



**IN-COMMITTEE:**

**RB7.1.18/26-02-2026**

**PERFORMANCE REVIEWS REPORT OF THE MUNICIPAL MANAGER AND MANAGERS DIRECTLY ACCOUNTABLE TO THE MUNICIPAL MANAGER**

**RESOLVED:**

- 1.1. The panel recommended that Council approve the payment of bonus of the all-inclusive annual remuneration package for the period 2024/25 as indicated below:

Name	Period	Bonus % Payable
Municipal Manager	1 July 2024 to 30 June 2025	<b>11%</b>
Director: Financial Services	1 October 2024 to 30 June 2025	<b>11%</b>
Director: Support Services	1 July 2024 to 30 June 2025	<b>11%</b>
Director: Technical Services	1 July 2024 to 30 June 2025	<b>11%</b>

1.2. Council noted the bonus allocation in terms of Regulation 805

1.3. Council to approve the bonus:

(a) A score of 130% to 149 % is awarded a performance bonus ranging from 5% to 9% and

(b) A score of 150% and above is awarded a performance bonus ranging from 10% to 14%

Mr. G. Matthyse: Final score: 168.00% (Period 1 July 2024 to June 2025)..

Mr J Booysen: Final score: 188.80% (Period 1 October 2024 to June 2025)..

Mr. H. Witbooi: Final score: 158.00% (Period 1 July 2024 to June 2025). and

Mr R. de Ridder: Final score: 151.48 % (Period 1 July 2024 to June 2025).

According to paragraph 11.3 of the signed performance agreement, a performance bonus of total package should be paid once the annual report for 2024/25 has been tabled and to council, as indicated in section 8 (1) of Regulation 805.

**Proposed:** Cllr. J Van Heerden

**Seconded:** Cllr. A Scheepers

**No Counter Proposals**

- **PA component abstained from this item as there is a lack of information to this report**
- **DA component abstained from this item and agreed with the PA.**



**CHAIRPERSON / VOORSITTER**

**26/02/2026**

**DATE / DATUM**