

PERFORMANCE PLAN
Director of Corporate
Okhahlamba Local Municipality
2016/2017

This plan defines the Council's expectations of the Municipal Manager in accordance with the performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act, which provides that performance objectives and targets must be, based on the key performance indicators.

The **main parts** to this performance plan are:

1. A statement about the *purpose of the position*;
2. A performance scorecard *key performance Area (KPA)s, performance indicators (KPIs), weightings, target/target dates (i.e. annual and quarterly) and evidence required*;
3. Brief *Individual Learning Plan (ILP)*.
4. Evaluation Sheet

The period of this plan is from **01st July 2016** to **31st June 2017**

Signed and accepted by the: <i>MUNICIPAL MANAGER</i> on behalf of the Council	
Signed by the: Director of Corporate Services	
DATE:	

1. Purpose

The performance plan defines the Council's expectations of the Municipal Manager's performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan (IDP) and as reviewed annually.

2. Key responsibilities

The following objects of local government will inform the Municipal Manager's performance against set performance indicators:

- 2.1 Provide democratic and accountable government for local communities.
- 2.2 Ensure the provision of services to communities in a sustainable manner.
- 2.3 Promote social and economic development.
- 2.4 Promote a safe and healthy environment.
- 2.5 Encourage the involvement of communities and community organisations in the matters of local government.

3. Key Performance Areas

The following Key Performance Areas (KPA's) as outlined in the Local Government: Municipal Planning and Performance Management Regulations (2001) inform the strategic objectives listed in the table below:

- 3.1 Municipal Transformation and Organisational Development.
- 3.2 Basic Service Delivery
- 3.3 Local Economic Development (LED).
- 3.4 Municipal Financial Viability and Management.
- 3.5 Good Governance and Public Participation.

KPA	GOAL	OBJECTIVE	REFERENCE NUMBER	STRATEGY	INDICATOR	WEIGHT 100%	QUARTER 1 TARGET	QUARTER 2 TARGET	QUARTER 3 TARGET	QUARTER 4 TARGET	PORTFOLIO OF EVIDENCE
Municipal Transformation and Institutional Development	To transform and develop institutional capacity to create an efficient organisation	To improve institutional and organisational capacity	MTOD01	Filling of identified critical posts	Number critical posts filled		5	5	5	5	COUNCIL RESOLUTION
					Number of Performance Agreements signed reflecting national government priorities		5	5	5	5	SIGNED PERFORMANCE AGREEMENTS
			MTOD02	Review and implement an effective organogram	Date of adopted reviewed organogram					30-Jun-17	COUNCIL RESOLUTION
			MTOD03	Implementation of the Workplace Skills Plan (WSP)	Number of training held as per the WSP		2	3	3	2	ATTENDANCE REGISTERS
			MTOD04	Implementation of the Employment Equity Plan	% of people from employment equity target group employed in the three highest levels of management					100%	EMPLOYMENT EQUITY PLAN & APPOINTMENT LETTER
			MTOD05	Review and implement Performance Management System	Number of quarterly performance reports reviews conducted and submitted to council		1	1	1	1	PERFORMANCE REPORTS & COUNCIL RESOLUTIONS
					Number of reports submitted on performance in terms of S46 of the MSA					1	ANNUAL PERFORMANCE REPORT & COUNCIL RESOLUTION
					% of evaluated Middle Managers (PMS)					100%	PERFORMANCE EVALUATION REPORTS
					% of evaluated Senior Managers (PMS)					100%	PERFORMANCE EVALUATION REPORTS
					Number of Performance Audit Committee Meetings held		1	1	1	1	ATTENDANCE REGISTER & MINUTES
					Number of Performance Audit Reports submitted to council		1	1	1	1	PERFORMANCE AUDIT REPORT & COUNCIL RESOLUTION
			MTOD06	Adoption and Implementation of the Integrated Development Plan (IDP) focusing on delivery of 10 critical municipal services	Date of adoption of the IDP					30-Jun-17	COUNCIL RESOLUTION & IDP DOCUMENT

ANNEXURE A

COMPETENCY FRAMEWORK STRUCTURE

The competencies that appear in the competency framework are detailed below

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LEADING COMPETENCIES	
Strategic Direction and leadership	<ul style="list-style-type: none"> • Impact and Influence • Institutional Performance Management • Strategic planning and management • Organizational awareness
People Management	<ul style="list-style-type: none"> • Human capital planning • Diversity in management • Employee Relations Management • Negotiation and Dispute Management
Program and Project Management	<ul style="list-style-type: none"> • Program and project planning and implementation • Service delivery Management • Program and Project Monitoring and Evaluation
Financial Management	<ul style="list-style-type: none"> • Budget Planning and Execution • Financial Strategy and Delivery • Financial Reporting and Monitoring
Change Leadership	<ul style="list-style-type: none"> • Change Vision and Strategy • Process Design and Improvement • Change Impact Monitoring and evaluation
Governance Leadership	<ul style="list-style-type: none"> • Policy Formulation • Risk and Compliance Management • Cooperative Governance
CORE COMPETENCE	
Moral Competence	
Planning and Organizing	
Analysis and Innovation	
Knowledge and information Management	
Communication	
Results and Quality Focus	

The employee's assessment will be based on his or her performance in terms of the outputs/outcomes (performance indicators) identified as per the performance plan which are linked to the KPA's, which constitute 100%/80% of the overall assessment result as per the weightings agreed to between the employer and employee.

1. Key Performance Areas (KPA's) for Director Corporate Service		1st	2nd	3rd	4th
	Weighting	Score	Score	Score	Score
Municipal Transformation & Institutional Development	75				
Local Economic Development	5				
Financial Viability	10				
Good governance and Public participation	5				
Basic Service Delivery and Infrastructure	5				
Total	100%				

