

## Amended Performance Plan

**Director: Engineering Services**



Dir.:  MM: 

**The Performance Plan sets out:**

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

**Performance should be evaluated:**

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

  
Dir.: \_\_\_\_\_ MM:  \_\_\_\_\_

### KEY PERFORMANCE INDICATORS

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

Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
SDBIP Graph	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPI's of the sub-directorate: Electro-Technical Services	90% of the KPI's of the sub directorate have been met as per Ignite Dashboard report	78.26%	Updated SDBIP and report	90%	90%	90%	90%	3
SDBIP Graph	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPI's of the sub-directorate: Civil Engineering Services	90% of the KPI's of the sub directorate have been met as per Ignite Dashboard report	81.82%	Updated SDBIP and report	90%	90%	90%	90%	3
SDBIP Graph	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPI's of the sub-directorate: Roads & Stormwater Services	90% of the KPI's of the sub directorate have been met as per Ignite Dashboard report	100%	Updated SDBIP and report	90%	90%	90%	90%	2
T13	Basic Service Delivery	Spend 95% of the electricity capital budget by 30 June 2025	% of the budget spent	91.73%	Capital Expenditure/Progress Reports for mentioned quarters (SAMRAS extract) and/or Draft Annual Financial Statements as at 30 June 2025	0%	20%	60%	95%	3
T15	Basic Service Delivery	Spend 95% of the budget allocated to upgrade the Rouxpark substation by 30 June 2025	% of budget spent	0	Capital Expenditure/Progress Reports for mentioned quarters (SAMRAS extract) and/or Draft Annual Financial Statements as at 30 June 2025	0%	0%	0%	95%	4
T16	Basic Service Delivery	Complete the refurbishment of the Robertson substation by 30 June 2025	Project completed	0	Practical completion certificate	0	0	0	1	2
T17	Basic Service Delivery	Spend 95% of the electricity maintenance budget by 30 June 2025	% of the budget spent	96.99%	Operational Expenditure Report (SAMRAS extract)	0%	20%	60%	95%	4

Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
T18	Basic Service Delivery	Spend 95% of the capital budget allocated for the resurfacing of roads by 30 June 2025	% of the budget spent	99.17%	Capital Expenditure/Progress Reports for mentioned quarters (SAMRAS extract) and/or Draft Annual Financial Statements as at 30 June 2025	0%	0%	60%	95%	4
T19	Basic Service Delivery	Spend 95% of the capital budget allocated for the construction of speedhumps in the municipal area by 30 June 2025	% of the budget spent	95.28%	Capital Expenditure/Progress Reports for mentioned quarters (SAMRAS extract) and/or Draft Annual Financial Statements as at 30 June 2025	0%	0%	60%	95%	4
T20	Basic Service Delivery	Spend 95% of the budget allocated for the upgrade of gravel roads by 30 June 2025	% of the budget spent	45.72%	Capital Expenditure/Progress Reports for mentioned quarters (SAMRAS extract) and/or Draft Annual Financial Statements as at 30 June 2025	0%	20%	60%	95%	4
T21	Basic Service Delivery	Spend 95% of the budget allocated for the upgrade of the Touwsrivier Waste Water Treatment Works by 30 June 2025	% of the budget spent	0	Capital Expenditure/Progress Reports for mentioned quarters (SAMRAS extract) and/or Draft Annual Financial Statements as at 30 June 2025	10%	20%	60%	95%	4
D464	Municipal Transformation and Institutional Development	Submit monthly reports to the MM by the 21 <sup>st</sup> of each month on the performance and activities of the directorate	Number of reports submitted	12	Proof of submission to MM	3	3	3	3	3
D465	Municipal Financial Viability and Management	Achieve 80% of the activities listed in the Demand Management Plan on a monthly basis	% of activities achieved	80%	Progress as stipulated on the Demand Management Plan	80%	80%	80%	80%	2
D466	Municipal Financial Viability and Management	100% of Auditor General findings addressed within the directorate by 30 June	% of AG findings addressed	100%	Signed-off implementation report	0%	0%	0%	100%	3

Ref No	National KPA	Key Performance Indicator (KPI)	Unit of Measurement	Baseline	Portfolio of evidence	Targets				Weight
						Q1	Q2	Q3	Q4	
D467	Municipal Financial Viability and Management	100% of LGMTEC recommendations addressed within the directorate by 31 December	% of LGMTEC recommendation addressed	100%	Assessment received from the Department	0%	100%	0%	0%	3
D468	Good Governance and Public Participation	Attend to Collaborator inbox items within 30 days of receipt	% of items attended to within 30 days	100%	Collab report	100%	100%	100%	100%	3
D469	Basic Service Delivery	Report quarterly to the MM on progress with ward priorities	Number of reports submitted	4	Proof of submission of the report	1	1	1	1	3
D470	Basic Service Delivery	Hold monthly meetings with staff	Number of meetings held	10	Minutes of the meetings held	3	2	2	3	4
D471	Good Governance and Public Participation	Conduct monthly budget meeting with all divisions on the spending of their budget	Number of meetings conducted	0	Minutes of meetings held	3	2	2	3	4
D472	Good Governance and Public Participation	Conduct bi-weekly site inspections of directorate operations	Number of site inspections	24	Inspection notes	5	5	5	6	4
D473	Good Governance and Public Participation	R0 overspent on the overtime budget on a monthly basis	South African Rands overspent	R0.00	Financial system report (Income & Expenditure statements)	R0.00	R0.00	R0.00	R0.00	3
D474	Good Governance and Public Participation	Submit EIA progress reports linked to the augmentation of the Stettynskloof Dam Wall to the Municipal Manager by 30 June	Progress report submitted	1	Proof of submission	0	0	0	1	4
D475	Good Governance and Public Participation	Submit EIA progress reports linked to the development of the two/industrial parks in Worcester to the Municipal Manager by 30 June	Progress report submitted	1	Proof of submission	0	0	0	1	4
D673	Basic Service Delivery	Complete the upgrade of the Waste Water Treatment Works in Rawsonville by 31 December 2024	Project completed	0	Practical Completion Certificate	0	1	0	0	3
TOTAL										80

## COMPETENCIES

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

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

Competency	Definition	Weight
<b>LEADING COPETENCIES</b>		
Strategic direction and leadership	Provide and direct a vision for the institution and inspire and deploy others to deliver on the strategic institutional mandate. It includes: <ul style="list-style-type: none"> <li>• Impact and influence</li> <li>• Institutional performance management</li> <li>• Strategic planning and management</li> <li>• Organisational awareness</li> </ul>	<b>1.67</b>
People management	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives. It includes: <ul style="list-style-type: none"> <li>• Human capital planning and development</li> <li>• Diversity management</li> <li>• Employee relations management</li> <li>• Negotiation and dispute management</li> </ul>	<b>1.67</b>
Programme and project management	Able to understand program and project management methodology; plan, manage, monitor and evaluate specific activities in order to deliver on set objectives. It includes: <ul style="list-style-type: none"> <li>• Program and project planning and implementation</li> <li>• Service delivery management</li> <li>• Program and project monitoring and evaluation</li> </ul>	<b>1.67</b>
Financial management	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner. It includes: <ul style="list-style-type: none"> <li>• Budget planning and execution</li> <li>• Financial strategy and delivery</li> <li>• Financial reporting and delivery</li> </ul>	<b>1.67</b>
Change leadership	Able to direct and initiate transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community. It includes: <ul style="list-style-type: none"> <li>• Change vision and strategy</li> <li>• Process design and improvement</li> <li>• Change impact monitoring and evaluation</li> </ul>	<b>1.67</b>

Competency	Definition	Weight
Governance leadership	<p>Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships. It includes:</p> <ul style="list-style-type: none"> <li>• Policy formulation</li> <li>• Risk and compliance management</li> <li>• Cooperative governance</li> </ul>	1.67
<b>CORE COMPETENCIES</b>		
Moral competence	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and display behavior that reflects moral competence.	1.67
Planning and organising	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk.	1.67
Analysis and innovation	Able to critically analyses information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.	1.67
Knowledge and information management	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	1.67
Communication	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome.	1.67
Results and quality focus	Able to maintain high quality standards, focus on achieving results and objectives while consistency striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives.	1.67
<b>TOTAL</b>		<b>20</b>