Performance Plan

Municipal Manager

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.

SDBIP Graph	Institutional development and Organisational Transformation	Oversee and monitor that 90% of the KPI's of the Directorate: Budget and Treasury Services are achieved	90% of the KPI's of the directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	90%	5

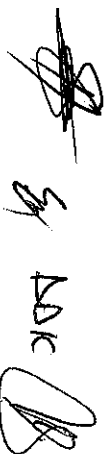| Ref	National KPA	KPI	Unit of Measurement					
SDBIP Graph	Institutional development and Organisational Transformation	Oversee and monitor that 90% of the Directorate: Corporate Services are achieved	90% of the KPI's of the directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	90%
SDBIP Graph	Institutional development and Organisational Transformation	Oversee and monitor that 90% of the Director: Civil Engineering Services are achieved	90% of the KPI's of the directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	90%
SDBIP Graph	Institutional development and Organisational Transformation	Oversee and monitor that 90% of the Director: Community Services are achieved	90% of the KPI's of the directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	90%
SDBIP Graph	Institutional development and Organisational Transformation	Oversee and monitor that 90% of the Director: Planning and Strategy are achieved	90% of the KPI's of the directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	90%
SDBIP Graph	Institutional development and Organisational Transformation	Oversee and monitor that 90% of the Director: Electro-Mechanical Services are achieved	90% of the KPI's of the directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	90%
SDBIP Graph	Institutional development and Organisational Transformation	Manage and achieve 90% of the sub-directorate: Internal Audit	90% of the KPI's of the sub directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	90%
TL56	Good Governance	Submit the Performance Report (Section 46) to the Auditor-General by 31 August	Performance Report (Section 46) submitted	1	1	10	45	95	10
TL57	Institutional development and	Spend 95% of the municipal capital budget on capital projects by 30 June.	% of capital budget spent on capital projects	95%		10	45	95	10

	Competency	Definition	Measure				TOTAL	
	Organisational Transformation							
TL58	Institutional development and Organisational Transformation	Spend 95% of the total operating budget by 30 June.	% total operating budget spent	95%	10	10		10
TL59	Good Governance	3 year Risk Based Audit Plan and annual operational plan submitted to Audit Committee and Accounting Officer for approval by 30 June.	RBAP and annual operational plan submitted	1	45	95	1	10
TL60	Good Governance	Submit Risk Management Plan to Council by 30 June.	Risk Management Plan submitted	1			1	10
TL61	Good Governance	Report to Council on the progress with the implementation of the Audit Recovery Plan	Number of quarterly reports submitted	2		1	1	15
					80 * 100 / 100 = 80%		100	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

Competency	Definition	Weight
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	8.33
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	8.33
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	8.33
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	8.33
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 • Process design and improvement • Change impact monitoring and evaluation	8.33

Competency	Description		
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	8.33	
CORE COMPETENCIES			
Moral competence	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and display behaviour that reflects moral competence.	8.33	
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.	8.33	
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.	8.33	
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	8.33	
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.	8.33	
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.	8.37	
		TOTAL	**100**
		$20 * 100 / 100 = 20\%$	20%