

**EXTRACT FROM THE MINUTES OF A SPECIAL COUNCIL MEETING OF THE KANNALAND MUNICIPALITY SCHEDULED FOR 28 FEBRUARY 2024 POSTPONED AND HELD ON THURSDAY, 29 FEBRUARY 2024 AT 8:00 IN THE COUNCIL CHAMBERS, LADISMITH.**

**2023-2024 KANNALAND MUNICIPALITY PERFORMANCE MANAGEMENT POLICY FRAMEWORK REVIEW (COUNCIL 19/02/2024)**

**RESOLUTION:**

The following actions are recommended to improve performance at Kannaland Municipality during 2023/24:

1. That the 2023/2024 Reviewed Kannaland Performance Management Policy Framework hereto attached marked Annexure I be adopted by Council;
2. That the 2023/24 SDBIP be adjusted during February 2024;
3. That funding be secured for the procurement of an automated Performance management system;
4. That performance management be cascaded to departmental level during 2024/2025;
5. That a culture of performance be instilled throughout the organization;
6. That workshops and staff induction sessions be held continuously with all staff on the 2023/2024 Kannaland Performance Management Policy Framework;
7. That consequence management for non-performance be implemented;
8. That job descriptions be updated and tasked;
9. That the 2023/2024 Kannaland Performance Management Policy be implemented incrementally.
10. That performance evaluations (formal and informal) be conducted during 2024/25;



11. That the critical vacancies of Municipal Manager, Director: Infrastructure Services, Performance Management Coordinator and Head: Supply Chain Management be filled;
12. That the Audit and Performance audit committee perform their fiduciary duties with respect to performance monitoring and evaluation;

  
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**SPEAKER**

29/02/2024  
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**DATE**