

REVISED KEY PERFORMANCE INDICATORS

The following Key Performance Indicators (KPI's) provide the details of the evidence that must be provided to show that a key objective has been obtained. The weightings show the relative importance of the key objectives to each other and should add up to 80% of the total assessment score.


No.	SDBIP KPI No.	National KPA	Strategic Objective	KPI	Unit of Measurement	Baseline	Annual Target	Target Q1	Target Q2	Target Q3	Target Q4	Weight
1	TL19	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Measured financial viability in terms of the municipality's ability to meet its service debt obligations by 30 June (Debt coverage) (Reg)	The number of times the municipality was able to meet its Debt obligation ((Total operating revenue received – operating grants)/debt service payments))	6.81	6.7				6.7	23
2	TL20	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Measured financial viability in terms of the available cash to cover fixed operating expenditure by 30 June (Cost coverage) (Reg)	Number of months cash were available to cover fixed operating expenditure ((All available cash at a particular time + investments)/monthly fixed operating expenditure)	2	2				2	23
3	TL21	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Measured financial viability in terms of percentage outstanding service debtors by 30 June (Service Debtors) (Reg)	% Outstanding service debtors per annum (Total outstanding service debtors/annual revenue received for services)	30.52%	28.20%				28.20	23
4	TL22	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Report on Percentage Capital budget actually spent on capital projects by 30 June (Reg)	% of capital budget actually spent on capital projects for the annum (Actual spent on capital projects/Total capital budget)	53%	80-90				80-90	43

No.	SDBIP KPI No.	National/KPA	Strategic Objective	KPI	Unit of Measurement	Baseline	Annual Target	Target Q1	Target Q2	Target Q3	Target Q4	Weight
5	TL23	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Percentage of financial policies reviewed and submitted to Council by May	% Financial policies submitted to Council (Number of reviewed financial Policies/Number of existing financial policies)	100%	100				100	23
6	TL124	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Report bi-annually to Council on the performance of service providers for quotations and tenders above R300000	Number of reports submitted to Council per annum	Bi-annually	2		1		1	3
7	TL25	Local Economic Development	To promote regional economic development by supporting initiatives in the district for the development of a sustainable district economy	Invite service providers to register on the suppliers database by 30 June	Number of invitation placed on ODM website and in external media per annum	1 per annum	1				1	23
8	D125	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Monitor quarterly the procurement plan to ensure that Capital projects being executed	Number of quarterly monitoring's executed per annum	Quarterly	4		1	1	1	3
9	D126	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Address external financial related Audit findings by 30 June (OPCAR)	% Findings addressed	95	80				80	4

No.	SDBIP KPI No.	National KPA	Strategic Objective	KPI	Unit of Measurement	Baseline	Annual Target	Target Q1	Target Q2	Target Q3	Target Q4	Weight
10	D127	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Receive an unqualified audit report on the financial affairs of the municipality	Unqualified audit report received	Unqualified audit report received	1	1	1			6
11	D128	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Review quarterly the Directorate risk register at a Line Management meeting	Number of reviews executed per annum	4 per annum	4	1	1	1	1	2
12	D129	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Promote proper procurement processes to ensure that no successful objections are achieved regarding the awarding of tenders	Number of successful objections received per annum	Zero appeals per annum	Zero	0	0	0	0	3
13	D130	Good Governance and Public Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Percentage of compliance with all legislative deliverables as measured per compliance assets by 30 June	% Compliance with legislative deliverables	100%	100				100%	3
14	D131	Good Governance and Public Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Execute Council Resolutions within three months after approval	% of Council resolutions executed per annum (Total executed/total taken on a specific period)	100%	100	100%	100%	100%	100%	2
15	D132	Good Governance and Public Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Hold monthly line management meetings to ensure effective, efficient and economical use of resources in the department	Number of meetings held per annum	9 per annum	11	3	2	3	3	2

No.	SDBIP KPI No.	National KPA	Strategic Objective	KPI	Unit of Measurement	Baseline	Annual Target	Target Q1	Target Q2	Target Q3	Target Q4	Weight
16	D133	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Maintain quarterly a positive cashflow and liquidity position	Number of quarters a positive cashflow and liquidity position maintained.	New	4	1	1	1		3
17	D134	Municipal Transformation and Institutional Development	To ensure municipal transformation and institutional development by creating a staff structure that would adhere to the principles of employment equity and promote skills development	Conduct bi-annually performance assessments with line managers with performance agreements	Number Performance assessments conducted per annum (August & February)	2 per annum	1	1		1		3
18	D135	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Report annually to Mayco on any Liability claims submitted to the Insurance above R500 000	Number of reports submitted	New	1				1	3
19	D136	Municipal Transformation and Institutional Development	To ensure municipal transformation and institutional development by creating a staff structure that would adhere to the principles of employment equity and promote skills development	Ensure that training needs are submitted by departments to HR/SDF by January	Training needs submitted	New	1			1		3
20	D137	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Compile a revenue Revival Strategy by October and submit to the Municipal Manager	Revenue Revival Strategy submitted to the Municipal Manager	New	1		1			4

21	D138	Good Governance and Public Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Effective directing and supervision of the Department Finance Services	Number of KPI's of the Department that were not achieved et (Total not achieved on year-to-date)	90% 2	90% 2	90% 2	90% 2	90% 2	90% 2	90% 2	4
22	D139	Good Governance and Public Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Effective directing and supervision of the Department Income and Revenue	90% of the KPI's of the Department have been met (Total KPI's/ total met on year-to-date)	90	90%	90%	90%	90%	90%	90%	4
23	D140	Good Governance and Public Participation	To ensure good governance practices by providing a democratic and pro-active accountable government and ensuring community participation through IGR Structures	Effective directing and supervision of the Department Supply Chain Management	Number of KPI's of the Department that were not achieved et (Total not achieved on year-to-date)	90	90%	90%	90%	90%	90%	90%	4
24	D241	Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Submit GRAP compliant Annual Financial Statement to the Auditor-General by 31 August	Annual Financial Statements Submitted	1	1	1	1	1	1	1	5
25		Municipal Financial Viability and Management	To attain and maintain financial viability and sustainability by executing accounting services in accordance with National policy and guidelines	Complete MMC modules applicable to a CFO by December 2022	MMC models completed	20 Unit Standards	20	20	20	20	20	20	5
											Total	80	

 N Kruger - CFO

6 April 2023

Signed and accepted by the Employee

Date



Signed and accepted by the Municipal Manager

16/04/2023

Date