

OBJECTIVE	STRATEGY	KPI No.	KEY PERFORMANCE INDICATOR	RISKS	MEASURABLE UNIT	ANNUAL TARGET	QUARTERLY TARGETS				RESPONSIBLE PERSON	PORTFOLIO OF EVIDENCE
							Q1	Q2	Q3	Q4		
GOOD GOVERNANCE	Improving the institutional capacity and policy environment for effective LED											
		UEDA 01	Ensure the adherence to the compliance checklist and adherence to the MFMA, MSA and the Company's Act	Lack of internal capacity to develop the checks	report, date reviewed by Audit Committee. Date adopted by Board.	One (1) compliance checklist report, reviewed by the Audit Committee and adopted by the Board by 30 June 2026	N/A	One (1) report on adherence to the compliance checklist by 31 December 2025	One (1) compliance checklist submitted to the Audit Committee for consideration 31 March 2026	One (1) compliance checklists adopted by the Board by 30 June 2025	Ms S Maphalala- Corporate Service Officer	1 Compliance checklist report, proof of submission to internal Audit Committee and Board Resolution
		UEDA 02	Regular reporting to Uthukela District Municipality (UTDM)	Lack of internal capacity to develop the reports	Number of reports submitted to the UTDM	Four (4) quarterly performance reports submitted to UTDM by 30 June 2026	One (1) quarterly Performance report submitted to UTDM by 30 September 2025	One (1) quarterly Performance report submitted to UTDM by 31 December 2025	One (1) quarterly Performance report submitted to UTDM by 31 March 2026	One (1) quarterly Performance report submitted to UTDM by 30 June 2026	Ms S Maphalala- Corporate Service Officer	Quarterly reports, proof of submission
		UEDA 03	Ensure good governance; performance management, risk assessment and financial controls	Lack of internal staff to support the internal audit unit	Number of reports	Four (4) Internal Audit unit reports by 30 June 2026	One (1) Internal Audit Committee report by 30 September 2025	One (1) Internal Audit Committee report by 31 December 2025	One (1) Internal Audit Committee report by 31 March 2026	One (1) Internal Audit Committee report by 30 June 2026	Ms S Maphalala- Corporate Service Officer	Internal Audit reports
		UEDA 04	Oversight on performance; risk and financial controls	Lack of internal staff to support board matters	Number of meetings	Four (4) board meetings by June 2026	One (1) board meeting by 30 September 2025	One (1) board meeting by 31 December 2025	One (1) board meeting by 31 March 2026	One (1) board meeting by 30 June 2026	Ms S Maphalala- Corporate Service Officer	Notice Agenda , Signed minutes and attendance registers
ORGANISATIONAL DEVELOPMENT AND TRANSFORMATION	Ensuring effective capacity development											
		UEDA 05	Oversight on performance; risk and financial controls	Lack of internal staff to support portfolio committee matters	Number of meetings	Twelve (12) portfolio committee meetings by June 2026	Three (3) Quarterly Portfolio committee meetings by 30 September 2025	Three (3) Quarterly Board Portfolio committee meetings by 31 December 2025	Three (3) Quarterly Board Portfolio committee meetings by 31 March 2026	Three (3) Quarterly Board Portfolio committee meetings by 30 June 2026	Ms S Maphalala- Corporate Service Officer	Notice Agenda , Signed minutes and attendance registers
		UEDA 06	Alignment with the 5-year plan	Objective and targets not met due to capacity deficiencies	Strategy Review Planning and 1 SDBIP	One (1) Strategy Review and 1 SDBIP formulated and adopted by the board	N/A	One (1) report on programmes earmarked for 2026/27 by 31 December 2025	One (1) report on procurement of strategy review necessities, 1 formulation of the SDBIP by 31 March 2026	One (1) strategy review and (1) SDBIP adopted by the board by 30 June 2026	Ms S Maphalala- Corporate Service Officer	Reports, Strats Document, treasury requirement report and SDBIP
		UEDA 07	To improve delivery through the implementation of a performance management system	Lack of cooperation and meeting deadlines by other department	Number of performance reviews per employee	All employees entered into an employee performance review by 30 June 2025	Adoption of the performance management policy and plan by MANCO and Board by 30 September 2025	All employees entered into an employee performance review by 31 December 2025	One (1) feedback per employee regarding performance review by 31 March 2026 12 employees	All employees entered into an employee performance review by 30 June 2026	Ms S Maphalala- Corporate Service Officer	PM Plan, MANCO resolution, performance reviews, Feedback report
		UEDA 08	Implementation of capacity building programmes by June 2026	Limited budget to implement training objectives	Number of trainings conducted	two (2) capacity building sessions held for employees by 30 June 2026	One training conducted by 30 September 2025	N/A	One training Conducted by 31 March 2026	N/A	Ms S Maphalala- Corporate Service Officer	Signed reports
		UEDA 09	Adoption of policies by 30 June 2026	unqualified personnel to review policies	Number of policies reviewed and adopted	Twenty five (25) Policies reviewed and adopted by the board by 30 June 2026	Review eight (8) policies by 30 September 2025	Review 9 policies by 31 December 2025	Review 9 policies by 31 March 2026	Twenty-five (25) policies adopted by the Board as part of strategy review by 30 June 2026	Ms S Maphalala- Corporate Service Officer	Report, Board Resolution
		UEDA 10	Regular reporting to Uthukela District Municipality (UTDM)	Lack of internal staff to support IGR matters	Number of meetings to be attended.	four (4) cluster meetings by 30 June 2026	one (1) cluster meeting by 30 September 2025	one (1) cluster meeting by 31 December 2025	one (1) cluster meeting by 31 March 2026	one (1) cluster meeting by 31 June 2026	Ms S Maphalala- Corporate Service Officer	Notice Agenda , Signed minutes and attendance registers

FINANCIAL VIABILITY AND MANAGEMENT												
Expansion and development of strategic economy	To ensure effective reporting and compliance	UEDA 11	Submission of credible annual financial statements and performance report to the Auditor-General by 31 August 2025	Objective and targets not met due to capacity deficiencies	Date of submission of the report	Submission of credible annual financial statements and performance report to the Auditor-General by 31 August 2025	Proof of submission of annual financial statements and performance report to the Auditor-General by 31 August 2025	N/A	N/A	Ms. A Mathonsi - Financial Investment Manager	Proof of submission	
		UEDA 12	Submission of mid-term budget and performance assessment report to Board and UTDN by 20 January 2025	Objective and targets not met due to capacity deficiencies	Date of submission of the report	Submission of mid-term budget and performance assessment report to Board and UTDN by 20 January 2026	N/A	One (1) draft mid-term budget by 31 December 2025	Submission of mid-term budget and performance assessment report to Board and UTDN by 20 January 2026	Ms. A Mathonsi - Financial Investment Manager	Proof of submission	
		UEDA 13	Submission of monthly financial reports to the board and UTDN by 30 June 2025	Objective and targets not met due to capacity deficiencies	Date of submission of the report	Twelve (12) submissions of monthly financial reports reported to Board and UTDN by 30 June 2026	Three (3) monthly financial reports by 30 September 2025	Three (3) monthly financial reports by 31 March 2026	Three (3) monthly financial reports by 30 June 2026	Ms. A Mathonsi - Financial Investment Manager	Report and Proof of Submission	
		UEDA 14	Submission of the annual budget in terms of SBT of MFMA to the parent municipality by 31 January 2026	Budget may not be cash backed	Date of submission of the report	Submission of annual budget in terms of SBT of MFMA by 31 January 2026	N/A	N/A	Submission of a draft annual budget to the board and the parent municipality by 31 January 2026	Submission of the annual budget to the board for approval and to the Municipality for compliance by 30 June 2026	Ms. A Mathonsi - Financial Investment Manager	Proof of submission
		UEDA 15	Developing Long Term Financial Plan	Lack of alignment with provincial and national government strategic objectives	Number of Long Term Financial Plan adopted and reports.	One (1) Long Term Financial Plan adopted by 30 June 2026 and Three (3) Quarterly reports on implementation.	One (1) Long Term Financial Plan adopted by 30 September 2025	One (1) report on the implementation of Long Term Financial Plan by 31 December 2025	One (1) report on the implementation of Long Term Financial Plan by 31 March 2026	One (1) report on the implementation of Long Term Financial Plan by 30 June 2026	Ms. A Mathonsi - Financial Investment Manager	Long Term Financial Plan resolution Receipts.

LOCAL ECONOMIC OBJECTIVE	STRATEGY	KEY PERFORMANCE INDICATOR	RISKS	MEASURABLE UNIT	ANNUAL TARGET	QUARTERLY TARGETS				PORTFOLIO OF EVIDENCE
						Q1	Q2	Q3	Q4	
Expansion and development of strategic economic infrastructure		UEDA 16 Identification of investment opportunities within the district	Poor cooperation by LMIs	Database/ Reports	Four(4) updates/ reports	One (1) report on available investment opportunities within the district by 30 September 2025	One (1) report on available investment opportunities within the district by 31 December 2025	One (1) report on investment opportunities within the district by 30 March 2026	One (1) report on available investment opportunities within the district by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager Reports and adverts placed on website
		UEDA 17 Quarterly reports on OSS	Late transfer of launch & start up funds	Signed SLA and Quarterly Reports	1 signed SLA, reports on OSS	One (1) Signed SLA by 30 September 2025	One (1) Quarterly report on the services rendered by 31 December 2025	One (1) Quarterly report on the services rendered by 31 March 2026	One (1) Quarterly report on the services rendered by 31 June 2026	Ms. A. Mahonai - Finance/Investment Manager SLA, Quarterly reports
		UEDA 18 Number of SMIME trainings	Objective and targets not met due to capacity deficiencies	Number of trainings	Six (6) trainings by 30 June 2026	One (1) report on adoption of manuals by MANCO by 30 September 2025	Report on two (2) trainings undertaken by 31 December 2024	Report on two (2) trainings undertaken by 31 March 2025	Report on two (2) trainings undertaken by 30 June 2025	Ms. A. Mahonai - Finance/Investment Manager Reports, attendance register, MANCO resolution
		UEDA 19 Services - GIPC/GSD TAX and business plans	Objective and targets not met due to capacity deficiencies	Number of Reports	Four(4) reports	One (1) report on services rendered by 30 September 2025	One (1) report on services rendered by 30 December 2025	One (1) report on services rendered by 31 March 2026	One (1) report on services rendered by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager Reports
Support for small, medium and micro enterprises (SMIME)	Support for informal economy	UEDA 20 Logistical support for SMIME'S	Objective and targets not met due to budgetary constraints	Number of reports	Four (4) reports	One (1) report on services rendered by 30 September 2025	One (1) report on services rendered by 30 December 2025	One (1) report on services rendered by 31 March 2026	One (1) report on services rendered by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager Reports
		UEDA 21 Colled data on SMIMEs	Poor cooperation by LMIs	Database	One (1) advert, One (1) database	Advertise for SMIMEs to be enlisted on the LED by 30 September 2025	One (1) engagement with LMIs through LED by 30 December 2025	One (1) engagement with LMIs through LED by 31 March 2026	One (1) engagement with LMIs through LED and advertisement held by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager copy of Advert, Report
		UEDA 22 Identification, assistance, financing of projects of business persons and those in excluded areas (clothing, cultural artifacts, welding, IT, and builds and carpentry)	Objective and targets not met due to capacity deficiencies	Database	Four(4) updates	Advertise and liaise with the LMIs for targeted individuals and businesses to be enlisted on the Agency's database by 30 September 2025	Advertise and liaise with the LMIs for targeted individuals and businesses to be enlisted on the Agency's database by 31 December 2025	Advertise and liaise with the LMIs for targeted individuals and businesses to be enlisted on the Agency's database by 30 March 2026	Advertise and liaise with the LMIs for targeted individuals and businesses to be enlisted on the Agency's database by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager Report, Adverts on website
		UEDA 23 Assistance with inputs for disabled persons	Objective and targets not met due to budgetary constraints	Reports	Three (3) reports	N/A	One (1) report on the identified individuals for the procurement of materials for sewing businesses	One (1) report on the identified individuals for the procurement of materials for welding businesses	One (1) report on the identified individuals for the procurement of materials for carpentry businesses	Ms. A. Mahonai - Finance/Investment Manager Reports
Support for the informal economy and small enterprises		UEDA 24 Assistance with inputs for SMIME's on Agency's database (Trained SMIMEs subject to monitoring)	Objective and targets not met due to budgetary constraints	Reports	Three (3) reports	N/A	One (1) report on the identified individuals for the procurement of materials for sewing businesses	One (1) report on the identified individuals for the procurement of materials for welding businesses	One (1) report on the identified individuals for the procurement of materials for carpentry businesses	Ms. A. Mahonai - Finance/Investment Manager Reports
		UEDA 25 SMIME Funding applications	Objective and targets not met due to capacity deficiencies	Number of applications	Minimum of eight (10) applications by 30 June 2026	Four (4) SMIME funding applications by 31 September 2025	Four (4) SMIME funding applications by 31 December 2025	Four(4) SMIME funding applications by 31 March 2026	Four(4) SMIME funding applications by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager Reports
		UEDA 26 Business relation	Economic instability, other distinct competition	Number of Reports	Four(4) Reports on engagements by 30 June 2026	One (1) engagement with major industry by 30 September 2025	One (1) engagement with major industry by 30 December 2025	One (1) engagement with major industry by 30 March 2026	One (1) engagement with major industry by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager Reports
		UEDA 27 DUT Satellite	Lack of stakeholder collaboration	Number of reports	Four (4) reports on engagements by 30 June 2026	One (1) engagement with DUT and other stakeholders by 30 September 2025	One (1) engagement with DUT and other stakeholders by 30 December 2025	One (1) engagement with DUT and other stakeholders by 30 March 2026	One (1) engagement with DUT and other stakeholders by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager Reports
Infrastructure Development		UEDA 28 Establishment of Private School	Lack of stakeholder collaboration	Number of engagements	Four (4) engagements by 30 June 2026	One (1) engagement with private primary schools listed on the JSE by 30 September 2025	One (1) engagement with private primary school in Ladysmith	One (1) engagement with private primary school in Ladysmith	One (1) engagement with private primary school in Ladysmith	Ms. A. Mahonai - Finance/Investment Manager Reports
		UEDA 29 EZakheni Itshala SEZ	Delays in project implementation due to bottlenecks in Provincial Government	Number of reports on engagements	Four (4) engagements by 30 June 2026	One (1) engagement with the SEZ Team by 30 September 2025	One (1) engagement with the SEZ Team by 30 December 2025	One (1) engagement with the SEZ Team by 30 March 2026	One (1) engagement with the SEZ Team by 30 June 2026	Ms. A. Mahonai - Finance/Investment Manager Reports

Development and support for the tourism sector	Development and support for the tourism sector	UEDA 30	Tourism Stakeholder Engagement	Lack of stakeholder support	Number of stakeholder engagement meetings held	Eight (8) engagement meetings held with various stakeholders by 30 June 2025	One (1) engagement with tourism UTM and one (1) with LMs through LED and tourism forum held by 30 September 2025	One (1) engagement with TKN and one (1) with EOTEA held by 31 December 2025	One (1) SMEs virtual meeting engagement through LED and tourism forum held by 31 March 2026	Conduct one (1) district tourism indaba and one (1) engagement with LMs through LED and tourism forum held by 30 June 2026	Ms. NN Sibole - LED Programmes Officer	Notice, agenda, signed minutes, and attendance register, and signed report
		UEDA 31	Development of Tourism Routes	Lack of funding, limited stakeholder participation, inadequate marketing resources	Number of reports	Four (4) reports on the business development and marketing support given to the SMEs operating the Amazazi, Wembezi, and Mlangala tourism routes by 30 June 2026	One (1) report on compliance for SMEs on each route and the marketing of tourism routes through digital platforms by 30 September 2025	One (1) report on 1 meeting with each tourism route SMEs, and a funding application for SMEs by 31 December 2025	Conduct one (1) joint business administration training for tourism routes SMEs by 31 March 2026	Conduct one (1) joint feedback session with all tourism routes stakeholders by 30 June 2025	Ms. NN Sibole - LED Programmes Officer	Signed Reports, Notice, Agenda, Minutes and attendance register
		UEDA 32	Rural and Township Tourism Development	Lack of funding, poor stakeholder participation	Number of reports	One (1) survey, one (1) programme of action, and two (2) reports by 30 June 2026	Conduct one (1) survey of challenges with rural and township tourism establishments within Uthukela district by 30 September 2025	One (1) programme of action responding to the challenges identified during the survey by 31 December 2025	One (1) Report on the implementation of the programme of action by 31 March 2026	One (1) report on the mobilisation of rural and township tourism establishments to participate in the district tourism indaba by 30 June 2026	Ms. NN Sibole - LED Programmes Officer	Signed reports, survey questionnaire, and programme of action
		UEDA 33	Market for Souvenirs	Objective and targets not met due to capacity deficiencies	Number of reports	Four (4) reports on the sales of souvenirs within the district by 30 June 2026	One (1) report of sales by 30 September 2025	One (1) report of sales by 31 December 2025	One (1) report of sales by 31 March 2026	One (1) report of sales by 30 June 2026	Ms. NN Sibole - LED Programmes Officer	Signed reports
		UEDA 34	Tourism Destination Marketing	Limited funding, lack of stakeholder support	Number of reports	Four (4) reports on destination marketing by 30 June 2026	One (1) report on the establishment of the tourism web office, 30 September 2025	One (1) on attendance at the Drakensberg Extravaganza event by 31 December 2025	One (1) tourism activation report by 31 March 2026	One (1) report on attendance of the KZN tourism indaba event by 30 June 2026	Ms. NN Sibole - LED Programmes Officer	Action Report (photos, attendance register)
		UEDA 35	Promote market access through Livestock Auctions	Objective and targets not met due to capacity deficiencies	Number of reports	Four (4) reports on livestock auctions held by 30 June 2026	One (1) livestock auction by 30 September 2025	One (1) livestock auction by 31 December 2024	One (1) livestock auction by 31 March 2026	One (1) livestock auction by 30 June 2026	Ms. NN Sibole - LED Programmes Officer	Report with pictures
		UEDA 36	Promotion of market access through Agricultural Shows	Lack of budget to support emerging farmers	Number of reports	One (1) report on agricultural show held by 30 June 2026	N/A	N/A	N/A	One (1) report on agricultural show held by 30 June 2026	Ms. NN Sibole - LED Programmes Officer	Report with pictures
		UEDA 37	Development of Agricultural Market	Lack of interest/participation, insufficient funding for training and mentorship	Number of reports	Three (3) reports on agricultural market by 30 June 2026	N/A	One (1) report on the farmers market held by 31 December 2025	One (1) report on farmers held by 31 March 2026	One (1) report on farmers held by 30 June 2026	Ms. NN Sibole - LED Programmes Officer	Feasibility study and proof of funding application
		UEDA 38	Chicken Abattoir	Lack of support, regulatory challenges, legal restrictions	Number of reports	One (1) updated Chicken farmers, One (1) report on site visits and one (1) report on chicken indaba reports on chicken abattoir by 30 June 2026	One (1) updated Chicken farmers by 30 September 2025	One (1) report on chicken farmer's site visits by 31 December 2025	One (1) Chicken indaba held by 31 March 2026	N/A	Ms. NN Sibole - LED Programmes Officer	Feasibility study and proof of funding application
		UEDA 39	Beans seeds	Lack of budget to support emerging farmers	Number of reports	Four (4) reports on contracts signing, trainings, seeds distribution, and packaging and signing by 30 June 2026	One (1) report of contract signing by 30 September 2025	One (1) training on sugar beans production by 31 December 2025	One (1) report on the distribution of sugar bean seeds by 31 March 2026	One (1) report on the packaging and marketing of sugar beans by 30 June 2026	Ms. NN Sibole - LED Programmes Officer	Reports with pictures
		UEDA 40	Commercial farmers engagement	Lack of support, regulatory challenges, legal restrictions	Report	One (1) engagement with commercial farmers by 30 June 2026	N/A	One (1) engagement with commercial farmers by 31 December 2025	N/A	N/A	Ms. NN Sibole - LED Programmes Officer	Report with pictures
		UEDA 41	Hemp Industry	Lack of budget to support emerging farmers	Number of reports	One (1) report on the hemp expo by 30 June 2026	N/A	One (1) report on hemp expo held by 31 December 2025	N/A	N/A	Ms. NN Sibole - LED Programmes Officer	Report with pictures