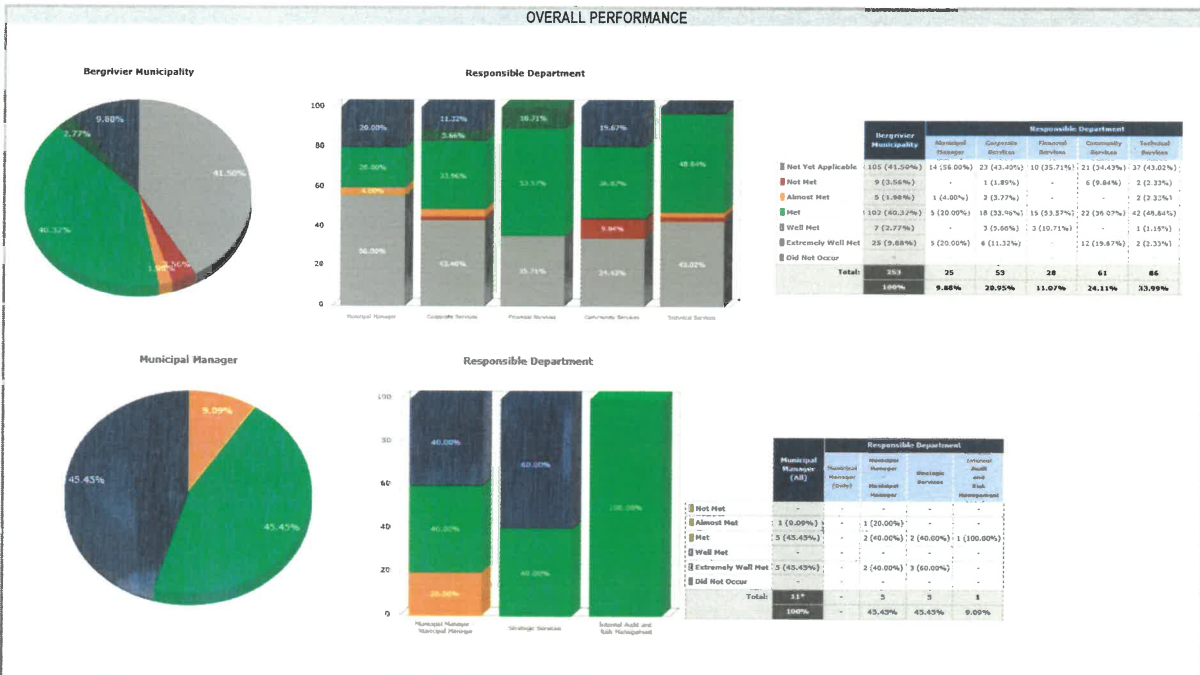
Panel Members: Executive Mayor: Ald R van Rooy
 Deputy Executive Mayor: Ald M Wessels
 Ward Committee Member: Mr. Louis Nthane (Ward 4)
 Audit Committee Chairperson: Ms G Bolton
 External Executive Mayor: Mr T Abrahams

Date of evaluation: 13 March 2026

PERFORMANCE RESULTS

	Total score for period	Total weight for period	Weighted percentage	Performance %
Division Performance	25,60	32,00		
Strategic (Top Layer) Performance	1,20	3,00		
General Management Performance	10,80	12,00		
Total Operational Performance	37,60	47,00	80%	64,00%
Core Competency Requirements	17,10	20,00	20%	17,10%
Final Score	54,70	67,00	100%	81,10%

OVERALL PERFORMANCE



PERFORMANCE COMMENTS

Signed by panel members:

Ald R van Rooy

Deputy Executive Mayor

Ward Committee Member

Audit Committee Chairperson

External Executive Mayor

[Handwritten signatures: R van Rooy, M Wessels, Louis Nthane, G Bolton, T Abrahams, Adv H Linde]

Signed by employee: Municipal Manager: Adv H Linde

Date: 13 March 2026

BERGRIVIER MUNICIPALITY

PERFORMANCE EVALUATION SUMMARY



Performance evaluation of: **Director Community Services: Mr DA Josephus**

Period: 1 July to 31 December 2025

Panel Members:

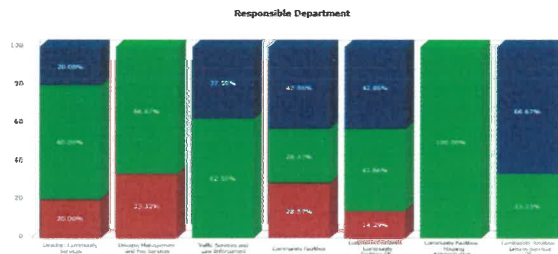
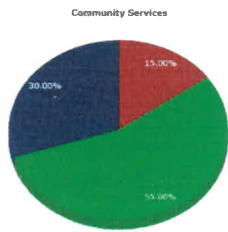
Municipal Manager	Adv H Linde
Executive Mayor	Ald R van Rooy
Councillor	Ald M Wessels
Ward Committee Member	Mr. Louis Nthane (Ward 4)
Audit Committee Chairperson	Ms G Bolton
External Mayor	Mr T Abrahams

Date of evaluation: **13 March 2026**

PERFORMANCE RESULTS

	Total score for period	Total weight for period	Weighted percentage	Performance %
Division Performance	6.40	8.00	0.00	
Strategic (Top Layer) Performance	9.00	15.00	0.00	
General Management Performance	11.00	16.00	0.00	
Total Operational Performance	26.40	39.00	80.00%	54%
Core Competency Requirements	16.30	20.00	20.00%	16%
Final Score	42.70	59.00	100.00%	70%

OVERALL PERFORMANCE



Community Services (AS)	Responsible Department						
	Strategic Management and Policy Services	Ward, Neighbourhood and District Councils	Community Facilities	Community Development and Community Services	Community Planning and Administration	Community Services Support Unit	Community Services
Not Met	0 (0.00%)	1 (20.00%)	2 (33.33%)	0	2 (50.00%)	1 (25.00%)	0
Almost Met	0	0	0	0	0	0	0
Met	22 (50.00%)	4 (66.67%)	3 (50.00%)	2 (50.00%)	2 (50.00%)	4 (100.00%)	1 (25.00%)
Well Met	0	0	0	0	0	0	0
Extremely Well Met	0	0	0	0	0	0	0
Did Not Occur	0 (0.00%)	0	0	0	0	0	0
Total	22	4	3	2	2	4	1
Weighted Average	17.25%	15.00%	38.00%	17.25%	18.00%	7.50%	7.50%

PERFORMANCE COMMENTS

Signed by panel members:

Adv H Linde

~~Ald R van Rooy~~

Ald M Wessels

Mr. Louis Nthane (Ward 4)

Ms G Bolton

Mr T Abrahams

Signed by employee: Director Community Services: Mr DA Josephus

Date: 13 March 2026

BERGRIVIER MUNICIPALITY

PERFORMANCE EVALUATION SUMMARY



Performance evaluation of: **Director: Corporate Services: Mr JWA Kotzee**

Period: 1 July to 31 December 2025

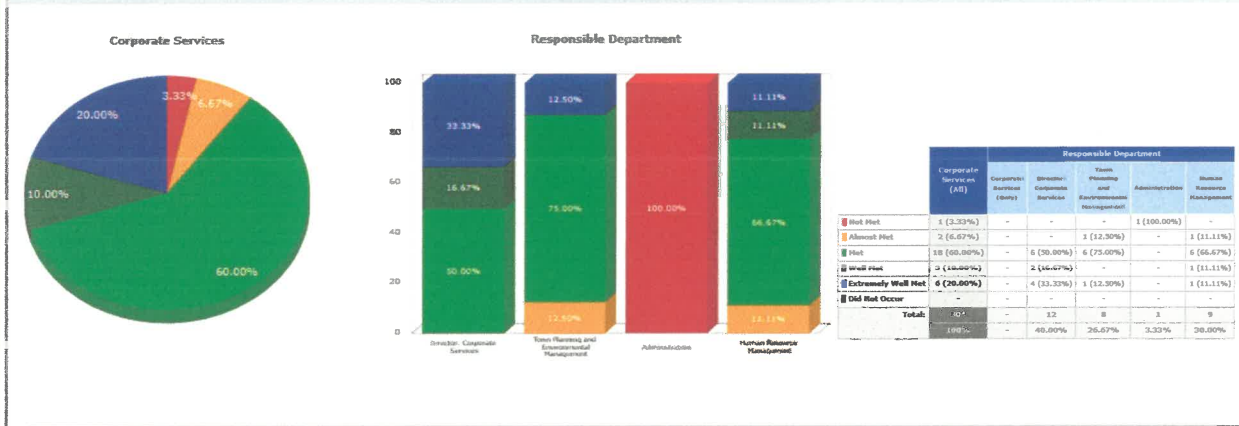
Panel Members: Municipal Manager: Adv H Linde
 Executive Mayor: Ald R van Rooy
 Councillor: Cllr J Moolman
 Ward Committee Member: Mr. Louis Nthane (Ward 4)
 Audit Committee Chairperson: Ms G Bolton
 External Executive Mayor: Mr T Abrahams

Date of evaluation: 13 March 2026

PERFORMANCE RESULTS

	Total score for period	Total weight for period	Weighted percentage	Performance %
Division Performance	17,32	19,98		
Strategic (Top Layer) Performance	23,63	25,33		
General Management Performance	14,90	16,10		
Total Operational Performance	55,85	61,41	80,00%	73%
Core Competency Requirements	16,70	20,00	20,00%	17%
Final Score	72,55	81,41	100,00%	89%

OVERALL PERFORMANCE



PERFORMANCE COMMENTS

Signed by panel members: Adv H Linde

Ald R van Rooy

Cllr J Moolman

Mr. Louis Nthane (Ward 4)

Ms G Bolton

Mr T Abrahams

Signed by employee: Director: Corporate Services: Mr JWA Kotzee

Date: 13 March 2026

BERGRIVER MUNICIPALITY

PERFORMANCE EVALUATION SUMMARY



Performance evaluation of: **Director Financial Services: Mr PW Erasmus**

Period: 1 July to 31 December 2025

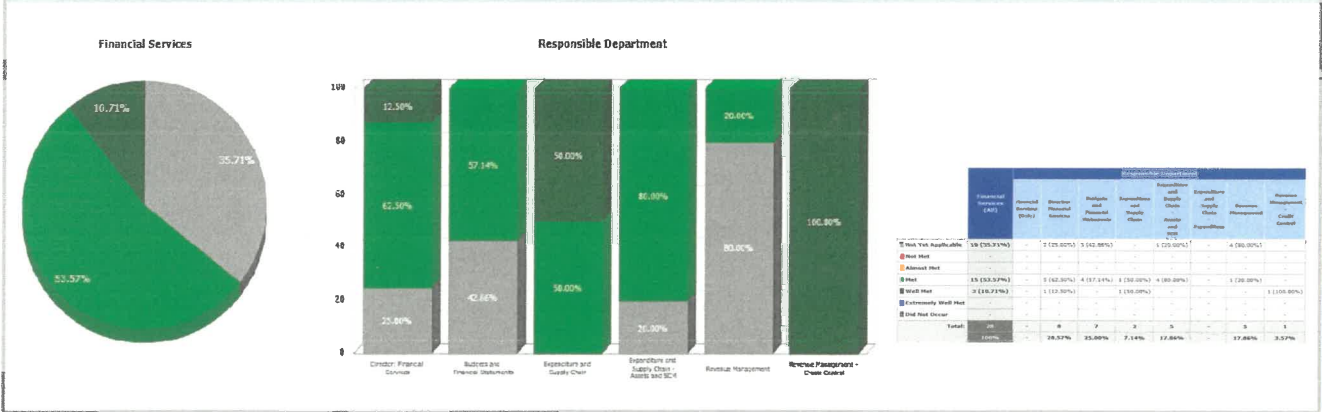
Panel Members: Municipal Manager: Adv H Linde
 Executive Mayor: Ald R van Rooy
 Councillor: Ald J Daniels
 Ward Committee Member: Mr. Louis Nthane (Ward 4)
 Audit Committee Chairperson: Ms G Bolton
 External Mayor: Mr T Abrahams

Date of evaluation: 13 March 2026

PERFORMANCE RESULTS

	Total score for period	Total weight for period	Weighted percentage	Performance %
Division Performance	9.00	9.00	0.00	
Strategic (Top Layer) Performance	13.20	15.00	0.00	
General Management Performance	9.00	15.00	0.00	
Total Operational Performance	31.20	39.00	80.00%	64%
Core Competency Requirements	17.17	20.00	20.00%	17%
Final Score	48.37	59.00	100.00%	81%

OVERALL PERFORMANCE



PERFORMANCE COMMENTS

Signed by panel members:

Adv H Linde

Ald R van Rooy

Ald J Daniels

Mr. Louis Nthane (Ward 4)

Ms G Bolton

Mr T Abrahams

Signed by employee: Director Financial Services: Mr PW Erasmus

Date: 13 March 2026