



PERFORMANCE AGREEMENT

MADE AND ENTERED INTO BY AND BETWEEN:

**THE MKHAMBATHINI MUNICIPALITY
AS REPRESENTED BY ACTING MUNICIPAL MANAGER
(Duly authorised by Council)**

MS Z.M MDLAZI
8301120773084

And

MR S MNGWENGWE
850303 6087 083

**THE CHIEF FINANCIAL OFFICER
OF THE MUNICIPALITY**

1 JULY 2019– 30 June 2020

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PERFORMANCE AGREEMENT

ENTERED INTO BY AND BETWEEN:

The Mkhambathini Municipality herein represented by
Ms ZM Mdlazi in her capacity as Acting Municipal Manager
(Hereinafter referred to as the **Mkhambathini Municipality** or **Supervisor**)

And

Mr. S Mngwengwe of the Municipality
(Hereinafter referred to as the **Chief Financial Officer**).

WHEREBY IT IS AGREED AS FOLLOWS:

1. INTRODUCTION

- 1.1 The Mkhambathini Municipality has entered into a contract of employment with the **Chief Financial Officer Mr. S Mngwengwe. Identity Number, 8503036087083** in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The **Mkhambathini Municipality** and the **Chief Financial Officer** are hereinafter referred to as "the Parties".
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual performance agreement.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the **Chief Financial Officer** to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

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) and (5) of the Act as well as the employment contract entered into between the parties;
- 2.2 specify objectives and targets defined and agreed with the **Chief Financial Officer** and to communicate to the **Chief Financial Officer** the Mkhambathini Municipality's expectations of the **Chief Financial Officer's** performance and accountabilities in alignment with the Integrated Development Plan, 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 forms an annexure to the performance agreement;
- 2.4 monitor and measure performance against set targeted outputs;

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- 2.5 use the performance agreement as the basis for assessing whether the **Chief Financial Officer** has met the performance expectations applicable to his or her job;
- 2.6 in the event of outstanding performance, to appropriately reward the **Chief Financial Officer**; and
- 2.7 give effect to the Mkhambathini Municipality's commitment to a performance-orientated relationship with its **Chief Financial Officer** in attaining equitable and improved service delivery.

3 COMMENCEMENT AND DURATION

- 3.1 This Agreement will commence on the 01 July 2019 and will remain in force until 30 June 2020 thereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year. The parties will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the **Chief Financial Officers'** contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the above-mentioned period to determine the applicability of the matters agreed upon.
- 3.5 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.

4 PERFORMANCE OBJECTIVES

- 4.1 The Performance Plan (Annexure B) sets out-
 - 4.1.1 the performance objectives and targets that must be met by the **Chief Financial Officer**; 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 C are set by the **Mkhambathini Municipality** in consultation with the **Chief Financial Officer** and based on the Integrated Development Plan, Service Delivery and Budget Implementation Plan (SDBIP) and the Budget of the **Mkhambathini Municipality**, and shall include key objectives; key performance indicators; target dates and weightings.
 - 4.2.1 The key objectives describe the main tasks that need to be done.
 - 4.2.2 The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved.
 - 4.2.3 The target dates describe the timeframe in which the work must be achieved.
 - 4.2.4 The weightings show the relative importance of the key objectives to each other.

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4.3 The **Chief Financial Officer** performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the **Mkhambathini Municipality's** Integrated Development Plan.

5 PERFORMANCE MANAGEMENT SYSTEM

- 5.1 The **Chief Financial Officer** agrees to participate in the performance management system that the **Mkhambathini Municipality** adopts or introduces for the **Mkhambathini Municipality**, management and municipal staff of the **Mkhambathini Municipality**.
- 5.2 The **Chief Financial Officer** accepts that the purpose of the performance management system will be to provide a comprehensive system with specific performance standards to assist the **Mkhambathini Municipality**, management and municipal staff to perform to the standards required.
- 5.3 The **Mkhambathini Municipality** will consult the **Chief Financial Officer** about the specific performance standards that will be included in the performance management system as applicable to the **Chief Financial Officer**.
- 5.4 The **Chief Financial Officer** undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the **Chief Financial Officers'** responsibilities) within the local government framework.
- 5.5 The criteria upon which the performance of the **Chief Financial Officer** shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.
- 5.5.1 The **Chief Financial Officer** must be assessed against both components, with a weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Competency Requirements (CCRs) respectively.
- 5.5.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 5.5.3 KPAs covering the main areas of work will account for 80% and CCRs will account for 20% of the final assessment.
- 5.6 The **Chief Financial Officer** assessment will be based on his / her performance in terms of the outputs / outcomes (performance indicators) identified as per attached Performance Plan (**Annexure B**), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the **Mkhambathini Municipality** and **Chief Financial Officer**

Key Performance Areas (KPA's)	Weighting
Basic Service Delivery	5%
Municipal Institutional Development and Transformation	5%
Local Economic Development (LED)	5%
Municipal Financial Viability and Management	70%
Good Governance and Public Participation	10%
Cross Cutting	5%
Total	100

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- 5.7 In the case of managers directly accountable to the **Chief Financial Officer**, key performance areas related to the functional area of the relevant manager, must be subject to negotiation between the **Chief Financial Officer** and the relevant manager.
- 5.8 The CMC's will make up the other 20% of the **Chief Financial Officer** Assessment score. CMC's that are deemed to be most critical for **Chief Financial Officers'** specific job should be selected (✓) from the list below as agreed to between the **Mkhambathini Municipality** and **Chief Financial Officer**.

LEADING COMPETENCIES		
CORE MANAGERIAL COMPETENCIES (CMC)	COMPETENCY DESCRIPTION	WEIGHT %
1. Strategic Direction and Leadership	Impact and influence institutional Performance Management Strategic Planning and Management Organisational Awareness	5
2. People Management	Human Capital Planning and Development Diversity Management Employee Relations Management Negotiation and dispute Management	5
3. Programme and Project Management	Program and project Planning and Implementation Service Delivery Management Program and Project Management and Evaluation	5
4. Financial Management	Budget Planning and Execution Financial Strategy and Delivery Financial Reporting and Monitoring	45
5. Change Management	Change Vision and Strategy Process Design and Improvement Change Impact Monitoring and Evaluation	5
6. Governance Leadership	Policy Formulation Risk and Compliance Management Cooperative Governance	5
CORE COMPETENCIES		
7. Moral Competencies	Able to identify triggers, apply reasoning that promotes honesty and integrity and consistency display behavior that reflects moral competence.	5
8. Planning and Organising	Able to plan, priorities and organize information and resources effectively to ensure the quality of service delivery and build efficient contingency Plans to manage risk	5
9. Analysis and Innovation	Able to critically analysis 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.	5
10. 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.	5
11. 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.	5

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12.Results and Quality Focus	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed	
13.Results and Quality Focus	Able to maintain high quality standards, focus on achieving results and objects while consistently striving to exceed expectations and encourage others to meet quality standards,. Further too actively monitor and measure results and quality against identified objectives.	5
TOTAL		100%

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6. EVALUATING PERFORMANCE

- 6.1 The Performance Plan (Annexure B) to this Agreement sets out -
- 6.1.1 the standards and procedures for evaluating the **Chief Financial Officer** performance; and
 - 6.1.2 the intervals for the evaluation of the **Chief Financial Officer** performance.

6.2 Despite the establishment of agreed intervals for evaluation, the **Mkhambathini Municipality** may in addition review the **Chief Financial Officer** 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 as well as the actions agreed to and implementation must take place within set time frames.

6.4 The **Chief Financial Officer** performance will be measured in terms of contributions to the goals and strategies set out in the **Mkhambathini Municipality's** IDP.

6.5 The annual performance appraisal will involve:

6.5.1 Assessment of the achievement of results as outlined in the performance plan:

- (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.
- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

6.5.2 Assessment of the CCRs

- (a) Each CCR should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CCR.
- (c) This rating should be multiplied by the weighting given to each CCR during the contracting process, to provide a score.
- (d) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CCR score.

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 Chief Financial Officer will be based on the following rating scale for KPA's and CCRs:

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of the Chief Financial Officer at this level. The appraisal indicates that the Chief Financial Officer has achieved above fully effective results against all performance criteria and indicators as specified in the PA 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 Chief Financial Officer has achieved above fully effective results against more than half of the performance criteria and indicators 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 Chief Financial Officer has fully achieved effective results against all significant performance criteria and indicators as specified in the PA 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 Chief Financial Officer has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and Performance Plan.					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the Chief Financial Officer has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The Chief Financial Officer 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 Mayor, an evaluation panel constituted of the following persons must be established -
- 6.7.1 Executive Mayor or Mayor;
 - 6.7.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
 - 6.7.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council;
 - 6.7.4 Mayor and/or Mayor from another municipality; and
 - 6.7.5 Member of a ward committee as nominated by the Executive Mayor or Mayor.
- 6.8 For purposes of evaluating the annual performance of managers directly accountable to the Mayor, an evaluation panel constituted of the following persons must be established -
- 6.8.1 Mayor;
 - 6.8.2 Chairperson of the performance audit committee or the audit committee in the absence of a performance audit committee;
 - 6.8.3 Member of the mayoral or executive committee or in respect of a plenary type municipality, another member of council; and
 - 6.8.4 Mayor from another municipality.
- 6.9 The manager responsible for human resources of the municipality must provide secretariat services to the evaluation panels referred to in sub-regulations (d) and (e).

7. SCHEDULE FOR PERFORMANCE REVIEWS

- 7.1 The performance of **Chief Financial Officer** in relation to his / her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

QUARTER	MONTHS	REVIEW DATE
First quarter	July 2019– September 2019	Before the end of October 2019
Second quarter	October 2019– December 2019	Before the end of January 2020
Third quarter	January 2020– March 2020	Before the end of April 2020
Fourth quarter	April 2020– June 2020	Before the end of July 2020

- 7.2 The **Mkhambathini Municipality** shall keep a record of the mid-year review and annual assessment meetings.
- 7.3 Performance feedback shall be based on the **Mkhambathini Municipality's** assessment of the **Chief Financial Officer** performance.
- 7.4 The **Mkhambathini Municipality** will be entitled to review and make reasonable changes to the provisions of Annexure "B" from time to time for operational reasons. The **Chief Financial Officer** will be fully consulted before any such change is made.
- 7.5 The **Mkhambathini Municipality** may amend the provisions of Annexure B whenever the performance management system is adopted, implemented and / or amended as the case may be. In that case the **Chief Financial Officer** will be fully consulted before any such change is made.

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8. DEVELOPMENTAL REQUIREMENTS

The Personal Development Plan (PDP) for addressing developmental gaps is attached as Annexure B.

9. OBLIGATIONS OF THE MKHAMBATHINI MUNICIPALITY

- 9.1 The Mkhambathini Municipality shall –
- 9.1.1 create an enabling environment to facilitate effective performance by the **Chief Financial Officer**;
 - 9.1.2 provide access to skills development and capacity building opportunities;
 - 9.1.3 work collaboratively with the **Chief Financial Officer** to solve problems and generate solutions to common problems that may impact on the performance of the **Chief Financial Officer**;
 - 9.1.4 on the request of the **Chief Financial Officer** delegate such powers reasonably required by the **Chief Financial Officer** to enable him / her to meet the performance objectives and targets established in terms of this Agreement; and
 - 9.1.5 make available to the **Chief Financial Officer** such resources as the **Chief Financial Officer** may reasonably require from time to time to assist him / her to meet the performance objectives and targets established in terms of this Agreement.

10. CONSULTATION

- 10.1 The **Mkhambathini Municipality** agrees to consult the **Chief Financial Officer** timorously where the exercising of the powers will have amongst others –
- 10.1.1 a direct effect on the performance of any of the **Chief Financial Officers'** functions;
 - 10.1.2 Commit the **Chief Financial Officer** to implement or to give effect to a decision made by the **Mkhambathini Municipality**; and
 - 10.1.3 a substantial financial effect on the **Mkhambathini Municipality**.
- 10.2 The **Mkhambathini Municipality** agrees to inform the **Chief Financial Officer** of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 10.1 as soon as is practicable to enable **Chief Financial Officer** to take any necessary action without delay.

11. MANAGEMENT OF EVALUATION OUTCOMES

- 11.1 The evaluation of **Chief Financial Officer** Performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.
- 11.2 A performance bonus of between 5% to 14% of all-inclusive annual remuneration package may be paid to the **Chief Financial Officer** in recognition of outstanding performance to be constituted as follows:

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- 11.2.1 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and
- 11.2.2 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.
- 11.3 In the case of unacceptable performance, the **Mkhambathini Municipality** shall –
 - 11.3.1 provide systematic remedial or developmental support to assist the **Chief Financial Officer** to improve his or her performance; and
 - 11.3.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the **Mkhambathini Municipality** may consider steps to terminate the contract of employment of the **Chief Financial Officer** on grounds of unfitness or incapacity to carry out his or her duties.

12. DISPUTE RESOLUTION

- 12.1 Any disputes about the nature of the **Chief Financial Officer** performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –
 - 12.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the **Chief Financial Officer**; or
 - 12.1.2 any other person appointed by the MEC.
 - 12.1.3 In the case of managers directly accountable to the **Chief Financial Officer**, a member of the municipal council, provided that such member was not part of the evaluation panel provided for in sub-regulation 27(4)(e) of the Municipal Performance Regulations, 2006, within thirty (30) days of receipt of a formal dispute from the **Chief Financial Officer**; whose decision shall be final and binding on both parties.
- 12.2 In the event that the mediation process contemplated above fails, clause 20.3 of the Contract of Employment shall apply.

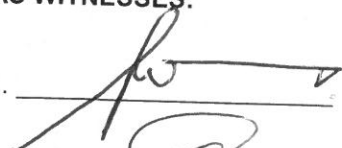
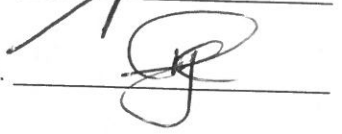
13. GENERAL

- 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 **Mkhambathini Municipality**.
- 13.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the **Chief Financial Officer** 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 performance assessment results of the **Chief Financial Officer** must be submitted to the MEC responsible for local government in the relevant province as well as the national minister responsible for local government, within fourteen (14) days after the conclusion of the assessment.

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Signed at **Camperdown** on this the 10 day of July 2019.

AS WITNESSES:

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Chief Financial Officer

AS WITNESSES:

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Acting Municipal Manager



**ANNUAL PERFORMANCE PLAN, PERSONAL
DEVELOPMENT PLAN AND REVIEW FOR
MANAGERS**

Entered into by and between

**THE MKHAMBATHINI MUNICIPALITY
AS REPRESENTED BY THE ACTING MUNICIPAL
MANAGER**

(Duly authorised by Council)

MS Z.M MDLAZI

AND

**MR S MNGWENGWE
MANAGER: FINANCIAL SERVICES
["the Employee"]**

01 July 2019 – 30 June 2020

RATING	DEFINITION OF SCORE
5	Outstanding Performance
4	Performance significantly above expectation
3	Fully effective
2	Performance not fully satisfactory
1	Unacceptable Performance

Period Under Review	
Surname	MNQUWENKWE
Name	SANELE
Municipality	MKHAMBATHINI
Department	FINANCE
Race	AFRICAN
Gender	MALE
Employee Number	435
Date of Appointment	01 February 2018
Salary Package	

Performance Plan

Attached as Annexure C

Calculation on the Core Management Criteria (CMC)

CMC's are based on the eleven core competencies – every Manager should be assessed against all those CMC that are applicable to his/her job. Compulsory CMC for Managers are highlighted below (NOTE: Weights should be taken from the signed performance agreement for the year under review).

CORE MANAGERIAL COMPETENCIES (CMC)	√ (Indicate Choice)	WEIGHT %	MILESTONES /COMMENTS	OWN RATING (1-5)	RATING BY SUPERVISOR (1-5)	RATING BY PANEL MEMBER (1-5)
1. Strategic Capability and Leadership						
2. Programme and Project Management						
3. Financial Management						
4. Change Management	compulsory	45				
5. Knowledge Management						
6. Service Delivery Innovation		5				
7. Problem Solving and Analysis		5				
8. People Management and Empowerment		5				
9. Client Orientation and Customer Focus	compulsory	5				
10. Communication	compulsory	5				
11. Honesty and Integrity		5				

EVALUATION ON THE CORE OCCUPATIONAL COMPETENCY (COC)

COC's are based on the eleven core competences – every Manager should be assessed against all those COC's that are applicable to his/her job.
 (NOTE: Weight should be taken from the signed performance agreement for the year under review)

CORE MANAGERIAL COMPETENCIES (CMC)		√ (Indicate Choice)	WEIGHT %	MILESTONES /COMMENTS	OWN RATING (1-5)	RATING BY SUPERVISOR (1-5)	RATING BY PANEL MEMBER (1-5)
1.	Competence in Self-Management						
2.	Interpretation of and implementation within the legislative and national policy framework						
3.	Knowledge of Performance Management and Reporting		20				
4.	Knowledge of global of South African specific political, social and economic contexts						
5.	Competence in policy conceptualization, analysis and implementation						
6.	Knowledge of more than one functional municipal field/discipline						
7.	Skills in Mediation						
8.	Skills in Governance						
9.	Competence as required by other national line sector department						
10.	Exceptional and dynamic creativity to improve the functioning of the municipality						
Total percentage		-	100%				

PERSONAL DEVELOPMENT PLAN

AREA TO BE DEVELOPED	TYPE OF INTERVENTION	TARGET DATE	PERFORMANCE REVIEW FOR PDP		
			Progress	Barriers	Action to Overcome Barriers
MSCOA	Training / seminar	Ongoing			
ASSET	Training / workshop	Dec - June 2020			
GRAP UPDATES	Training / workshop	July - Dec 2019			

PERFORMANCE ASSESSMENT RATING

The Assessment Rating will be used to add the score and calculate a final KPA score (80%) and a final CMC and COC's score (20%).

The Table Below should be completed by the summarized total of each panel member (*Note: Weight should be taken from the signed performance agreement for the year under review*)

KPA	WEIGHT	RATING	SCORE
1. Basic Service Delivery	5%		
2. Municipal Institutional Development and Transformation	5%		
3. Local Economic Development	5%		
4. Municipal Financial Viability and Management	70%		
5. Good Governance and Public Participation	10%		
6. Community and Social Development	5%		
Total			
x 80%	100%		

Core Management Competencies	Weight	Rating	Score
1. Strategic Capability & Leadership	5%		
2. Programme & Project Management	5%		
3. Financial Management (Compulsory)	45%		
4. Change Management			
5. People Management			
6. Governance Leadership	5%		
Total			
x 20%			

Core Occupational Competencies	Weight %	Rating	Score
1. Moral Competence			
2. Planning and Organizing	5%		
3. Analysis and Innovation	5%		
4. Knowledge and Innovation	20%		
5. Communication	5%		
6. Result and Quality Focus	5%		
Total			
X 20%			

Key Results

KPA	(A) Sub- Total	(B) % Of Assessment	(AxB) Total Score
KRA (Key Result Area)		80%	
CC (Conduct Criteria)		20%	
c) FINAL SCORE			
FINAL SCORE IN PERCENTAGE (C/5X100)			

AGREEMENT TO PERFORMANCE AND DEVELOPMENT PLAN

I agree with the objectives as set out in the above Performance and Development Plan and undertake to achieve the objectives as agreed on.

SIGNATURE: 

Name of Manager: S. Mngwenge

Date: 10 July 2019

I undertake to support S Mngwenge (Name of Manager) with the achievement of the above Performance and Development Plan.

SIGNATURE: 

Name of Manager: ZM Mokozi

Date: 10 July 2019

FEEDBACK ON INFORMAL QUARTELY REVIEW:

FEEDBACK FROM REPORTING OFFICER:

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Signature of Reporting Officer

Signature of Manager

Date:.....

Date:.....

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ORGANISATIONAL SCORECARD FOR 2018/2019																																									
ALIGNMENT WITH NATIONAL POLICY FRAMEWORK	IDP, BUDGET AND B&B REF NUMBERS (ALIGNMENT)			STRATEGIC OBJECTIVE	KEY PERFORMANCE INDICATORS	DETAILED PERFORMANCE MEASURE	DEMAND	BASELINE	ANNUAL TARGET	QUARTER 1		QUARTER 2		QUARTER 3		QUARTER 4		BUDGET	WARD INFORMATION	MEANS OF VERIFICATION (POE)	RESPONSIBLE DEPARTMENT																				
	IDP REF NO	MSCOA REF NO	B&B REF NO							TARGET	TARGET	TARGET	TARGET	TARGET	TARGET	TARGET	TARGET					TARGET																			
MUNICIPAL INSTITUTIONAL DEVELOPMENT AND TRANSFORMATION	NMPA: MUNICIPAL TRANSFORMATION AND INSTITUTIONAL DEVELOPMENT			To ensure that services provided to the Municipality by service providers is of high quality	Assess and Report on Service Providers Performance	Number of Bi-annual Reports Presented on the assessment of service providers	4	2	1	N/A	1	N/A	1	N/A	N/A	N/A	N/A	N/A	Institutional	Reports on Service Provider performance	Chief Financial Officer																				
	MIDT9	N/A	B2B-5																																						
MUNICIPAL LOCAL GOVERNMENT EFFICIENT LOCAL GOVERNMENT	NMPA: BASIC SERVICE DELIVERY			To improve management and implementation of Capital Budget in the Municipality	% of the capital budget actually spent on capital projects	% Spent (Total spending on capital projects / total capital budget) x 100 on capital projects	100%	100%	30%	40%	20%	10%	N/A	N/A	N/A	N/A	N/A	N/A	Institutional	MIG Implementation Plan and proof of payments	Technical Services																				
	BSD7	N/A	B2B-2																																						
MUNICIPAL LOCAL ECONOMIC DEVELOPMENT	NMPA: LOCAL ECONOMIC DEVELOPMENT			To promote emerging Businesses	Increase number of Award made to BBEE level 1 companies or bids more than R30 000	No. of bids awarded to emerging business including sub-construction	0	40	10	10	10	10	10	10	10	10	10	10	Ward 1,2,3,4,5,6,7	SCHEDULE OF AWARDS, COPY OF PURCHASE ORDER/ APPOINTMENT LETTER AND BBEE CERTIFICATE	Chief Financial Officer																				
	LED2-1	N/A	B2B-1																																						
MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT	NMPA: FINANCIAL VIABILITY AND MANAGEMENT			To improve reporting Management	Preparation of Quarterly report to Council (section 52 of MFMA)	Number of reports submitted to Council	0	4	1	1	1	1	1	1	1	1	1	1	1	Section 52 (d) report Council and Council resolution	Chief Financial Officer																				
	FIN1	N/A	B2B-4																																						
	FIN2-1	N/A	B2B-4																			To ensure effective and efficient supply chain management system	Develop and Implement the Departmental Procurement Plan to ensure timely procurement of required goods and services	Date of Submission of procurement plan inputs to Procurement Committee and Treasury	31-May-19	N/A	N/A	N/A	N/A	23-May-20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Institutional	Procurement plan and register	Chief Financial Officer	
																																									FIN2-2
	FIN2-3	N/A	B2B-4																			To ensure effective and efficient asset management	Convening of BEC within 15 days after the closing date of an EB&T	Cycle of SCM Committees' meetings	15 days	14 days	14 days	14 days	15 days	14 days	14 days	14 days	14 days	14 days	14 days	14 days	14 days	14 days	14 days	14 days	14 days
	FIN2-2	N/A	B2B-4																			To ensure completion of a credible Annual Financial Statements	Convening of BEC within 14 working days after the BEC meetings	Cycle of SCM Committees' meetings	14 days	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug	31-Aug
	FIN2-2	N/A	B2B-4																			To ensure effective and efficient asset management	AFSs submitted to AG by 31 August 2018	Submission of AFS to Auditor General	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec	31-Dec
	FIN2-2	N/A	B2B-4																			To ensure effective and efficient asset management	Monitor the preparation of Annual Financial Statements to ensure credibility	Municipal Manager to ensure that the Municipality Receives unqualified report	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12	12
FIN2-1				N/A	B2B-4																																				
FIN2-2	N/A	B2B-4	To ensure effective and efficient asset management	Fixed Asset Register reconciliation performed and signed off by the Chief Financial Officer	Number of Monthly reports on Fixed Asset Register reconciliation	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3																			
																							FIN2-1	N/A	B2B-4																
FIN2-2	N/A	B2B-4	To ensure effective and efficient asset management	Development and approval of a revenue enhancement strategy	Date of revenue enhancement approval	New	New	New	New	New	New	New	New	New	New	New	New	New	New	New	New	New																			
																							FIN2-1	N/A	B2B-4																

<p>KEY PERFORMANCE AREA: FINANCIAL VIABILITY AND MANAGEMENT</p> <p>OUTCOME 9: A RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNANCE</p> <p>OUTPUT 1: IMPLEMENT A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT</p> <p>OUTPUT 2: MAINTAIN AN EFFECTIVE RISK MANAGEMENT SYSTEM</p> <p>OUTPUT 3: TRANSFORM MUNICIPALITY INTO A PERFORMANCE DRIVEN INSTITUTION</p> <p>OUTPUT 4: PROVIDE REASONABLE ASSURANCE ON THE ADEQUACY AND EFFECTIVENESS OF INTERNAL CONTROL SYSTEM</p> <p>OUTPUT 5: IMPLEMENT A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT</p> <p>OUTPUT 6: MAINTAIN AN EFFECTIVE RISK MANAGEMENT SYSTEM</p> <p>OUTPUT 7: SINGLE WINDOW OF COORDINATION</p> <p>OUTPUT 8: DEVELOPMENT AND APPROVAL OF THE IDP (BUDGET PROCESS)</p> <p>OUTPUT 9: A RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNANCE</p>	<p>KEY PERFORMANCE AREA: GOOD GOVERNANCE AND PUBLIC PARTICIPATION</p>			<p>KEY PERFORMANCE AREA: CROSS CURRING ISSUES</p> <p>OUTPUT 8: DEVELOPMENT AND APPROVAL OF THE IDP (BUDGET PROCESS)</p> <p>OUTPUT 9: A RESPONSIVE, ACCOUNTABLE, EFFECTIVE AND EFFICIENT LOCAL GOVERNANCE</p>																
	<p>FIN5-2</p>	<p>N/A</p>	<p>B2B_4</p>		<p>To ensure revenue enhancement</p>	<p>Quarterly age analysis reports prepared and submitted to Council</p>	<p>Age analysis reports submitted to Council</p>	<p>4</p>	<p>4</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>N/A</p>	<p>Institutional</p>	<p>Reports and council resolution</p>	<p>Chief Financial Officer</p>
	<p>FIN5-3</p>	<p>N/A</p>	<p>B2B_4</p>		<p>To ensure that VAT is accounted for</p>	<p>Increased percentage of VAT collection rate</p>	<p>Number of monthly VAT Reconciliations proposed and signed by the Chief Financial Officer</p>	<p>Number of monthly VAT Reconciliations proposed and signed by the Chief Financial Officer</p>	<p>70%</p>	<p>70%</p>	<p>70%</p>	<p>70%</p>	<p>70%</p>	<p>70%</p>	<p>70%</p>	<p>70%</p>	<p>70%</p>	<p>70%</p>	<p>Section 52 (g) Reports and council resolution (Quarterly)</p>	<p>Chief Financial Officer</p>
	<p>FIN6</p>	<p>N/A</p>	<p>B2B_4</p>		<p>To ensure effective management of the payroll system</p>	<p>Prepare monthly VAT Reconciliations</p>	<p>Prepare monthly Payroll Reconciliation</p>	<p>Number of monthly payroll Reconciliation reports prepared and signed by the Chief Financial Officer</p>	<p>12</p>	<p>12</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>Reports signed by the Chief Financial Officer</p>
<p>FIN7</p>	<p>N/A</p>	<p>B2B_4</p>	<p>To ensure effective and efficient grants management</p>	<p>Prepare and submit monthly Reconciliation of grants income</p>	<p>Prepare and submit monthly Reconciliation of grants income</p>	<p>Number of monthly reports on reconciliations of grants income signed off by the Chief Financial Officer</p>	<p>12</p>	<p>12</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>Reports signed by the Chief Financial Officer</p>	<p>Chief Financial Officer</p>	
<p>FIN8-1</p>	<p>N/A</p>	<p>B2B_4</p>	<p>To ensure enforcement of sound financial management practices</p>	<p>Prepare and submit reports to the Finance Portfolio Committee</p>	<p>Prepare and submit reports to the Finance Portfolio Committee</p>	<p>Number of financial reports submitted to the Finance Portfolio Committee</p>	<p>12</p>	<p>12</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>Reports signed by the Chief Financial Officer</p>	<p>Chief Financial Officer</p>	
<p>FIN8-2</p>	<p>N/A</p>	<p>B2B_4</p>		<p>Submit reports to the Finance Portfolio Committee</p>	<p>Submit reports to the Finance Portfolio Committee</p>	<p>Number of Finance Portfolio Reports Submitted</p>	<p>4</p>	<p>4</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>Reports and Finance Committee Minutes</p>	<p>Chief Financial Officer</p>	
<p>FIN9-1</p>	<p>N/A</p>	<p>B2B_4</p>	<p>To ensure enforcement of sound financial management practices</p>	<p>Monitor financial ratios to ensure financial</p>	<p>Monitor financial ratios to ensure financial</p>	<p>Debt coverage Ratio: Total operational revenue less operational service debt service payments within the financial year</p>	<p>01:01</p>	<p>02:01</p>	<p>02:01</p>	<p>02:01</p>	<p>02:01</p>	<p>02:01</p>	<p>02:01</p>	<p>02:01</p>	<p>02:01</p>	<p>02:01</p>	<p>02:01</p>	<p>Section 52 (g) Reports and council resolution (Quarterly)</p>	<p>Chief Financial Officer</p>	
<p>FIN9-2a</p>	<p>N/A</p>	<p>B2B_4</p>		<p>Costs coverage ratio (available cash less urgent conditional grants-investment) plus short term investments) divided by monthly fixed operating expenditure less depreciation, amortization, provision for bad debts;</p>	<p>Costs coverage ratio (available cash less urgent conditional grants-investment) plus short term investments) divided by monthly fixed operating expenditure less depreciation, amortization, provision for bad debts;</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>01:01</p>	<p>Section 52 (g) Reports and council resolution (Quarterly)</p>	<p>Chief Financial Officer</p>	
<p>FIN9-2b</p>	<p>N/A</p>	<p>B2B_4</p>		<p>Prepare and submit monthly Bank Reconciliations signed by the Chief Financial Officer</p>	<p>Prepare and submit monthly Bank Reconciliations signed by the Chief Financial Officer</p>	<p>Number of Monthly Bank Reconciliations signed by the Chief Financial Officer</p>	<p>4</p>	<p>4</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>Monthly reconciliations signed by the Chief Financial Officer</p>	<p>Chief Financial Officer</p>	
<p>FIN9-3</p>	<p>N/A</p>	<p>B2B_4</p>	<p>To ensure enforcement of sound financial management practices</p>	<p>Prepare and submit monthly Creditors' Reconciliations signed by the Chief Financial Officer</p>	<p>Prepare and submit monthly Creditors' Reconciliations signed by the Chief Financial Officer</p>	<p>Number of Monthly Creditors' Reconciliations signed by the Chief Financial Officer</p>	<p>4</p>	<p>4</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>3</p>	<p>Age analysis and Monthly reconciliations signed by the Chief Financial Officer</p>	<p>Chief Financial Officer</p>	
<p>FIN9-4</p>	<p>N/A</p>	<p>B2B_4</p>		<p>Updates and Report on the Risk Management Register</p>	<p>Updates and Report on the Risk Management Register</p>	<p>Number of risk management Reports Submitted to MMANCO</p>	<p>4</p>	<p>4</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>Updated risk register and submission register</p>	<p>Chief Financial Officer</p>
<p>GG1</p>	<p>N/A</p>	<p>B2B_3</p>	<p>TO IMPLEMENT A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT</p> <p>OUTPUT 1: IMPLEMENT A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT</p> <p>OUTPUT 2: MAINTAIN AN EFFECTIVE RISK MANAGEMENT SYSTEM</p>	<p>Sign of annual performance agreements</p>	<p>Sign of annual performance agreements</p>	<p>Number of Performance Agreements Signed</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>Quarterly Performance Reports on achieved and not achieved targets submitted to PMS Unit</p>	<p>Chief Financial Officer</p>	
<p>GG1-1</p>	<p>N/A</p>	<p>B2B_3</p>		<p>Quarterly Performance Reports on achieved and not achieved targets submitted to PMS Unit</p>	<p>Quarterly Performance Reports on achieved and not achieved targets submitted to PMS Unit</p>	<p>Number of quarterly Performance Reports Submitted to PMS Unit</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>4</p>	<p>Quarterly PMS Report and Submission register</p>	<p>Chief Financial Officer</p>	
<p>GG1-2</p>	<p>N/A</p>	<p>B2B_3</p>		<p>Development and management of an audit action plan to maintain a clean audit opinion</p>	<p>Development and management of an audit action plan to maintain a clean audit opinion</p>	<p>Number of audit action plan reports submitted to Council</p>	<p>4</p>	<p>4</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>1</p>	<p>Reports and Council Resolution</p>	<p>Chief Financial Officer</p>	
<p>GG2</p>	<p>N/A</p>	<p>B2B_3</p>	<p>TO IMPLEMENT A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT</p> <p>OUTPUT 1: IMPLEMENT A DIFFERENTIATED APPROACH TO MUNICIPAL FINANCING, PLANNING AND SUPPORT</p> <p>OUTPUT 2: MAINTAIN AN EFFECTIVE RISK MANAGEMENT SYSTEM</p>	<p>Coordinate the IDP Representative Forum meetings</p>	<p>Coordinate the IDP Representative Forum meetings</p>	<p>Number of IDP Representative Forum meetings</p>	<p>2</p>	<p>2</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>N/A</p>	<p>Process plan and Council Resolution</p>	<p>Chief Financial Officer</p>	
<p>GG2-1</p>	<p>N/A</p>	<p>B2B_2</p>		<p>Integrated Development Plan (IDP) focusing on delivery of 10 critical</p>	<p>Integrated Development Plan (IDP) focusing on delivery of 10 critical</p>	<p>Date of adoption of the 2020/2021 IDP</p>	<p>30-Jun-20</p>	<p>30-Aug-20</p>	<p>31-Aug-19</p>	<p>31-Aug-19</p>	<p>31-Aug-19</p>	<p>31-Aug-19</p>	<p>31-Aug-19</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>31-Mar-2020 (Draft adoption)</p>	<p>30-Jun-2020 (Final adoption)</p>	<p>Attendance registers and/or minutes</p>	<p>Chief Financial Officer</p>
<p>GG2-2</p>	<p>N/A</p>	<p>B2B_2</p>		<p>Implementation of the Development Plan</p>	<p>Implementation of the Development Plan</p>	<p>Date of adoption of the 2020/2021 IDP</p>	<p>30-Jun-19</p>	<p>30-Jun-19</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>30-Jun-20</p>	<p>Plan and Portfolio Minutes</p>	<p>Chief Financial Officer</p>

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