



PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

SENQU MUNICIPALITY

“(Hereinafter referred to as the employer)”
Represented by

The Acting Municipal Manager

Mr M.P Nonjola

And

Mr. Robert Napier Crozier
Acting Technical Services Director
“(Hereinafter referred to as the employee)”

2019/2020

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INTRODUCTION

- 1.1. The employee will be employed by the employer in terms of Section 56 (1) (a) of the Municipal Systems Act No 32 of 2000 and subsequent amendments (the Systems Act, No Act 7 of 2011).
- 1.2. The **Employer** has entered into a contract of employment with the **Employee** in terms of Section 57(1) (a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act, No 32 of 2000") and subsequent amendments (the Systems Act, No Act 7 of 2011).
 - 1.1. Section 57(1) (a) (b), (4A), (4B), (4C) and (5) of the Systems Act; No 32 of 2000 and subsequent amendments (the Systems Act, No Act 7 of 2011), read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement within 60 days after the beginning of the financial year. The updated review will occur no later than July each year.
 - 1.2. The parties wish to ensure that they are clear about the goals to be achieved and secure the commitment of the Employee to a set of outcomes that will secure local government policy goals.
 - 1.3. The parties wish to ensure that there is compliance with Sections 57 (4 A), 57 (4 BC), 57 (4C) and 57(5) of the Systems Act No 32 of 2000 and subsequent amendments (the Systems Act, No Act 7 of 2011).

2. PURPOSE OF THIS AGREEMENT

The purpose of this Agreement is to -

- 2.1 Comply with the provisions of Section 57(1)(b), (4A), (4B), (4C) and (5) of the Systems Act, No 32 of 2000 and subsequent amendments (the Systems Act, No Act 7 of 2011).subsequent (the Systems Act, No Act 7 of 2011), as well as the employment contract entered into between the parties.
- 2.2. Specify objectives and targets defined and agreed with the employee and to communicate to the employee the employer's expectations of the employee's performance and accountabilities in alignment with the Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the Municipality.
- 2.3. Specify accountabilities as set out in a performance plan, which constitutes **Annexure A** (scorecard) of the performance agreement.
- 2.4. Monitor and measure performance against set targeted outputs.
- 2.5. Use the performance agreement as the basis for assessing whether the employee has met the performance expectations applicable to the job.

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- 2.6. Appropriately reward the employee in the event of outstanding performance; and
- 2.7. Give effect to the employer's commitment to a performance-orientated relationship with its employee in attaining equitable and improved service delivery.

3. COMMENCEMENT AND DURATION

- 3.1 Notwithstanding the date of signature this Agreement will be deemed to have commenced on the **1st of July 2019** and will remain in force until **31 December 2019**, including a Performance Plan and a Personal Development Plan and or Action Plan is concluded between the Parties as contemplated in Clause 3.3.
- 3.2 Personal Development Plan and or Action Plan is concluded between the Parties as contemplated in Clause 3.3.
- 3.3 This Agreement shall terminate on the termination of the **Employee's** contract of employment for any reason and In the event of the Director/Manager commencing or terminating his services with the Municipality during the validity period of this Agreement, the Director / Manager's performance for the portion of the period referred to in clause 3.1 during which she was employed, will be evaluated and she will be entitled to a pro rata performance bonus based on his evaluated performance and the period of actual service.
- 3.4 The Parties will review the provisions of this Agreement during June each year. The Parties will conclude a new performance agreement including a Performance Plan and Personal Development Plan and or Action Plan that replaces this Agreement at least once a year by not later than the 31st of July each year.
- 3.5 The content of this Agreement may be revised at any time during the above mentioned period to determine the applicability of the matters agree upon.
- 3.6 If at any time during the validity of this Agreement, the work environment alters (whether as a result of Government or Council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

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4. PERFORMANCE OBJECTIVES

4.1. The Performance Plan (Annexure A) (scorecard) sets out -

4.1.1. The performance objectives and targets that must be met by the Employee; and

4.1.2. The time-frames within which those performance objectives and targets must be met.

4.2. The performance objectives and targets reflected in Annexure A are set by the **Employer** in consultation with the **Employee** and based on the Integrated Development Plan (IDP), Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Employer**, and shall include key objectives, key performance indicators; target dates and weightings.

4.2.1. The Key Performance Areas (KPA) describe the key functional areas of responsibility

4.2.2. The key objectives describe the main tasks that need to be done

4.2.3. The key performance indicators (KPI) provide the details of the evidence that must be provided to show that a key objective has been achieved

4.2.4. The target dates describe the timeframe in which the work must be achieved

4.2.5. The weightings show the relative importance of the key objectives to each other

4.3. The **Employee's** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the **Employer's** IDP, aligned to the SDBIP.

5. PERFORMANCE MANAGEMENT SYSTEM

5.1. The **Employee** (Technical Services Director) to participate in the performance management system that the **Employer** (Senqu Municipality) adopts or introduces for the **Employer**, management and municipal staff of the **Employer**.

5.2. The Employee accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.

5.3. The Employer shall consult the Employee about the specific performance standards that will be included in the performance management system as applicable to the Employee.

5.4. The Employee undertakes to actively focus towards the promotion and implementation of the KPA's (including special projects relevant to the employee's responsibilities) within the local government framework.

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5.5. The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.

5.5.1. The **Employee** must be assessed against both components, with a weighting of **80:20** allocated to the KPA's and the Leadership and Core Competencies respectively.

5.5.2. Each area of assessment shall be weighted and shall contribute a specific part to the total score.

5.5.3. KPA's covering the main areas of work shall account for 80% and Leadership and Core Competencies shall account for 20% of the final assessment.

5.6. The Employee's assessment shall be based on performance in terms of the outputs/outcomes (performance indicators) identified as per attached Performance Plan (**Annexure A**), which are linked to the KPA's and shall constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

KEY PERFORMANCE AREAS (KPAS)	WEIGHT
Basic Service Delivery	35
Local Economic Development	20
Financial Management and Viability	35
Municipal Transformation & Institutional Development	9
Good Governance & Public Participation	1
TOTAL PERCENTAGE	100 (80%)

5.7. The Leadership and Core Competencies shall make up the other 20% of the Employee's assessment score. Leadership and Core Competencies that are deemed to be most critical for the Employee's specific job should be selected from the list below as agreed to between the Employer and Employee.

#	Leadership Competencies	Generic Standards	Director's Standards	Weight
1	Strategic Direction	Provide and direct a vision for the institution and inspire and deploy others to deliver on the strategic institutional mandate	Ensure that the departmental plans are implemented in line with the overall strategic objectives of the municipality.	9
2	People Management	Effectively manage, inspire, and encourage people, respect diversity, optimise talent and build nurture relationship in order to achieve institutional objectives	Develop a system that will enable both internal and external clients to be able to voice their satisfaction and dissatisfaction about the services the department delivers.	9
3	Programme and Project Management	Able to understand program and project management methodology, planning, management, monitoring and evaluation of specific activities in order to deliver set objectives	Monitor regularly departmental programmes and projects in order to detect early problems.	9
4	Financial Management	Able to compile, plan and manage budget, control cash flow, institute financial risk management and administer procurement processes in accordance with the recognised financial practises. Further to ensure that all financial transactions are managed in ethical manner.	Identify and implement proper monitoring and evaluation practises to ensure appropriate spending against the budget.	9
5	Changed Leadership	Able to direct and initiate transformation in departmental employees in order to successfully drive and implement new initiatives and deliver professional and quality services to the community.	Devise methods to ensure that the transformation agenda is achieved in line with national set targets.	9
6	Governance Leadership	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practises and obligation. Further able to deliver to direct the conceptualisation of relevant policies and enhance co-operative governance relationship.	Ensure that risk management and compliance are the basis of planning and are the integral part of the budgeting process for both the department and the institution.	5
	Total			50

#	Core Competencies	Institutional Standards	Municipal Manager's Standards	Weight
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1	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.	Communicate with all stakeholders all information that is relevant to them in line with all the legislative requirements applicable in local government in as far as communication and stakeholder management is concerned.	9
2	Result and Quality Focus	Able to maintain the high quality standard focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet the quality standard, further to actively monitor and measure results and quality against identified objectives	Promote delivering of quality-based results as opposed to quantitative delivering of services.	9
3	Planning and Organising	Able to plan, priorities and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risks.	Promote a proper planning culture within the department to avoid implementing programs and projects which are not the priority of the municipality	9
4	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.	Regularly share information and knowledge with stakeholders and colleagues.	9
5	Analysis and Innovation	Able to analyse information, challenges, and trends to establish and implement facts – based solution that are innovative to improve institutional processes in order to achieve key strategic objectives	Promote programme analysis and innovative problem-solving methods by rewarding such in line with the approved performance management policy of the municipality.	5
6	Moral Competencies	Able to identify moral trigger, apply reasoning that promotes honesty and integrity, consistently display behaviour that reflects moral competence.	Identify, develop and apply measures of self-control	9
	Total			50
	Total Leadership and Core Competencies Weight			100 (20%)

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6. EVALUATING PERFORMANCE

6.1. The Performance Plan (**Annexure A**) sets out -

6.1.1. The standards to be met by the **Employee**; and

6.1.2. The intervals for the evaluation of the **Employee's** performance.

6.2. Despite the establishment of agreed intervals for evaluation, the Employer may in addition review the Employee's performance at any stage while the contract of employment remains in force.

6.3. Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan and or Action Plan as well as the actions agreed to and implementation must take place within set time frames.

6.4. The Employee's performance shall be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.

6.5. The annual performance review shall involve:

6.5.1. Assessment of the achievement of results as outlined in the performance plan: **Annexure A**

- Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to ad hoc tasks that had to be performed under the KPA.
- An indicative rating on the five-point scale should be provided for each KPA.
- This rating should be multiplied by the weighting given to each KPA during the contracting process, to provide a score.

6.5.2. **Assessment of the Leadership and Core Competencies**

- Each Leadership and Core Competency should be assessed according to the extent to which the specified standards have been met.
- An indicative rating on the five-point scale should be provided for each Leadership and Core Competency.
- This rating should be multiplied by the weighting given to each Leadership and Core Competency during the contracting process, to provide a score.
- The applicable assessment-rating calculator must then be used to add the scores and calculate a final Leadership and Core Competency score.

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6.5.3. Overall rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

6.6. The assessment of the performance of the Employee will be based on the following rating scale for KPA's and Leadership and Core Competencies:

Level	Terminology	Descriptions	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the Performance Agreement and Performance Plan and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators per KPA and fully achieved all others throughout the year.					
3	Fully effective	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the Performance Agreement and Performance Plan.					
2	Not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the Performance Agreement and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the Performance Agreement and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job, despite management efforts to encourage improvement.					

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6.7. For purposes of evaluating the annual performance of the Municipal Manager, an assessment panel shall be appointed at the absolute discretion of the employer but may include the following persons:

- ❖ Technical Services (Director /Manager) (Providing his/her evidence – self scores)
- ❖ Municipal Manager from another Municipality
- ❖ Municipal Manager: Senqu Municipality
- ❖ Chairperson of the performance Audit Committee or a member of the Audit committee
- ❖ A Councillor or another member from the Executive Committee/portfolio head as nominated by the Mayor.
- ❖ Should no Performance Management expert exist in this Committee, they will have the mandate to appoint a Performance Management expert – either as a non-executive member of the group or as a consultant / advisor to the committee.
- ❖ Any deviations made from the panel constitutions must be reported on to council and in the Municipalities Annual Performance Report.

6.7.1 The Municipality may appoint an external facilitator to assist with the Annual Assessment.

6.8 In addition, the following assessments may also (not a legislated requirement) form part of the annual Performance evaluation at the end of the 4th quarter if so agreed between the Parties:

6.8.1 Director (own assessment)

6.8.2 Fellow section 56 managers.

6.9 The performance of the Director /Manager will be assessed in relation to his/her achievement of the targets indicated for each KPA and the Leadership and Core Competencies as defined in **Annexure A and Annexure B** on a date to be determined for each of the following quarterly periods:

- | | | |
|-------------------------|---|---------------------|
| 1 st Quarter | - | July to September |
| 2 nd Quarter | - | October to December |
| 3 rd Quarter | - | January to March |
| 4 th Quarter | - | April to June |

7. SCHEDULE FOR PERFORMANCE REVIEWS

7.1. The Employer shall conduct the performance assessments on a quarterly basis during the financial year on a date to be determined for each of the following quarterly periods:

- | | |
|--|--|
| 1 st Quarter - July to September: | (Informal Review: Municipal Manager /Technical Services - Director – PDP and SDBIP Reporting /s72 formal assessment /report) |
| 2 nd Quarter - October to December: | (Formal review/assessment: Municipal Manager / Director update on PDP and SDBIP Reporting). |

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3rd Quarter - January to March: (Informal Review: Municipal Manager /Technical Services - Director – PDP and SDBIP Reporting
4th Quarter - April to June: (Final formal review with panel)

- 7.2. These quarterly assessments mirror the SDBIP quarterly reports for each department. However, for each s56 Director the Municipal Manager will identify areas for improvement, development an updated Personal Development Plan and or action Plan (PDP & or ACP) will detail activities required, which in turn will be monitored.
- 7.3. The Employer shall keep a record of performance assessment meetings (informal and formal).
- 7.4. Performance feedback shall be based on the Employer's assessment of the Employee's performance (quarterly - in form of PDP and or ACP) and annually in form (Performance Management Report).
- 7.5. The Employer shall be entitled to review and make reasonable changes to the provisions of **Annexure A** from time to time for operational reasons. The Employee shall be fully consulted before any such change is made.
- 7.6. The Employer may amend the provisions of **Annexure A** whenever the SDBIP and or performance management system is adopted, implemented and/or amended as the case may be. In that case the Employee shall be fully consulted before any such change is made.
- 7.7. The Employer shall within a reasonable period after each quarter deliver to the Employee, a written report setting forth the results of the relevant assessment.

8. OBLIGATIONS OF THE EMPLOYER

8.1. The Employer shall –

- 8.1.1. create an enabling environment to facilitate effective performance by the employee;
- 8.1.2. provide access to skills development and capacity building opportunities;
- 8.1.3. work collaboratively with the **Employee** (Technical Services Director) to solve problems and generate solutions to common problems that may impact on the performance of the **Employee**;
- 8.1.4. on the request of the **Employee** delegate such powers reasonably required by the **Employee** to enable him/her to meet the performance objectives and targets established in terms of this Agreement; and
- 8.1.5. Make available to the **Employee** such resources as the **Employee** may reasonably require from time to time to assist him/her to meet the performance

objectives and targets established in terms of this Agreement.

9. CONSULTATION

- 9.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others -
- 9.2 A direct effect on the performance of any of the **Employee's** functions;
- 9.3 Commit the **Employee** to implement or to give effect to a decision made by the **Employer**; and
- 9.4 A substantial financial effect on the **Employer** (Senqu Municipality).
- 9.5 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 9.1. as soon as is practicable to enable the Employee to take any necessary action without delay.

10. MANAGEMENT OF EVALUATION OUTCOMES

- 10.1 The evaluation of the Employee's performance shall form the basis for rewarding outstanding performance or correcting unacceptable performance as reflected in the table below -

Score / 200	% Bonus
130 (65%)	5
134 (67%)	6
138 (69%)	7
142 (71%)	8
146 (73%)	9
150 (75%)	10
154 (77%)	11
158 (79%)	12
162 (81% - 82 %)	13
166+ (83% +)	14

- 10.1.1 At the end of the 4th quarter, the Executive Authority will determine if the s56 Director / Manager is eligible for a performance bonus as envisaged in his/her contract of employment based on the bonus allocations.

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10.2 In the case of unacceptable performance, the Employer shall -

10.2.1 Provide systematic remedial or developmental support to assist with **Employee** to improve his or her performance; and

10.2.2 After appropriate performance counseling and having provided the necessary guidance and/or support as well as reasonable time for improvement in performance, the **Employer** (Senqu Municipality). may consider steps to terminate the contract of employment of the **Employee** (Technical Services - Director) on grounds of unfitness or incapacity to carry out his or her duties.

10.2.3 Nothing contained in this Agreement in any way limits the right of the Municipality to terminate the Technical Service Directors contract of employment with or without notice for any other breach by the Technical Service Directors of his obligations to the Municipality or for any other valid reason in law.

11. **MERITS AWARDS**

11.1 Merit awards for Section 56 employees are determined by performance against targets. Once performance criteria have been established, performance targets are reviewed regularly. At the end of the financial year, actual performance is compared against the agreed performance targets to determine the magnitude of the merit increase. The merit increase is calculated as a percentage of the total annual package of the employee, as indicated in the table hereunder.

Score / 200	Merit
130 to 141 (65%70%)	1% of total package
142 to 149 (71% - 74%)	2% of total package
150 to 161 (75%80%)	3% of total package
162 to 165 (81 – 82%)	4% of total package
166+ (83% +)	5% of total package

11.2 Merit awards are subject to policy and Budgetary provisions made on an annual basis The merit bonuses may be paid as a 'once off' payment or at agreed quaterly intervals i.e. over a number of months.

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12 DISPUTE RESOLUTION

- 12.1.1 In the event that the Director /Manager is dissatisfied with any decision or action of the Executive Authority and/or Municipal Manager in terms of this Agreement, or where a dispute or difference arises as to the extent to which the Director /Manager has achieved the performance objectives and targets established in terms of this Agreement, the Director /Manager may meet with the Municipal Manager with a view to resolving the issue. At the Manager's request the Municipal Manager will record the outcome of the meeting in writing.
- 12.2 In the event that the Director /Manager remains dissatisfied with the outcome of that Meeting, he may raise the issue in writing with the Municipal Manager. The Municipal Manager will determine a process within 4 (four) weeks for resolving the issue, which will involve at least providing the Manager with an opportunity to state his case orally or in writing before the Municipal Manager. At the Director /Manager's request the Municipal Manager will record the outcome of the meeting in writing. The final decision of the Municipal Manager on the issue will be made within 6 (six) weeks of the issue being raised with the latter and will, subject to common law and applicable labour law, be final.
- 12.3 If any dispute about the nature of the Manager's performance agreement whether it relates to key responsibilities, priorities, methods of assessment or any other matter provided for cannot be resolved through an internal mechanism as contemplated above, the dispute may be mediated by the MEC for local government in the province or any other person appointed by the MEC within 30 days of receipt of a formal dispute from the Director /Manager.
- 12.4 **In the event that the mediation process contemplated above fails**, the relevant arbitration clause of the contract of employment will apply as follows.
- 12.5 Unless otherwise provided for in this agreement, any dispute between the Parties hereto (and which dispute has previously been submitted to mediation without resolution) in regard to-
- 12.5.1 The interpretation of; or
 - 12.5.2 The effect of; or
 - 12.5.3 The carrying out of; or
 - 12.5.4 Any other matter arising directly or indirectly out of this Agreement; shall be submitted to and decided by arbitration.
- 12.6 The arbitration will be held in Lady Grey informally, but otherwise under the provisions of the Arbitration Act 1965, as amended from time to time, or any act passed in substitution for it, it being the intention that the arbitration will as far as possible be held and concluded within twenty-one (21) days after it has been demanded. All parties are entitled to be represented at the arbitration.
- 12.7 The arbitrator shall be, if the matter in dispute is: -

12.7.1 Primarily an accounting matter, an independent chartered accountant of not less than ten years (10) years standing, practicing as a registered auditor, agreed upon between the Parties;

12.7.2 Primarily a legal matter, a practicing attorney of not less than ten years (10) years standing, or a Senior Counsel, agreed upon between the Parties;

12.7.3 **Any other matter, an independent person agreed upon between the Parties.**

12.5 The decision of the arbitrator will be final and binding upon all the Parties and shall be carried into effect and may be made an order of any competent court, including any decision regarding the costs of the arbitration that the arbitrator shall be empowered to make.

13. GENERAL

13.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the **Employer**.

13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Employee** in terms of his/her contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

13.3 The agreement of the Municipal Manager and **section 56 Directors** must be submitted to the MEC responsible for Local Government in the relevant province, within fourteen (14) days after the conclusion of the agreement.

Signed at Lady Grey..... on this.. 12... day of July..... 2019.

As Witness:

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**Acting Municipal Manager
(Senqu Municipality)**

Signed at ... Lady Grey..... on this.. 12... day of ... July..... 2019.

As Witness:

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**Acting Technical Services
Director
(Senqu Municipality)**



2019/2020 FINANCIAL YEAR: TECHNICAL SERVICES PERFORMANCE PLAN

ACTING DIRECTOR TECHNICAL SERVICES: MR R.N. CROZIER

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2019-2020 FINANCIAL YEAR: SERVICE DELIVERY AND BUDGET IMPLEMENTATION PLAN

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NPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT																				
STRATEGY	IDP Programme Number	NPM NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				Audit Evidence	Responsible Person						
									QTR 1	QTR 2	QTR 3	QTR 4								
To ensure that the traffic section operates effectively and efficiently	TRAFFIC - B5D01	B5D 01-07	Construction of a DLTC in Senkaput by June 2020	Consultant appointed in 2018/2019	Appointment of the Contractor and installation of 500m perimeter fence	Director Community Services/Chief Traffic Officer/ Budget R4000000	DLTC constructed in Senkaput	Improved conditions of DLTC services for Senkaput Municipality. To increase revenue collection for the municipality.	Preliminary Designs	Advertisement of the contractor	Installation of 500m perimeter fence	1. Preliminary Designs, 2. Appointment letter, 3. Quarterly Progress Report approved by the Director for Standing Committee consideration.	Director Community Services							
NPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT																				
STRATEGY	IDP Programme Number	NPM NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				Audit Evidence	Responsible Person						
									QTR 1	QTR 2	QTR 3	QTR 4								
									Maintenance of Roads in identified Wards as per the Council Approved Maintenance Schedule	Maintenance of Roads in Wards 1, 2, 8, 9, 10, 11, 12, 13, 14, 15, 16 & 17	12 Reports as per the approved Maintenance Plan on a total of (37 296m) of Roads in Wards 1, 2, 8, 9, 10, 11, 12, 13, 14, 15, 16 & 17	Director Technical R/ Manager Roads			Maintained road infrastructure	Extended life of access roads within the Senqu Municipality	3 Monthly Report on the number of Km's maintained in Wards 6 (2 700 m), 8 (2 700 m), 9 (2 700 m), 14 (3 000 m) & 15 (3 000 m), (Total 9 000 m)	3 Monthly Report on the number of Km's maintained in Wards 1 (3 000 m), 2 (3 000 m), 3 (3 000 m), 4 (3 000 m), 5 (3 000 m), 6 (3 000 m), 7 (3 000 m), 8 (3 000 m), 9 (3 000 m), 10 (3 000 m), 11 (3 000 m), 12 (3 000 m), 13 (3 000 m), 14 (3 000 m), 15 (3 000 m), 16 (3 000 m), 17 (3 000 m), (Total 18 300 m)	3 Monthly Reports on the number of kilometers maintained per ward, and 2. Quarterly Progress Report Approved by the Director for Standing Committee consideration, 2 Time Sheets.	Director Technical Services
									Construction of 8 km Paved Roads with stormwater control (Ph 1) in Boysi Nordala	Appointment of the contractor in 2018/2019	Construction of 4 km of Paved Road (Ph 1) in Boysi Nordala.	Director Technical/ R1618760 / PMU Manager			4 kilometres of Paved Roads. Constructed in Boysi Nordala	Improved access to services	2 kilometres of Paved Roads with 3km stormwater channel in Boysi Nordala			Director Technical Services
ROADS BRIDGES AND TRANSPORT INFRASTRUCTURE- B5D02																				
To provide sustainable infrastructure development by building and maintaining access roads, bridges and storm water		B5D 02-02	Construction of 6 kms access road with 1.5 storm water control W1 by June 2019	Appointment of the contractor in 2018/2019	Construction of 6 kms access road with 1.5 storm water control	Director Technical/ R4000000 / PMU Manager	6km of gravel roads with 1.5 storm-water control constructed in Ward 1 (Wauza, Thozama, Blizana & Magubudula)	Improved access to services				1. Quarterly Progress Reports approved by the Director for Standing Committee consideration, 2. Minutes of Site Meetings and construction programme.	Director Technical Services							
		B5D 02-03											Director Technical Services							
		B5D 02-04												Director Technical Services						

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KPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT										KPA WEIGHT: 35		Responsible Person			
STRATEGY	IDP Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2018	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				Audit Evidence		
									QTR 1	QTR 2	QTR 3			QTR 4	
To provide sustainable infrastructure development by building and maintaining access roads, bridges and storm water	ROADS BRIDGES AND TRANSPORT INFRASTRUCTURE-B5002	BSD 02-05	Construction of 6 kms of a New Gravel Road with 1.5 of stormwater channels between Exenden and Frans by 30 June 2019	Appointment of the contractor in 2018/2019	Construction of 6 kms of a New Gravel Road with 1.5 of stormwater channels between Exenden - Frans	Director Technical/ R6000000 / PMU Manager	8 km gravel roads with storm-water control constructed in Exenden - Frans	Improved access to services	Improved access to services	Construction 2km of gravel roads	Construction 2km of gravel roads	Construction 2km of gravel roads with 1.5 stormwater control and Construction Completion	N/A	1. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 2. Minutes of Site Meetings and Construction programme, 3. Completion certificate.	Director Technical Services
		BSD 02-06	Renew Transwagter Bridge by 30 June 2020	New indicator	Construction of a Bridges in Transwagter	Director Technical/ R8000000 / PMU Manager	Bridge Constructed	Improved access to services	Improved access to services	Advertisement of the contractor	Gabion construction	Construction Completion	N/A	1. Advert, 2. Appointment letter, 3. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 4. Minutes of Site Meetings and Construction programme, 5. Completion certificate.	Director Technical Services

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KPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT										KPA WEIGHT: 35		Responsible Person	
STRATEGY	ICP Programme Number	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS					Audit Evidence
								QTR 1	QTR 2	QTR 3	QTR 4		
To provide sustainable infrastructure development by building and maintaining access roads, bridges and storm water	ROADS BRIDGES AND TRANSPORT INFRASTRUCTURE: B5D02	Construction of 6 km access roads with storm water control W7 by June 2020	Tender under litigation in 2018/2019	Construction 2km of gravel roads with 1.5 storm-water control	Director Technical R / PMU Manager	6 km access roads with stormwater control constructed	Improved access to services	N/A	N/A	Advertisement of the contractor	Construction 2km of gravel roads with 1.5 storm-water control	1. Advert. 2. Appointment letter 3. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 4. Minutes of Site Meetings and construction programme.	Director Technical Services
		Paving of streets and Stormwater control in New WT (6 Km) by June 2022	New indicator	Appointment of the consultant and preliminary designs	Director Technical / PMU Manager	Paved Roads Constructed in New West	Improved access to services	N/A	N/A	Advertisement of the consultant	Preliminary designs	1. Advert. 2. Appointment letter of the consultant 3. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 4. Minutes of Site Meetings and construction programme.	Director Technical Services
		Construction of 180 accesses to properties in Tienbank	Appointment of the contractor in 2018/2019	Construction of 180 accesses to properties in Tienbank	Director Technical / PMU Manager	180 accesses to properties constructed in Tienbank	Improved access to services	Construction of 180 access to property	Construction Completion	N/A	N/A	1. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 2. Minutes of Site Meetings and construction programme, 3. Completion certificate.	Director Technical Services

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KPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT														
STRATEGY	ICP Programme Number	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2015	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				KPA WEIGHT: 35	Audit Evidence	Responsible Person
								QTR 1	QTR 2	QTR 3	QTR 4			
To ensure effective management and maintenance of indoor recreational community facilities	INDOOR RECREATIONAL COMMUNITY FACILITIES - B5D03	Renovate Barkly East Town Hall by 30 June 2020	Appointment of the contractor in 2019/2019	Renovations and Completion of the Barkly East Town Hall	Director Technical/ R 3500000 / PMU Manager	Facility renovated	Ensure asset lifespan	Construction as per construction programme	Construction as per construction programme	Construction as per construction programme	Construction Completion	1. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 2. Minutes of Site Meetings and Construction programme, 3. Completion certificate.	Director Technical Services	
KPA 1: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT														
STRATEGY	ICP Programme Number	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2015	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				KPA WEIGHT: 35	Audit Evidence	Responsible Person
								QTR 1	QTR 2	QTR 3	QTR 4			
To ensure effective management and maintenance of cemeteries and pauper burials	BURIAL - B5D04	Construction of New Cemetery in Barkly East by 2021	Appointment of the contractor in 2019/2019	EIA application, Advertising for the contractor installation of 500m perimeter fence	Director Technical/ R226000 / PMU Manager	Provide plots for burials	Improved Burial of communities	EIA Process	EIA Process	Advertisement of the contractor	Installation of 500m perimeter fence	1. Advert, 2. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 3. Minutes of Site Meetings and construction programme.	Director Technical Services	

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KPA 1: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT										QUARTERLY TARGETS				KPA WEIGHT: 35	Responsible Person
STRATEGY	IDP Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QTR 1	QTR 2	QTR 3	QTR 4	Audit Evidence	Director Technical Services	
To construct, maintain, upgrade existing urban sportsfields	SPORTS B5D06	B5D06-02	Repair of the KwaZi Natali Sportsfields Fence	Damaged Fence	Erection of the Fence in KwaZi Natali	Director Technical Services/PMU Manager R 2000000	building of perimeter fence	Improved Quality of the Sportsfield	Advertisement of the contractor	Construction of foundations of perimeter fence	Construction of 500m of perimeter fence	Construction completion	1. Advert, 2. Appointment letter, 3. Quarterly Progress Report approved by the Director for Standing Committee Consideration, 4. Minutes of Site Meetings and construction programme, 5. Completion certificate		
KPA 1: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT										QUARTERLY TARGETS				KPA WEIGHT: 35	Responsible Person
STRATEGY	IDP Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QTR 1	QTR 2	QTR 3	QTR 4	Audit Evidence	Director Technical Services	
To create a healthy and sustainable environment by maintaining and developing public open spaces	PARKS AND PUBLIC OPEN SPACES - B5D07	B5D07-01	Renovations KwaZi Natali Node	Appointment of the contractor in 2016/2019	Construction and Completion of the KwaZi Natali Node	Director Technical Services/PMU Manager R1150000	Node rehabilitation report	Improved Community Leisure within the Senqa Municipal area	Demolishing of the existing building	Construction of the ablation block	construction completion	N/A	1. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 2. Minutes of Site Meetings and construction programme, 3. Completion certificate		

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KPA 1: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT													
STRATEGY	IDP Programme Number	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				KPA WEIGHT: 35	Responsible Person
To maintain and effectively operate the pounds	LICENSING AND CONTROL OF ANIMAL - BSD08-03	Construction of an Animal Pound in Lady Grey by June 2019	All foundations are complete, earth works for internal roads complete, internal fencing complete. 2018/2019	Completion of Animal Pound in Lady Grey 2019	Director Technical Services/PMU Manager/R1831000	Animal pound constructed	Improved management of animals	QTR 1	QTR 2	QTR 3	QTR 4	1. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 2. Minutes of Site Meetings and construction programme, 3. Completion certificate.	Director Technical Services
								construction of the guard house, completion of storage sheds	Construction completion	N/A	N/A		
KPA 1: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT													
STRATEGY	IDP Programme Number	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				KPA WEIGHT: 35	Responsible Person
To effectively manage and reduce waste	WASTE MANAGEMENT RECYCLING BSD09-06	Development of a Solid Waste Site in Ward 5 - Rossouw by June 2020	EIA Process. 2018/2019	Construction and Completion of the Solid Waste Site in Ward 5 - Rossouw	Director Technical Services/PMU Manager/Capital budget: R 220000	Waste Site Developed	Improved Management of Waste Material	QTR 1	QTR 2	QTR 3	QTR 4	1. Appointment letter, 2. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 3. Minutes of Site Meetings and construction programme, 4. Completion certificate.	Director Technical Services
								Awaiting RCD from DWS	Appointment of Contractor	Installation of perimeter fence 1,5m	Construction of layer works of cells		

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KPA 1: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT														KPA WEIGHT: 35	Responsible Person
STRATEGY	IDP Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE IN JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				Audit Evidence		
									QTR 1	QTR 2	QTR 3	QTR 4			
To effectively manage and reduce waste	WASTE MANAGEMENT - RECYCLING BSD09	BSD09-07	Development of a Solid Waste Site in Ward 13 - Herschel by 2020	EIA Process. 2018/2019	Construction and Completion of the Solid Waste Site in Ward 13 - Herschel	Director Technical Services/ PMU Manager/ Capital budget: R350000	Waste Site Developed	Improved Management of Waste Material	Awaiting ROD from DWS	Appointment of Contractor	Installation of perimeter fence 1,5m	Construction of layer works of cells	1. Appointment letter, 2. Quarterly Progress Reports approved by the Director for Standing Committee Consideration. 3. Minutes of Site Meetings and construction programme. 4. Completion certificate	Director Technical Services	
		BSD09-08	Upgrading of the Lady Grey Solid Waste Site	perimeter fence complete, layer works for cells complete, internal pave roads complete. 2018/2019	Completion of the Lady Grey Solid Waste Site	Director Technical Services/ PMU Manager/ Capital budget: R 2782000	Waste Site Upgraded to be NEMA Compliant	Improved Management of Waste Material	Installation of synthetic membrane layer		Construction completion	N/A	N/A	1. Quarterly Progress Reports approved by the Director for Standing Committee Consideration. 2. Minutes of Site Meetings and construction programme. 3. Completion certificate	Director Technical Services
		BSD09-09	Development of Solid Waste Site in Ward 15- Rhodes by 2021	EIA Process. 2018/2019	Application for EIA and advertise for the contractor	Director Technical Services/ PMU Manager/ Capital budget: R 410000	Waste Site Developed	Improved Management of Waste Material	EIA Process	EIA Process	EIA Process	EIA Process	Advertise for contractor	1. Advert. 2. Quarterly Progress Reports approved by the Director for Standing Committee Consideration. 3. Minutes of Site Meetings and construction programme.	Director Technical Services
		BSD09-10	Upgrading of the Barkly East Solid Waste Site by 2020	perimeter fence complete, layer works for cells complete, internal pave roads complete. 2018/2019	Completion of the Barkly East Solid Waste Site	Director Technical Services/ PMU Manager/ Capital budget: R11212350	Waste Site Upgraded to be NEMA Compliant	Improved Management of Waste Material	Installation of synthetic membrane layer	Construction completion		N/A	N/A	1. Quarterly Progress Reports approved by the Director for Standing Committee Consideration. 2. Minutes of Site Meetings and construction programme. 3. Completion certificate	Director Technical Services
		BSD09-11	Development of Solid Waste Site in Ward 10- Senekela by 2021	EIA Process. 2018/2019	Application for EIA and appointment of the contractor	Director Technical Services/ PMU Manager/ Capital budget: R4500000	Site closed and land rehabilitated for other use	Compliance with NEMA	EIA Process	EIA Process	EIA Process	EIA Process	Appointment of a contractor	1. Appointment letter, 2. Quarterly Progress Reports approved by the Director for Standing Committee Consideration. 3. Minutes of Site Meetings and construction programme.	Director Technical Services

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KPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT														
STRATEGY	IDP Programme Number	KPM NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				KPA WEIGHT: 35	Responsible Person
									QTR 1	QTR 2	QTR 3	QTR 4		
To reduce energy backlogs by electricity supply in areas as identified by the Department of Rural Areas and Infrastructure	ELECTRICITY AND STREET LIGHTING BSD11	BSD11-01	Electrification of Rural Area within Senqu Municipality by 30 June 2020	691 Households electrified by 2018/19	303 households electrified	Director Technical Services/ Electro Technical Controller/R 3200000	Households electrified in rural areas	Improved visibility and energy supply in Rural Areas	Advertisement of the contractor	Appointment of Contractor	N/A	303 households electrified	1. Appointment Letter for a Contractor. 2. Progress Reports on Electrification of 303 Households Approved by the Director for Standing Committee Consideration.	Director Technical Services
		BSD11-02	Installation of new Pre-Paid Meters throughout the Municipality	In 2015/2019 48 Meters were installed	32 New Meters installed	Director Technical/Electro Technical Controller/R1600000	Reusable Metering System	Improved Revenue Collection	8 Meters installed	8 Meters installed	8 Meters installed	8 Meters installed	1. Job Cards. 2. Monthly reports on Number of Meters Installed. Approved by the Director for Standing Committee Consideration	Director Technical Services
		BSD11-03	Replacement of existing meters throughout the municipality.	In 2016/2019 311 Meters were replaced	240 Replaced Meters installed	Director Technical/Electro Technical Controller/R1600000	Reusable Metering System	Improved Revenue Collection	20 Meters	65 Meters	65 Meters	90 Meters	1. Job Cards. 2. Monthly reports on Number of Meters Installed. Approved by the Director for Standing Committee Consideration	Director Technical Services
		BSD11-04	Repair and Maintenance of Transformers in Wards 6, 10, 14 and 16	5 transformers were sent for repair. 3 transformers were Reinstalled after refurbishment. 2016/2019	4 transformers to be sent for refurbishment. 5 transformers to be Reinstalled after refurbishment.	Director Technical Services/ Electro Technical Controller/R43786.33	Non-renewable electrical outages	Electrical power/ supply stability	Appointment of the service provider. Reinstall transformer at W 14 (1 transformer)	Send transformers for refurbishment W 8 (1 Transformer). Reinstall transformer at W 10, W 14 and W 16 (3 transformer).	N/A	Send transformers for refurbishment W 8 (1 Transformer). Reinstall transformer at W 10, W 14 and W 16 (3 transformer).	1. Order to the Supplier. 2. Completion Certificate. 3. Quarterly Progress Reports Approved by the Director for Standing Committee Consideration	Director Technical Services
		BSD11-05	Replace Street Lights in Ward 10, 13, 14 and 16	169 street lights replaced in 2016/2019	50 Fittings in W10, 5 Fittings in W13, 50 Fittings in W14 and 40 Fittings in W16	Director Technical Services/ Electro Technical Controller/R 560833.87	Working Public lighting	Improved visibility and community safety within Senqu Municipality	N/A	25 Fittings in W10, 25 Fittings in W13, 25 Fittings in W14 and 20 Fittings in W16	N/A	25 Fittings in W10, 25 Fittings in W14 and 20 Fittings in W16	1. Job Cards. 2. Monthly progress reports on Number of street lights fitted. Approved by the Director for Standing Committee Consideration	Director Technical Services
To maintain the existing electrical infrastructure through replacement of outdated equipment and ensure compliance														

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KPA 1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT										NPA WEIGHT: 35				
STRATEGY	ICP Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2018	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				Responsible Person	
									QTR 1	QTR 2	QTR 3	QTR 4		
To reduce Senqu electricity backlogs by assisting Eskom with electrification backlogs of rural areas as identified by Council.	ELECTRICITY AND STREET LIGHTING BSD11	BSD11-06	Monthly Reports to the Department of Energy on Own Grants Allocations	12 Expenditure reports of DoE 2018/2019 Reports	12 Expenditure reports of DoE Grant allocated	Director Technical Services/ Electro Technical Controller	Reports Complies on grant expenditure	Improved visibility and community safety within Senqu Municipality	3 Monthly Reports	3 Monthly Reports	3 Monthly Reports	3 Monthly Reports	12 Reports approved by the Director for DOE and Standing Committee Consideration	Director Technical Services
		BSD11-07	Installation of Traffic lights in Stensgrout	New indicator	Appointment of the Service Provider	Director Technical Services/ Electro Technical Controller R1200000	Traffic lights installed in Stensgrout	Improve the flow of movement of traffic.	N/A	Advertisement for the Service Provider	Appointment of Service Provider	N/A	1 Advert. 2 Appointment letter	Director Technical Services
		BSD11-08	The percentage of households with access to basic level of electricity	45% of household have access to basic level of electricity in 2018/2019	1 Annual Report on the percentage of households with access to basic level of electricity.	Director Technical Services/ Electro Technical Controller	Number of people with access to free basic electricity	Fair level of delivery of services	N/A	N/A	N/A	1 Annual Report on the percentage of households with access to basic level of electricity.	1 Report approved by the Director for standing committee consideration.	Director Technical Services

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KPA 1: SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT										KPA WEIGHT: 15			
STRATEGY	IDP Programme Number	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				Audit Evidence	Responsible Person
								QTR 1	QTR 2	QTR 3	QTR 4		
To provide new office space and renovating existing buildings	OFFICE SPACE B0512	Renovate 2nd Floor (Old Age Home) and all infrastructure existing in Lady Grey municipal buildings.	Renovation to the first floor. 2018/2019	Completion of the Renovation	Director Technical services (PMU Manager) R6333000	Technical Services Offices Renovated	Improved working environment for staff members	renovations to the main building	land scaping and renovation to the bottom floor of the old age home	construction completion	N/A	1. Quarterly Progress Reports approved by the Director for Standing Committee Consideration, 2. Minutes of Site Meetings and Construction Committee, 3. Completion certificate	Director Technical Services
		Renovate Mayoral house	Dilapidated Structure	Appointment of the consultant	Director Technical services (PMU Manager) R744000	Mayoral house renovations	Safe & secure habitat area for the Mayor	Advertise for consultant	Structural analysis and cost effective report	N/A	N/A	1. Appointment letter, 2. Quarterly Progress Reports approved by the Director for Standing Committee Consideration.	Director Technical Services

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KPA 2: LOCAL ECONOMIC DEVELOPMENT															
STRATEGY	IDP Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				KPA WEIGHT: 20	Audit Evidence	Responsible Person
									QTR 1	QTR 2	QTR 3	QTR 4			
To promote and attract development in the local economy through implementation of the LED	LED 02	LED02-03	% of the municipal infrastructure projects completed in excess of R6 million allocated to SME's through sub contracting	No baseline was provided at the time of development	30 % of the municipal infrastructure capital projects in excess of R6 million allocated to SME's through sub contracting	Director Technical Services	Improved work opportunities for SME's	Increase in revenue recycled in local economy	N/A	N/A	N/A	1 consolidated annual report on 20% of the municipal infrastructure capital projects in excess of R6 million allocated to SME's through sub contracting	Report verified by the CFO Technical Services for consideration submitted to the Director Standing Committee for Consideration	Director Technical Services	
			QUARTERLY TARGETS												
KPA 3: MUNICIPAL FINANCIAL MANAGEMENT & VIABILITY															
STRATEGY	IDP Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				KPA WEIGHT: 35	Audit Evidence	Responsible Person
									QTR 1	QTR 2	QTR 3	QTR 4			
To annually report on the % of the Municipality's budget actually spent on capital projects identified a particular financial year in terms of the Municipality's	FINANCIAL MANAGEMENT - MFM03	MFM03-08	Report on the % of operational budget actually spent	2018/2019 Operational Budget Actually Spent	Report on 100 % Expenditure of the Operational Budget by the end of the financial year	CFO/ R000/ Financial System/ All Directors	Monitoring and implementation of the budget	Improved management of public funds and delivery of services	3 Monthly Reports on the actual operational budget % spent (25% by the end of the quarter)	3 Monthly Reports on the actual operational budget % spent (50% by the end of the quarter)	3 Monthly Reports on the actual operational budget % spent (75% by the end of the quarter)	3 Monthly Reports on the actual operational budget % spent (100% by the end of the quarter)	12 Reports Approved by the CFO Standing Committee for Consideration	CFO	
			Report on % Capital budget actually spent	2018/2019 Capital Budget Actually Spent	Report on 100% Expenditure of the Capital Budget	CFO/ R000/ Financial System/ All Directors	Monitoring and implementation of the budget	Improved management of public funds and delivery of services	3 Monthly Reports on the actual Capital budget % spent (25% by the end of the quarter)	3 Monthly Reports on the actual Capital budget % spent (50% by the end of the quarter)	3 Monthly Reports on the actual Capital budget % spent (75% by the end of the quarter)	3 Monthly Reports on the actual Capital budget % spent (100% by the end of the quarter)			
To annually report on the % of the Municipality's budget actually spent on capital projects identified a particular financial year in terms of the Municipality's	FINANCIAL MANAGEMENT - MFM03	MFM03-10	Report on % of Conditional grants received actually spent	2018/2019 Conditional Grants Actually Spent	12 Reports on 100% Expenditure on Conditional grants received	CFO/ R000/ Financial System/ All Directors	Monitoring and implementation of the budget	Improved management of public funds and delivery of services	3 Monthly Reports on the actual % of Conditional Grants received (25% by the end of the quarter)	3 Monthly Reports on the actual % of Conditional Grants received (50% by the end of the quarter)	3 Monthly Reports on the actual % of Conditional Grants received (75% by the end of the quarter)	3 Monthly Reports on the actual % of Conditional Grants received (100% by the end of the quarter)	12 Reports Approved by the CFO Standing Committee for Consideration	CFO	
			QUARTERLY TARGETS												

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KPA 4: MUNICIPAL TRANSFORMATION & INSTITUTIONAL DEVELOPMENT									
STRATEGY	KPI Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINES 30 JUNE 2013	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS
			Report on the number of vacancies filled within 3 months of being vacant	2013/2014 Annual Report on the number of vacancies filled within 3 months of being vacant	1 Annual Report on the number of vacancies filled within 3 months of being vacant	Director Corporate Manager HR/HRD Directors	Positions filled promptly	Effective Human Resource Management	QTR 1 QTR 2 QTR 3 QTR 4
	MTID03-01								1 Annual Report on the number of vacancies filled within 3 months of being vacant
									1 Annual Report approved by the Director for Standing Committee for Consideration
									Responsible Person Director Corporate Services

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KPA 4: MUNICIPAL TRANSFORMATION & INSTITUTIONAL DEVELOPMENT										QUARTERLY TARGETS			NPA WEIGHT: 9	
STRATEGY	ICP Programme Number	KPI NUMBER	BASELINE 30 JUNE 2019	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				Audit Evidence	Responsible Person	Responsible Person
To ensure that a system of departmental and individual performance management system is implemented	PERFORMANCE MANAGEMENT AND REPORTING - MTID11	MTID11-02	Signing of Performance Agreements by the Municipal Manager and all Section 56 Managers	6 Agreements signed	Signed Performance Agreement	Director Development and Town Planning Services/Manager Compliance	Signed Agreements	Structured and Improved Planning, Monitoring and Evaluation	Signed Performance Agreements of the MM and Directors based on the MOU and Agreements to Provincial COGTA	N/A	N/A	N/A	Signed Performance Agreements	Director Development and Town Planning Services
		MTID11-03	Signing of Performance Agreements by the Managers with their respective Directors	18 Agreements signed	3 Signed Performance Agreements	Director Development and Town Planning Services/Manager Compliance	Signed Plans	Structured and Improved Planning, Monitoring and Evaluation	3 Signed Performance Plans of Middle Managers	N/A	N/A	N/A	Signed Performance Plans	Director Development and Town Planning Services
		MTID11-04	Submission of Correct Sectional Quarterly Performance information for Review purpose within 9 working days after end of the quarter	18 Reports per section	12 Consolidated Quarterly Reports on the Performance of Sections within Municipal Departments	Director Development and Town Planning Services/Manager Governance and Compliance R 1 660 441	4 Quarterly Performance Reviews conducted for each section	Structured and Improved Planning, Monitoring and Evaluation	3 Quarterly Performance Reports of all Managers	3 Quarterly Performance Reports of all Managers	3 Quarterly Performance Reports of all Managers	3 Quarterly Performance Reports of all Managers	Stamped Letters of approval of the reports	Director Development and Town Planning Services
		MTID11-05	Submission of Correct Departmental Quarterly Performance information for Review purpose within 10 working days after end of the quarter	5 Reports per department	4 Consolidated Quarterly Reports on the Performance of Department within the Municipality	Director Development and Town Planning Services/Manager Governance and Compliance R 1 660 441	4 Quarterly Performance Reviews conducted for each department	Structured and Improved Planning, Monitoring and Evaluation	1 Quarterly Performance Report of the Director	1 Quarterly Performance Report of the Directors	1 Quarterly Performance Report of the Directors	1 Quarterly Performance Report of the Directors	Stamped Letters of approval of the reports	Director Development and Town Planning Services
		MTID14-01	PMU DORA REPORTING to Provincial COGTA by the 4th of every Month	2018/2019 reports	12 Reports on PMU DORA Expenditure	Director Technical Services/PMU Manager	Monitoring and Implementation of the budget	Improved management of public funds and delivery of services	3 Monthly Reports on PMU's DORA Expenditure	3 Monthly Reports on PMU's DORA Expenditure	3 Monthly Reports on PMU's DORA Expenditure	3 Monthly Reports on PMU's DORA Expenditure	12 Reports Approved by the Director for Provincial COGTA Consideration	Director Technical Services

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KPA 6: GOOD GOVERNANCE AND PUBLIC PARTICIPATION										KPA WEIGHT: 1				
STRATEGY	IDP Programme Number	KPI NUMBER	KEY PERFORMANCE INDICATOR	BASELINE 30 JUNE 2018	ANNUAL TARGET	INPUT	OUTPUT	OUTCOME	QUARTERLY TARGETS				Audit Evidence	Responsible Person
									QTR 1	QTR 2	QTR 3	QTR 4		
To ensure that Council, Exco and Top Management meetings are held regularly and that resolutions are implemented	OVERSIGHT - OCPP3	OCPP3-01	Coordinate and hold one (1) Ordinary Audit Committee Meeting per quarter	5 Meetings were held in 2018/2019 (4 quarterly ordinary meetings, being a special meeting in Q1)	4 Meetings	MMCAE/R	Meetings held	Improved Oversight and Governance	1 Meeting	1 Meeting	1 Meeting	1 Meeting	1 Agenda, 2 Attendance Register	MMCAE
		OCPP3-02	Number of Municipal Public Accounts Committee meetings held	4 meetings were held in 2018/2019	4 Quarterly MPAC meetings	MM/Manager Communications and Political Affairs/R	Number of MPAC meetings held	Enhance oversight over Municipal functioning	1 meeting	1 meeting	1 meeting	1 meeting	1 Attendance Register, 2 Agenda	MM/Manager Communications and Political Affairs
		OCPP3-04	Number of Council meetings held	10 meetings were held in 2018/2019	4 Meetings	Director Corporate Manager IGR/	Meetings held	Improved Oversight of Council and Decision Making	1 Meeting	1 Meeting	1 Meeting	1 Meeting	1 Attendance Register, 2 Agenda	Director Corporate Services/All Directors
		OCPP3-05	Number of Exco meetings held	11 meetings were held in 2018/2019	11 Meetings	Director Corporate Manager IGR	Meetings held	Improved Oversight of Council and Decision Making	3 Meetings	2 Meetings	3 Meetings	3 Meetings	1 Attendance Register, 2 Agenda	Director Corporate Services/All Directors
		OCPP3-06	Number of Top Management Meetings held	5 Meetings were held in 2018/2019	4 Meetings	MM/Manager MM Office	Meetings held	Improved decision making and dissemination of information by Management	1 Meeting	1 Meeting	1 Meeting	1 Meeting	1 Attendance Register, 2 Agenda	MM/All Directors
		OCPP3-07	Number of Senior Executive Management Meetings held	6 meetings were held in 2018/2019	6 Meetings	MM/Manager MM Office	Meetings held	Improved decision making and dissemination of information by Management	2 Meetings	1 Meeting	1 Meeting	2 Meetings	1 Attendance Register, 2 Agenda	MM/All Directors

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I, **Robert Napier Crozier**, the Acting Director Technical Services hereby accept this plan as a basis of monitoring my performance during the 2019/2020 financial year. I accept that the indicators and targets as presented in the performance plan are accurate and that I have been given the opportunity to provide inputs in their development.




Signature

12/17/19

Date

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I, **Mcebisi Patrick Nontjela**, the Acting Municipal Manager of the Senqu Municipality approve this performance plan in terms of the requirements of the Local Government: Municipal Systems Act of 2000 and amendments thereof.



Signature

12/07/2019

Date