

**EXTRACT FROM THE COUNCIL MEETING OF THE KANNALAND
MUNICIPALITY AS HELD ON TUESDAY, 31 AUGUST 2021 IN THE TOWN HALL
AT LADISMITH**

**COUNCIL 50/08/21: KANNALAND PERFORMANCE MANAGEMENT POLICY
2021-2022**

RESOLUTION

1. That the ongoing court case reach finality and a verdict be passed;
2. That disputes be dealt with through Inter governmental Relations Framework mechanisms;
3. That the 2021/2022 Kannaland Performance Management Policy be adopted by Council;
4. That critical vacancies be filled as soon as the High Court processes are concluded;
5. That performance management be cascaded to departmental level;
6. That a culture of performance be instilled throughout the organization and that the Municipal Manager be tasked to ensure this happens;
7. That workshops and staff induction sessions be held with all staff on the 2021/2022 Kannaland Performance Management Policy;
8. That consequence management for non-performance be implemented;
9. That job descriptions be updated and tasked;
10. That the Manager: IDP and PMS report to Council each month on progress made in relation to the implementation of the Performance Management Policy.
11. That the 2021/2022 Kannaland Performance Management Policy be implemented incrementally.