

SWELLENDAM MUNICIPALITY

PERFORMANCE EVALUATION SUMMARY



Performance evaluation of: **Municipal Manager : A Vorster**

Period: **Mid-year - 1 July 2025 - 31 December 2025**

Panel Members:

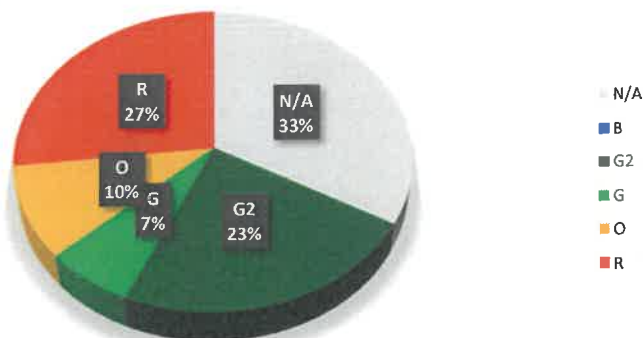
Executive Mayor	Cllr F du Rand
Deputy Executive Mayor	Vacant
Chairperon of the Audit and Performance Audit Committee	Mr A Dippenaar
Ward Committee Member	Mr A Harmse
External Municipal Manager	Mr W Hendricks

Date of evaluation: **21 May 2026**

PERFORMANCE RESULTS

	Total score for Mid-Year	Total score for the Year	Total weight for period
Division Performance	8	-	23,00
Strategic (Top Layer) Performance	22	-	34,00
Managerial Performance	14	-	23,00
Final Operational Score	43	-	80,00
Core Competency Requirements	19	-	20,00
Final Score	62	-	100,00

OVERALL PERFORMANCE



PERFORMANCE COMMENTS

Signed by panel members:

Executive Mayor _____

Deputy Executive Mayor _____

Chairperon of the Audit and Performance Audit Committee _____

Ward Committee Member _____

External Municipal Manager _____

[Signatures]

A Dippenaar

[Signature]

[Signature]

[Signature]

Signed by employee: **Municipal Manager : A Vorster**

Date

Comments

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**Director Financial Services
SWELLENDAM MUNICIPALITY**

PERFORMANCE EVALUATION SUMMARY

Performance evaluation of: **Director Financial Services (CFO): Elmarie Wasserman**

Period: **Mid-year - 1 July 2025 - 31 December 2025**

Panel Members:

Municipal Manager	Ms A Vorster
Portfolio Councillor	Cllr F Kees
Chairperson of the Audit and Performance Audit Committee	Mr A Dippenaar
External Municipal Manager	Mr W Hendricks

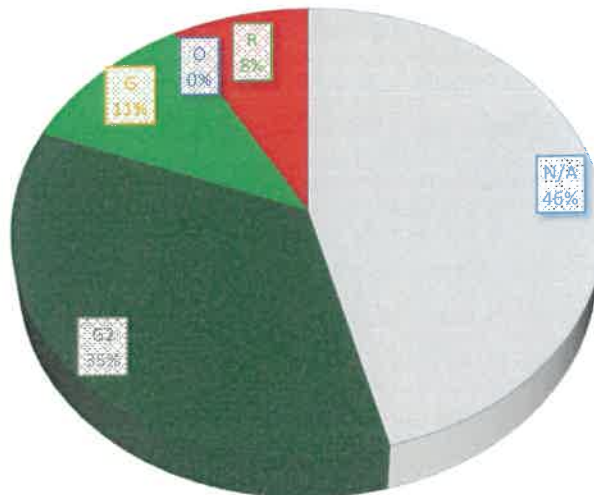


Date of evaluation: **21 May 2026**

PERFORMANCE RESULTS

	Total score for Mid-Year	Total score for the Year	Annual Weighted %
Division Performance	7		12
Strategic (Top Layer) Performance	20		30
Managerial Performance	23		38
Final Operational Score	51		80%
Core Competency Requirements	18		20%
Final Score	69		100%

OVERALL PERFORMANCE



PERFORMANCE COMMENTS

Signed by panel members:

Municipal Manager	
Portfolio Councillor	
Chairperson of the Audit and Performance Audit Committee	<i>A Dippenaar</i>
External Municipal Manager	<i>W Hendricks</i>

Signed by employee: **Director Financial Services (CFO):
Elmarie Wasserman**

Date

Comments

SWELLENDAM MUNICIPALITY

PERFORMANCE EVALUATION SUMMARY



Performance evaluation of: **Director: Community Services : Keith Stuurman**

Period: 2025-2026 Mid-year: 1 July 2025 to 31 Desember 2025

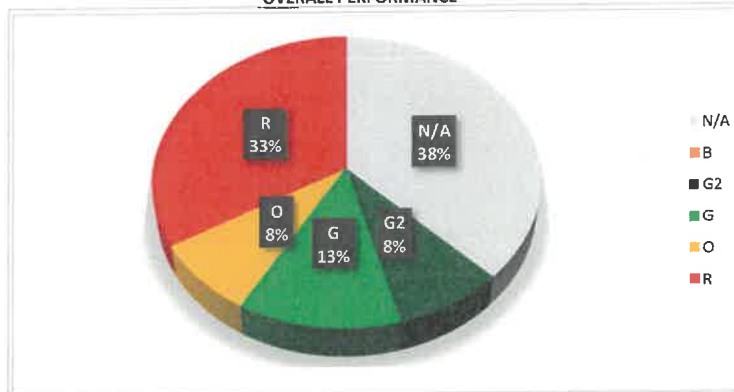
Panel Members: Municipal Manager Ms A Vorster
Portfolio Councillor Cllr E Lamprecht
Chairperson of the Audit and Performance Audit Committee Mr A Dippenaar
External Municipal Manager Mr W Hendricks

Date of evaluation: 21 May 2026

PERFORMANCE RESULTS

	Total score for Mid-Year	Total score for the Year	Weighted percentage
Division Performance	5	0	15
Strategic (Top Layer) Performance	4	0	6
Managerial Performance	29	0	59
Final Operational Score	37	0	80
Core Competency Requirements	17	0	20
Final Score	54	0	100%

OVERALL PERFORMANCE



PERFORMANCE COMMENTS

Signed by panel members:

Municipal Manager

Portfolio Councillor

Chairperson of the Audit and Performance Audit Committee

External Municipal Manager

[Signature]

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[Signature]

[Signature]

Signed by employee: Director: Community Services : Keith Stuurman

Resigned and did not attend evaluation session

Comments: