

CENTLEC (SOC) Ltd.

SERVICE DELIVERY & BUDGET IMPLEMENTATION PLAN

**APPENDIX C - SDBIP PLANNING
TEMPLATE**

2021/22

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Abbreviations

SDBIP	Service Delivery Business Plan
SDA	Service Delivery Agreement
MMM	Mangaung Metropolitan Municipality
SHERQ	Safety, Health, Environment, Risk and Quality
MFMA	Municipal Finance Management Act
IDP	Integrated Development Plan
AGSA	Auditor General South Africa
FBE	Free basic Electricity
TOU	Time of use
WSP	Work Skills Plan
FAR	Fixed Asset Register



1. INTRODUCTION AND BACKGROUND

CENTLEC (SOC) Ltd is currently the license holder and distributes electricity to over 174 721 customers in the area of Mangaung, Kopanong, Mohokare and Mantsopa in the Southern Free State Towns. CENTLEC's customer base consists of 97% of domestic customers and 3% commercial users.

In terms of the Service Delivery Agreement (SDA) entered into by and between Mangaung Metropolitan Municipality (MMM) and CENTLEC, CENTLEC is responsible for electricity distribution, which shall include the following obligations:

- a) Development of an integrated detailed service plan within the framework of MMM's Integrated Development Plan (IDP);
- b) Operational Planning and management of electricity distribution services in line with NRS047 and NRS048;
- c) Undertaking social and economic development that is directly related to the provision of electricity distribution services;
- d) Developing a customer management plan;
- e) Managing its own accounting, financial management, budgeting and investment activities within a framework of transparency, accountability, reporting and financial control determined in terms of the SDA and applicable municipal finance management legislation;
- f) Levying service delivery fee to customers in accordance with the NERSA (NRS047) approved tariffs;
- g) Provide its own Safety, Health, Environment, Risk and Quality (SHERQ) services; and
- h) Provide street and area lighting on behalf of MMM.

In line with the SDA provisions as outline above, the entity plans to continue or initiate the following most important policy initiatives for the period under review, which are necessary to achieve developmental objectives, which forms the basis of this Service Delivery & Budget Implementation Plan (SDBIP), viz:

- a) Operational and Capital Optimisation: (i.e. Embrace Culture of Continuous Improvement).
- b) Revenue Enhancement and Continuous Exploration of Growth Options.
- c) Capacitate and Empowered Workforce.
- d) Ensure Optimal Service Delivery.
- e) Good Governance Practices & Stakeholder Engagement.

2. THE SDBIP CONCEPT AT CENTLEC (SOC) LTD

2.1 Definition of SDBIP

Section 1 of the Municipal Finance Management Act of 56 of 2003 (MFMA) defines the SDBIP is defines as follows: *“a detailed plan approved by the mayor of a municipality in terms of section 53(1)(c)(ii) for implementing the municipality’s delivery of services and the execution of its annual budget and which must include the following”:*

- (a) projections for each month of:
 - (i) revenue to be collected by source; and*
 - (ii) operational and capital expenditure, by vote;**
- (b) service delivery targets and performance indicators for each quarter*
- (c) Any other matters that may be prescribed, and includes any revisions of such plan by the mayor in terms of section 54(1)(c)”*

2.2 THE FRAMEWORK OF THE ENTITY’S SDBIP

The development of SDBIP is a requirement in terms of section 53 of the MFMA. In essence, the SDBIP gives effect to the entity’s Multi-Year Business Plan, the aligned strategic objectives of the parent municipality’s IDP and the entity’s annual budgets. The entity’s SDBIP indicates the objectives and outputs for each of the entity’s functional areas, sets out the key performance indicators and service delivery targets, and links each service



delivery output to the budget of the entity, thus providing credible management information and a detailed plan of how the entity will provide such services and the inputs and financial resources to be used, while at the same time allows for monitoring and assessment of performance, and the time deadlines for each output.

In line with the performance reporting requirements, this plan will be used to facilitate accountability of the entity's management and administration to the Board of Directors and the parent municipality (i.e. Mangaung Metropolitan Municipality). It will also facilitate the management, implementation and monitoring of the entity's budget.

Compliant with the provisions of section 53 and 87 of the MFMA, this is a top-layer SDBIP dealing with consolidated service delivery targets and it includes the following information:

- a) Monthly projections of revenue to be collected for each source;
- b) Monthly projections of expenditure (operating and capital) and revenue for each vote;
- c) Quarterly projections of service delivery targets and performance indicators for each vote; and
- d) Detailed capital works plan allocated by ward over three years.

Following this the top-layer, targets are set out in this plan, the senior management is then expected to develop the lower-layer of detail of the SDBIP, by providing more detail on each output for which they are responsible for, and breaking up such outputs into smaller outputs and linking these to each middle and junior - level managers in their respective departments.

2.3 LINKING THE SDBIP AND THE BUDGET

As contained in this plan, the departmental performance objective and targets are based on the initial revenue and expenditure projections prepared as contained in the final approved budget. These revenue and expenditure projections were prepared taking into account the policy mandate of the entity as contained in the SDA, and the strategic direction and priorities set through the MMM's IDP and the entity's Multi-Year Business Plan.

Reference was also made to the 2019/20 in-year reports and the previous year's annual report (2020/21) in reviewing the entity's Multi-Year Business Plan, the Budget and consequently this SDBIP in an effort to review any existing weaknesses or risks to achieving the desired service delivery outcomes.

The objectives, goals and targets and as set out in this SDBIP are therefore appropriately linked to specific programmes of the entity and are fully funded.

3. BUDGET IMPLEMENTATION

Section 100 of MFMA stipulates that the Accounting Officer of a municipal entity is responsible for implementing the entity's budget, including taking effective and appropriate steps to ensure that:

- a) the spending of funds is in accordance with the budget;
- b) revenue and expenditure are properly monitored; and
- c) spending is reduced as necessary when revenue is anticipated to be less than projected in the budget.

Furthermore, section 101 of the MFMA stipulates that the Accounting Officer must report, in writing, to the Board of Directors of the entity, at its next meeting, and to the Accounting Officer of the entity's parent municipality any financial problems of the entity, including any impending or actual: -

- a) under collection of revenue due;
- b) shortfalls in budgeted revenue;
- c) overspending of the entity's budget;
- d) delay in the entity's payments to any creditors; or
- e) overdraft in any bank account of the entity for a period exceeding days; and
- f) any steps taken to rectify such financial problems.

However, alongside the above stipulated responsibilities of the Accounting Officer in relation to implementation of the budget, section 105 (1) of the MFMA also places upon each official of the entity exercising financial management responsibilities, the duty to take all reasonable steps within their area of responsibility to ensure:

- a) that the system of financial management and internal control established for the entity is carried out diligently;
- b) that the financial and other resources of the entity are utilised effectively, efficiently, economically and transparently;
- c) that any irregular expenditure, fruitless and wasteful expenditure and other losses are prevented;
- d) that all revenue due to the entity is collected;
- e) that the provisions of the MFMA, to the extent applicable to that official, including any delegations in terms of section 106, are complied with; and
- f) that the assets and liabilities of the entity are managed effectively, and that assets are safeguarded and maintained to the extent necessary.

4. THE SDBIP AS PERFORMANCE MONITORING TOOL

In order to serve as an efficient performance monitoring tool, the SDBIP should therefore determine, and be consistent with the performance agreements between the Board and the Chief Executive Officer and as well as the Chief Executive Officer and Executive Managers to be formulated at the start of every financial year.

The entity's SDBIP therefore serves as a vital monitoring tool for the Board and Council of the parent municipality to consistently monitor performance of the entity. This will enable the Board and the Chief Executive Officer to be pro-active and take remedial steps in the event of poor performance.

Essentially, it is anticipated that managers at all levels within the entity should be pro-active in their approach and be able to identify problems and institute immediate corrective actions so as to ensure that delivery targets as contained in this SDBIP are achieved.

5. REPORTING

Being a start-of-year planning and target tool, the SDBIP gives meaning to both in-year reporting and end-of-year annual reporting. The in-year service delivery and budget implementation plan reporting of the entity consists of:

- a) **Monthly reports:** the structure, content and timing of monthly budget reporting shall be in accordance with section 87 of MFMA and Schedule F of Municipal Budget & Reporting Regulations, 2008
- b) **Quarterly reports:** the structure, content and timing of quarterly budget reporting shall be in accordance with Circular 88 of the MFMA.
- c) **Mid-year report:** the structure, content timing of the mid-year reporting shall be in accordance with section 88 of MFMA and Schedule E of Municipal Budget & Reporting Regulations, 2008

The end of year reporting of the entity, which shall take into account all the in-year reports and the mid-year budget and performance assessment report, and shall be in a form of an Annual Report prepared in terms of section 121 of the MFMA. The Annual Report shall be submitted to the Auditor General of South Africa (AGSA) for auditing and shall be subject to oversight by the Board of Directors and the Council of the parent municipality.

6. OFFICIAL SIGN-OFF

It is hereby certified that this 2021/22 SDBIP (APPENDIX C - SDBIP PLANNING TEMPLATE):

- Was developed by the management of the CENTLEC (SOC) Ltd in consultation with Mangaung Metropolitan Municipality as the sole parent municipality;
- Takes into account all the relevant policies, legislation and other mandates for which the CENTLEC is responsible;
- Accurately reflects the strategic outcome oriented goals and objectives which CENTLEC Ltd will endeavour to achieve over the period this plan.

SUBMITTED BY:




N.A Leteno

EM: Compliance & Performance
Designation

31/03/2021
Date

SUPPORTED BY:



M.M Matsimela

Chief Financial Officer
Designation

31/03/2021
Date

APPROVED FOR SUBMISSION BY:



M. Sekoboto

Chief Executive Officer
Designation

31/03/2021
Date

CENTLEC (SOC) Ltd
2021/22 SDBIP (APPENDIX C - SDBIP PLANNING TEMPLATE)

Sector	Ref No.	Performance Indicator (Output level only)	Baseline (Annual Performance of 2020/21 estimated)	Annual target for 2021/22	Target for 2021/22SDBIP per Quarter				Resources Allocated for 2021/22SDBIP per Quarter				Total Budget allocated
					1st Quarter Planned Target	2nd Quarter Planned Target	3rd Quarter Planned Target	4th Quarter Planned Target	1st Quarter Planned Budget as Table SA 25, 29 and 30	2nd Quarter Planned Budget as Table SA 25, 29 and 30	3rd Quarter Planned Budget as Table SA 25, 29 and 30	4th Quarter Planned Budget as Table SA 25, 29 and 30	
	4-4.1	95% revenue collection rate as per Circular 71 to be maintained on a monthly basis.	95% of revenue collection rate on outstanding debt as per general ledgers	Monthly revenue collection of 95% on all outstanding Debt	Monthly revenue collection of 95% on outstanding debt by 30 September 2021	Monthly revenue collection of 95% on outstanding debt by 30 December 2021	Monthly revenue collection of 95% on outstanding debt by 31 March 2022	Monthly revenue collection of 95% on outstanding debt by 30 June 2022	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	No Budget Allocation as its performed in house
	4-4.2	98% actual readings in the amount billed per month throughout the 2021/22 year	2020/21 accounts billing reports	98% actual readings in the amount billed per month throughout 2021/22 FY year	98% actual readings in the amount billed per month throughout Quarter 1	98% actual readings in the amount billed per month throughout Quarter 2	98% actual readings in the amount billed per month throughout Quarter 3	98% actual readings in the amount billed per month throughout Quarter 4	R 422 091	R 422 091	R 422 091	R 422 091	R 1,688,366
	4-4.3	Two (2) Bi-annual assets verifications.	2020/21 Asset Registers	Two (2) Bi-annual assets verifications	1. Finalize the 2020/21 Fixed Asset Register (FAR) 2nd asset count 2. Submission of the final 2021/22 FAR by 31 August 2022	Initiate the 1st asset count at the end of December 2021 and be completed by the end of February 2022 with updates of the asset registers, all asset movements, and report any damaged/missing items.	Finalize the 1st asset count for the 2021/22 FAR with updates of the asset registers, all asset movements, and report any damaged/missing items.	Initiate the 2nd asset count to be started in June 2022 and completed by the end of July 2022 with updates of the asset registers, all asset movements, and report any damaged/missing items.	Fixed Assets Register function is outsourced	Fixed Assets Register function is outsourced	Fixed Assets Register function is outsourced	Fixed Assets Register function is outsourced	R 7,471, 052
	5-2-1(a)	Erection of 15 high mast lights within Mangaung by 30 June 2022	2020/21 performance	15 erected and commissioned high mast lights within Mangaung by 30 June 2022	Councilor engagements on the location of high mast lights in their ward by 30 September 2021	Fifteen (15) of the foundations to be pegged, casted, cured and procurement of material by 31 December 2021	Delivery and erection of fifteen (15) high masts by 31 March 2022.	Connections and commissioning of all 15 installed high masts by 30 June 2022.	Appointed Service Provider	Appointed Service Provider	Appointed Service Provider	Appointed Service Provider	R6,246,000.00
	5-2-1(b)	Installed capacity of approved embedded generators on the municipal distribution network by June 2022	2020/21 performance	Approve applications received embedded generation total capacity by June 2022.	Approve applications received embedded generation total capacity by June 2022.	Approve applications received embedded generation total capacity by June 2022.	Approve applications received embedded generation total capacity by June 2022.	Approve applications received embedded generation total capacity by June 2022.	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	No Budget Allocation as its performed in house

**CENTLEC (SOC) Ltd
2021/22 SDBIP (APPENDIX C - SDBIP PLANNING TEMPLATE)**

Sector	Ref No.	Performance Indicator (Output level only)	Baseline (Annual Performance of 2020/21 estimated)	Annual Target for 2021/22	Target for 2021/22 SDBIP per Quarter				Resources Allocated for 2021/22 SDBIP per Quarter				
					1st Quarter Planned Target	2nd Quarter Planned Target	3rd Quarter Planned Target	4th Quarter Planned Target	1st Quarter Planned Budget as Table SA 25, 29 and 30	2nd Quarter Planned Budget as Table SA 25, 29 and 30	3rd Quarter Planned Budget as Table SA 25, 29 and 30	4th Quarter Planned Budget as Table SA 25, 29 and 30	Total Budget allocated
	5-2.1(c)	Unplanned interruptions of the supply should be restored as per NERSA license requirements in terms of NRS 047 by 30 June 2022	NRS 047-4.5.3.	Unplanned interruptions of the supply should be restored as per NERSA license requirements in terms of NRS 047 by 30 June 2022	After forced interruption the supply should be restored as follows: a) 30% within 1.5 hours b) 60% within 3.5 hours c) 90% within 7.5 hours and d) 98% within 24 hours and e) 100% within a week as per NERSA requirement by 30 th September, 2021	After forced interruption the supply should be restored as follows: a) 30% within 1.5 hours b) 60% within 3.5 hours c) 90% within 7.5 hours and d) 98% within 24 hours and e) 100% within a week as per NERSA requirement by 31 December, 2021.	After forced interruption the supply should be restored as follows: a) 30% within 1.5 hours b) 60% within 3.5 hours c) 90% within 7.5 hours and d) 98% within 24 hours and e) 100% within a week as per NERSA requirement by 31 March 2022.	After forced interruption the supply should be restored as follows: a) 30% within 1.5 hours b) 60% within 3.5 hours c) 90% within 7.5 hours and d) 98% within 24 hours and e) 100% within a week as per NERSA requirement by 30 June 2022.	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	No Budget Allocation as its performed in house
	5-2.2(d)	Planned scheduled interruptions of the supply should be restored as per NERSA license requirements in terms of NRS 047 by 30 June 2022.	NRS 047-4.5.5	Planned scheduled interruptions of the supply should be restored as per NERSA license requirements in terms of NRS 048 by 30 June 2022.	At least 72 hours advance notification should be given for any planned interruptions as per NRS 047(4.5.5) by 30 September 2021.	At least 72 hours advance notification should be given for any planned interruptions as per NRS 047(4.5.5) by 31 December 2021	At least 72 hours advance notification should be given for any planned interruptions as per NRS 047(4.5.5) by 31 March 2022.	At least 72 hours advance notification should be given for any planned interruptions as per NRS 047(4.5.5) by 30 June 2022	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	No Budget Allocation as its performed in house
	5-2.2(e)	Percentage of valid customer applications for new electricity connections processed as a percentage in terms of municipal service standards by June 2022.	New KPI	Total number of valid customer applications for new electricity connections processed as a percentage in terms of municipal service standards by June 2022.	Total number of valid customer applications for new electricity connections processed as a percentage in terms of municipal service standards by 31 December 2021.	Total number of valid customer applications for new electricity connections processed as a percentage in terms of municipal service standards by 31 March 2022.	Total number of valid customer applications for new electricity connections processed as a percentage in terms of municipal service standards by 30 June 2022.	Total number of valid customer applications for new electricity connections processed as a percentage in terms of municipal service standards by 30 June 2022.	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	No Budget Allocation as its performed in house
	5-2.2(f)	Number of dwellings provided with electricity connections by 30 June 2022.	FY 20/21	1550 dwellings provided with electricity connections by 30 June 2022	Stinging of MV and LV networks by 31 December 2021	Earthing, transformer installation and investigation of the network by 31 March 2022	1550 dwellings provided with electricity connections by 30 June 2022.	1550 dwellings provided with electricity connections by 30 June 2022.	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities
ENGINEERING-RETAIL													
	6-2.2(a)	Conduct inspection on Time of Use (TOU) connections to ensure optimum functionality by 30 June 2022	2020/21 Inspection Register	Inspection of 800 Time of Use (TOU) connections 30 June 2022	Inspect 150 Time of Use (TOU) connections for period 01 October 2021 and 31 December 2021	Inspect 150 Time of Use (TOU) connections for period 01 January 2022 and 31 March 2022	Inspect 250 Time of Use (TOU) connections for period 01 April 2022 and 30 June 2022	Inspect 250 Time of Use (TOU) connections for period 01 April 2022 and 30 June 2022	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	No Budget allocation as it is performed in house
	6-2.2(b)	Percentage of total residential electricity provision allocated as Free Basic Electricity (FBE) by 30 June 2022	New KPI	Percentage of total residential electricity provision allocated as Free Basic Electricity (FBE) for the period July - 30 September 2021	Percentage of total residential electricity provision allocated as Free Basic Electricity (FBE) for the period 1 October - 31 December 2021	Percentage of total residential electricity provision allocated as Free Basic Electricity (FBE) for the period 1 January - 31 March 2022	Percentage of total residential electricity provision allocated as Free Basic Electricity (FBE) for the period 1 April - 30 June 2022	Percentage of total residential electricity provision allocated as Free Basic Electricity (FBE) for the period 1 April - 30 June 2022	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	No Budget Allocation as its performed in house

CENTLEC (SOC) Ltd
2021/22 SDBIP (APPENDIX C - SDBIP PLANNING TEMPLATE)

Sector	Ref No.	Performance Indicator (Output level only)	Baseline (Annual Performance of 2020/21 estimated)	Annual target for 2021/22	Target for 2021/22 SDBIP per Quarter				Resources Allocated for 2021/22 SDBIP per Quarter				Total Budget allocated
					1st Quarter Planned Target	2nd Quarter Planned Target	3rd Quarter Planned Target	4th Quarter Planned Target	1st Quarter Planned Budget as Table SA 25, 29 and 30	2nd Quarter Planned Budget as Table SA 25, 29 and 30	3rd Quarter Planned Budget as Table SA 25, 29 and 30	4th Quarter Planned Budget as Table SA 25, 29 and 30	
	6-2.2(c)	Convert rotational meters to prepaid and ToU in order to ensure optimum revenue collection by 30 June 2022	The reduction of rotational account meters on Solar System	Convert 800 of the rotational meters to prepaid and ToU as per the spies file by the end of 30 June 2022.	Convert 250 rotational meters to prepaid and ToU for the period 01 July 2021 to 30 June 2022	Convert 150 rotational meters to prepaid and ToU for the period 01 October 2021 To 31 December 2021	Convert 150 rotational meters to prepaid and ToU for the period 01 January 2022 to 31 March 2022	Convert 250 rotational meters to prepaid and ToU for the period 01 April 2022 to 30 June 2022	R687 500	R412 500	R412 500	R687 500	R2,2 million
	6-2.2(d)	Percentage total electricity losses by 30 June 2022	FY 20/21	Percentage total electricity losses by 30 June 2022	Percentage total electricity losses period 1 July 2021 – 30 September 2021	Percentage total electricity losses period 1 October 2021 – 31 December 2021	Percentage total electricity losses period 1 January 2022 – 31 March 2022	Percentage total electricity losses period 1 April 2022 – 30 June 2022	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities
COMPLIANCE & PERFORMANCE													
	7-2.2(a)	Maintain the Fleet according to the 2021/2022 Fleet Maintenance Plan by 30 June 2022	2020/2021 Maintenance Reports	The number of fleet maintained as per the maintenance schedule by 30 June 2022.	The number of fleet maintained as per the maintenance schedule by 30 June 2022.	The number of fleet maintained as per the maintenance schedule by 30 June 2022.	The number of fleet maintained as per the maintenance schedule by 30 June 2022.	The number of fleet maintained as per the maintenance schedule by 30 June 2022.	R1,490,945	R1,490,945	R1,490,945	R1,490,945	R5,963,779.70
	7.5.1(a)	Submit reviewed SDBIP FY 21/22, Mid-term report 21/22, Multi-year business Plan FY 22/23 and first Draft FY 22/23 SDBIP by 20 January 2022.	2020/21 performance	Submit reviewed SDBIP FY 21/22, Mid-term report 21/22, Multi-year business Plan FY 22/23 and first Draft FY 22/23 SDBIP by 20 January 2022.	N/A	N/A	Submit Reviewed SDBIP FY 21/22, Draft SDBIP 22/23, Mid-term Report FY21/22 and Draft Multi-year business plan.	N/A	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities
	7.5.1(b)	Complete Multi-Year Business Plan, SDBIP FY 22/23 and submit Mangaung Metropolitan Council by 31st March 2022.	Previous Multi-Year Business Plan, SDBIPs, Performance Plans and Agreements of the Executives.	Complete Multi-Year Business Plan and SDBIP FY 22/23 and submit Mangaung Metropolitan Council by 31st March 2022.	N/A	N/A	Submit Final draft Multi-Year Business Plan for 2022/23, Final draft SDBIP FY 22/23	N/A	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities
	7.5.1 (c)	Signed Performance agreement of Executives for FY 2021/22 submitted to Marketing to be posted on Centlec website by 31 July 2021.	FY 2020/21	Signed Performance agreement of Executives for FY 2021/22 posted on Centlec website by 31 July 2021.	Performance agreements of Executives for FY 21/22 posted on the Centlec Website by 31 July 2021.	N/A	N/A	N/A	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities	CENTLEC Internal Resources will be utilised on all activities