

Performance Plan

Director: Strategic and Social Development



The Performance Plan sets out:

- a) Key Performance Areas that the employee should focus on, performance objectives, key performance indicators and targets that must be met within a specific timeframe; and
- b) The Competencies required from employees prescribed in the Regulations on the appointment and conditions of employment of senior managers, R21 of 2014.

Performance should be evaluated:

- a) Quarterly of which the annual evaluation must be done by the panel as constituted in paragraph 6.11 of the agreement;
- b) Performance should be assessed on a scale of 1 – 5 as outlined in paragraphs 6.9 – 6.10 of the agreement;
- c) In the instance where an indicator do not have a target or is not applicable due to valid reason or where the performance could not be delivered for a valid reason outside of the control of employee, the indicator will not be evaluated, the weighting will be cancelled and the score total will be re-calculated to calculate the final score;
- d) The employee must submit his/her assessment of his/her own performance to the employer three days prior to the assessment date.




KEY PERFORMANCE INDICATORS

The key performance areas, the performance objectives, key performance indicators and targets that must be met within the agreed timeframe are described below. The assessment of these performance indicators will account for **eighty percent** of the total employee assessment score.

Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
Divisional Performance										
SDBIP Graph	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPI's of the sub-directorate: LED & Rural Development	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	Updated SDBIP and report	90%	90%	90%	90%	4.00
SDBIP Graph	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPI's of the sub-directorate: IDP	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	Updated SDBIP and report	90%	90%	90%	90%	4.00
SDBIP Graph	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPI's of the sub-directorate: Performance Management	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	Updated SDBIP and report	90%	90%	90%	90%	4.00



Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
SDBIP Graph	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPI's of the sub-directorate: ICT	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	Updated SDBIP and report	90%	90%	90%	90%	4.00
SDBIP Graph	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPI's of the sub-directorate: Communications	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	Updated SDBIP and report	90%	90%	90%	90%	4.00
Divisional Performance total weights										20
Managerial Performance										
D336	Good Governance and Public Participation	Attend to internal audit queries within 5 working days	% of Internal Audit queries attended to within 5 working days	90%	Performance confirmed by Internal Audit	90%	90%	90%	90%	0.63
D337	Good Governance and Public Participation	Report quarterly on progress made with the implementation council resolutions applicable to the directorate to the Office of the MM	Number of reports submitted	4	Proof of submission	1	1	1	1	0.63



Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
D338	Municipal Financial Viability and Management	95% of the capital budget for the directorate spent by 30 June	% of capital budget spent by 30 June	90%	CAPEX Report from finance	0%	20%	60%	95%	0.63
D339	Good Governance and Public Participation	Respond to all external COMAF's received within 5 working days after receipt	% of external COMAF's responded to within 5 working days	100%	Performance confirmed by Internal Audit	100%	100%	0%	0%	0.63
D340	Good Governance and Public Participation	Respond to all external RFI's received within 2 working days after receipt	% of external RFI's responded to within 2 working days	100%	Performance confirmed by Internal Audit	100%	100%	0%	0%	0.63
D341	Municipal Financial Viability and Management	Compile a procurement plan of all projects and submit to SCM and the CFO by 30 June	Procurement plan completed and submitted by 30 June	1	Proof of submission	0	0	0	1	0.63
D342	Municipal Financial Viability and Management	Monthly achieve 90% of the milestones (activities) in the Procurement Plan	% of the milestones achieved	100%	Monthly updated procurement plan	90%	90%	90%	90%	0.63
D343	Municipal Financial Viability and Management	Report quarterly to SCM on Service Level Agreements (SLA's) with service	Number of reports submitted	4	Proof of submission	1	1	1	1	0.63



Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
		providers in line with relevant legislation ie Section 116 of the MFMA								
D344	Good Governance and Public Participation	Submit monthly reports to Internal Audit from February to June on the progress made with the implementation with Audit Action plan	Number of reports submitted	5	Proof of submission	0	0	2	3	0.62
D345	Good Governance and Public Participation	Submit the Top Layer SDBIP to the Mayor for approval within 14 days after the annual budget has been approved	Approved Top Layer SDBIP submitted to the Mayor within 14 days after the annual budget has been approved	1	Acknowledgement of receipt from the Mayor and approved Top layer SDBIP	0	0	0	1	0.62
D346	Good Governance and Public Participation	Submit the Oversight Report on the Annual Report to Council by 31 March	Oversight report submitted to Council by 31 March	1	Oversight Report document and Minutes of the Council meeting during which report was discussed	0	0	1	0	0.62
D347	Good Governance and Public Participation	Submit the Mid-Year Performance Report in terms of Section 72 of	Mid-year performance report submitted to	1	Mid-year performance report and minutes of Council meeting	0	0	1	0	0.62



Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
		the MFMA to Council by 31 January	Council by 31 January		during which the report was discussed					
D348	Good Governance and Public Participation	Monthly discuss the departmental SDBIP with the MMC and managers	Number of meetings held	12	Minutes of the meetings held	3	2	3	3	0.62
D349	Good Governance and Public Participation	Conclude performance agreements with all staff by 30 July	% of performance agreements concluded	100%	Report from the system	100%	0%	0%	0%	0.62
D350	Good Governance and Public Participation	Conduct mid-year performance assessment of all staff by 31 January	% of mid-year assessments conducted	100%	Report from the system	0%	0%	100%	0%	0.62
D412	Good Governance and Public Participation	Submit the Mid-Year Performance Report in terms of Section 72 of the MFMA to the Director by 25 January	Mid-year performance report submitted to the Director by 25 January	1	Mid-year performance report and minutes of Council meeting during which the report was discussed	0	0	1	0	0.62
Managerial Performance total weights										10
Strategic (Top Layer) Performance										
TL50	Local Economic Development	Create job opportunities through the Expanded	Number of job opportunities created	400	Signed appointment contracts	150	50	150	50	8.33

Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
		Public Works Programme (EPWP) by 30 June 2024	through EPWP							
TL51	Good Governance and Public Participation	Submit reviewed IDP to Council by 31 May 2024	Reviewed IDP submitted to council	1	Reviewed IDP and Minutes of Council meeting during which IDP was discussed	0	0	0	1	8.33
TL52	Good Governance and Public Participation	Submit the draft Annual Report to Council by 31 January 2024	Draft annual report submitted to Council by 31 January 2024	1	Draft Annual Report and Minutes of Council meeting during which report was discussed	0	0	1	0	8.33
TL53	Local Economic Development	Complete the upgrade of the informal trading areas in Robertson by 30 June 2024	Number of upgrades completed	2	Practical completion certificate	0	0	0	1	8.33
TL54	Basic Service Delivery	Spend 95% of the budget allocated to upgrade ICT infrastructure and general ICT needs by 30 June 2024	Percentage (%) of the approved budget spent	95%	Monthly capital expenditure report	0%	30%	60%	95%	8.34
TL55	Basic Service Delivery	Spend 95% of the budget allocated to purchase generators and	Percentage (%) of the approved budget spent	95%	Monthly capital expenditure report	0%	30%	60%	95%	8.34



Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
		equipment 30 June 2024								
Strategic (Top Layer) Performance total weights										50
TOTAL										80



COMPETENCIES

The competencies required from employees prescribed in the Regulations on the appointment and conditions of employment of senior managers, R21 of 2014. The assessment of these competencies will account for **twenty percent** of the total employee assessment score.

Annexure B describes the different achievement levels for each Competency and should therefore form part of this section of the Performance Plan.

Competency	Definition	Weight
LEADING COPETENCIES		
Strategic direction and leadership	Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate. It includes: • Impact and influence • Institutional performance management • Strategic planning and management • Organisational awareness	1.67
People management	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives. It includes: • Human capital planning and development • Diversity management • Employee relations management • Negotiation and dispute management	1.67
Programme and project management	Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives. It includes: • Program and project planning and implementation • Service delivery management • Program and project monitoring and evaluation	1.67
Financial management	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner. It includes: • Budget planning and execution • Financial strategy and delivery • Financial reporting and delivery	1.67
Change leadership	Able to direct and initiate transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community. It includes: • Change vision and strategy	1.67



Competency	Definition	Weight
	- Process design and improvement - Change impact monitoring and evaluation	
Governance leadership	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships. It includes: - Policy formulation - Risk and compliance management - Cooperative governance	1.67
CORE COMPETENCIES		
Moral competence	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and display behaviour that reflects moral competence.	1.67
Planning and organising	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk.	1.67
Analysis and innovation	Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.	1.67
Knowledge and information management	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	1.67
Communication	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome.	1.67
Results and quality focus	Able to maintain high quality standards, focus on achieving results and objectives while consistency striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives.	1.67
TOTAL		20



IDP LUBBE
MUNICIPAL MANAGER
7 MARCH 2024

