

MANTSOPA LOCAL MUNICIPALITY



4th QUARTERLY PERFORMANCE ASSESSMENT REPORT 01 APRIL TO 30 JUNE 2017

TABLE OF CONTENTS

ITEM	DESCRIPTION	PAGES
1	General Key Performance Indicators	3-4
	Municipal Performance Plans	5-64
5.1	Technical Services	5-18
5.2	Community Services	19-26
5.3	Office of the Municipal Manager	27-40
5.4	Chief Financial Office	41-55
5.5	Corporate Services	56-64
END		

GENERAL KEY PERFORMANCE INDICATORS AS PRESCRIBED IN TERMS OF THE LOCAL GOVERNMENT: MUNICIPAL PLANNING AND PERFORMANCE MANAGEMENT REGULATIONS, 2001

In formulating the key performance indicators in the IDP, Budget & SDBIP for the period ending 30 June 2017, the municipality was guided by the General Key Performance Indicators as prescribed in terms of the above-mentioned regulations. These General Key Performance Indicators were incorporated in the performance information to provide proper context and implementation as follows:

KPA: Good Governance & Public Participation

KPA: Local Economic Development

KPA: Financial Viability and Management

KPA: Transformation and Institutional Development

KPA: Basic Services- Community Development and Social Cohesion

All General Key Performance Indicators, as prescribed in terms of Section 43 of the Act, are listed below for ease of reference:

- (a) The percentage of households with access to basic level of water, sanitation, electricity and solid waste removal;
- (b) the percentage of households earning less than R3300 per month with access to free basic services;
- (c) the percentage of a municipality's capital budget actually spent on capital projects identified for a particular financial year in terms of the municipality's integrated development plan;
- (d) the number of jobs created through municipality's local economic development initiatives including capital reports;
- (e) the number of people from employment equity target groups employed in the three highest levels of management in compliance with a municipality's approved employment equity plan;
- (f) the percentage of a municipality's budget actually spend on implementing its workplace skills plan; and
- (g) financial viability as expected by the following ratios:

$$(i) A = \frac{B - C}{D}$$

Where –

“A” represents debt coverage

“B” represents total revenue received

“C” represents operating grants

“D” represents debts service payments (i.e. interest + redemption)

$$(ii) A = \frac{B}{C}$$

Where –

“A” represents outstanding services debtors to revenue

“B” represents total outstanding service debtors

“C” represents annual revenue actually received for services;

$$(iii) A = \frac{B+C}{D}$$

“A” represents cost average

“B” represents all available cash at a particular time

“C” represents investments

“D” represents monthly fixed operating expenditure

DEPARTMENT: TECHNICAL SERVICES

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	WATER											
DEPARTMENT	TECHNICAL SERVICES											
DIVISION	WATER SERVICES											
VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO /PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFORMAN CE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	Appendix: A
To ensure that all households on formal erven have access to potable water connections.	Water is constantly supplied to all Households	15 170	15 170	Continuously Provide 15 170 households with access to basic water supply.	Operation & maintenance of infrastructure training of plumbers Refurbishment of Manyatseng Pressure House	15 170	Achieved except with high lying areas that form parts of Manyatse ng and Dipelanen g that experienc e low water pressure. Boreholes that were commissio ned at Mahlatsw etsa and Platberg compleme nted the shortage of Bulk Supply of water to these areas including Mauersne k.	15 170	15 170	15 170	15 170	A 1 (a, b & c) Monthly consumer accounts Operation and maintenanc e manual

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	WATER											
DEPARTMENT	TECHNICAL SERVICES											
DIVISION	WATER SERVICES											
VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO /PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFORMAN CE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	Appendix: A
To ensure that clean drinking water is provided to households without standpipes.	Water is provided to new erven at Manyatsen g ext. 9.	383 erven	Occupied erven of 383.	Provide drinking water using Communal Water tankers to occupied erven of 383 without standpipes at Manyatseng ext. 9, Thabong & eight farming areas	Communal water tankers placed at strategic areas as alternative means of providing water to Households.	Occupied erven of 383 without standpipes, Thabong & eight farming areas.	Potable water supply using Communa l Water tankers to occupied erven of 383 without standpipe s at Manyatse ng ext. 9, Thabong & eight farming areas JoJo tanks are placed at reasonabl e accessible points.	Occupied erven of 383 without standpipes	Occupied erven of 383 without standpipes	Occupied erven of 383 without standpipes	Occupied erven of 383 without standpipes	A 2 Supply of water to 383 of occupied erven at Manyatsen g ext. 9 through alternative means.

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	SANITATION											
DEPARTMENT	TECHNICAL SERVICES											
DIVISION	WATER SERVICES											
VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO /PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELIN E	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFORM ANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	Appendix: B

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	WATER											
DEPARTMENT	TECHNICAL SERVICES											
DIVISION	WATER SERVICES											
VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO /PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFORMAN CE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	Appendix: A
To ensure that all households on formal erven have access to basic level of sanitation services.	Sanitation service is constantly provided to all Households	15 553	15 553	Continuously provide 15 553 households with access to basic sanitation services.	Operation maintenance of infrastructure Training of plumbers Completion report of Boroa snaglist and signed off by Municipal Manager	15 553 households with access to basic sanitation services.	15 170 Households and 383 Pitlatrine toilets on occupied erven at Manyatsen g ext. 9. Human settlement needs to build permanent toilet structures (383). Request for funding submitted.	15 553	15 553	15 553	15 553	B 1 1(1)&(2) Water Services Report and Monthly consumer accounts

DEPARTMENT OF TECHNICAL SERVICES CONTINUES...

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	ELECTRICITY											
DEPARTMENT	TECHNICAL SERVICES											
DIVISION	ELECTRICITY											
VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELI NE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFOR MANCE MEASURE	PROGRES S ON REVIEW	Q1	Q2	Q3	Q4	Appendix: C
To ensure that all households connected to electricity on formal erven have access to electricity services.		1993	15170	Continuously provide 15170 Households on formalised erven with access to electricity services.	Operation and maintenance of infrastructure	15 170 Total households with access to electricity service	100% supply except during interruptions.	15 170	15 170	15 170	15 170	C 1 a & b Municipal consumer accounts and consumer satisfaction through public participation and/or reports by ESKOM
		1993 Municipality (centle)				1993 municipality (Centlec) supplied households		1993	1993	1993	1993	
		13 177 ESKOM				13 177 Eskom supplied households		13 177	13 177	13 177	13 177	
To provide the reliable, and sufficient electricity supply	Reviewed and approved SLAs in compliance with Electricity Regulations	1 SLA	1 SLA	Annually Review SLA with CENTLEC to regulate electricity provision to 1993 households.	Reviewed SLA and approved by council	1 SLA	Draft SLA to be submitted by MM to Council for consideration and approval.			SLA with CENTLEC considered and approved by council.		C 5 Copy of SLA with CENTLEC approved by council.
To minimise interruptions to electricity supply to users	Strengthening of electricity infrastructure	41 substations and 29 pole & ground transformers	Annual Maintenance of 5 substations	Maintain at least 5 substations annually	Routine and unplanned maintenance of infrastructure	Unit of infrastructure maintained according to maintenance plan and as need arises.	Maintenance is done daily in accordance with the maintenance Plan and as	One substation maintained	One substation maintained	Two substations maintained		C 6 Maintenance work done.

							reported incidents.					
	Strengthening of electricity infrastructure	100% of Electricity Infrastructure	Upgrading of main-substation	Install MV cable from main substation to Dan Pienaar Substation	Routine and unplanned upgrading of infrastructure.	Unit of infrastructure upgraded as planned and according to the need.	Installation of 2.4km cable from the main Substation to Dan Pienaar complete.	N/A	N/A	Project completed	N/A	C 7 Upgrading report
Percentage reduction in electricity distribution losses.	Electricity	1993 electricity meters	Inspect 1993 electricity meters	Annual inspection of 1993 electricity meters	Energy saving measures awareness, monitoring of meter tempering and cut-offs.	All 1993 electric meters inspected	Inspected and sealed meters at Platberg. Await delivery of additional meter seals.	N/A	N/A	996	996	C 9 8(a)&(b) Copies of broken meters and Cut-off list
To ensure provision of sufficient area lighting to the community of Mantsopa.	2013 Street lights + 150 solar street lights, 17 Medium Mast and 5 High Mast= 2185	2185	Maintain 2185 street lights in accordance with maintenance program	Annually Maintain 2185 street lights	Maintain existing Streetlights.	2185 in accordance with maintenance program	Not achieved due to lack of resources (Personnel, Cherry Picker and frequent breakdown of vehicles). The SLA with CENTLEC is under review.	546	547	546	546	C 10 (a)&(b) Copy of Streetlights maintenance program and report

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA	REFUSE COLLECTION, ENVIRONMENTAL AND WASTE MANAGEMENT												
DEPARTMENT	TECHNICAL SERVICES												
DIVISION	REFUSE COLLECTION, ENVIRONMENTAL AND WASTE MANAGEMENT												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WIEGHT	UNIT OF MEASURE/PERFOR MANCE MEASURE	PROGRE SS ON REVIEW	Q1	Q2	Q3	Q4	
To provide Refuse collection services to all Households	Refuse removal/ collection services to all households.	15 170	15 170	Weekly Collection of refuse in all 15 170 households.	Skips removal, collection route plan	15%	15 170 as per indicator.	In addition to the current collectio n plan is 383 occupied sites of extensio n 9 manyats eng as well as at informal settleme nts such a marikan a	100%	100%	100%	100%	1.
Domestic Waste Collection and Open Space Clearing	Collection of waste at identified areas, illegal dumping sites and Open Spaces cleared.	35	35	Clearing of 35 illegal dumping sites	Waste separation at source, Environ training, recording dumping sites hot spots.		Clearing in accordance with the cleaning program.	15 illegal dump sites in Manyats eng cleared	15 illegal dump sites in Manyatsen g,	15 illegal dump sites in Manyatsen g,	15 illegal dump sites in Manyatse ng,		2.
Integrated Environment al	Developmen t of Integrated	Plan exists	1 plan	Annually review the Integrated	Updates IDP		One reviewed document	Applicab le in the	0	0	0	1	6.

Management and Planning	Waste Management Plan (IWMPs)			Waste Management Plan				last quarter					
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INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	ROADS AND STORMWATER – 236,7km											
DEPARTMENT	TECHNICAL											
DIVISION	INFRASTRUCTURE PROJECTS, ENGINEERING SERVICES, ROADS AND STORMWATER MAINTENANCE											
VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO / PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	D
To improve the standard of roads and storm water drainages in the municipality	Gravelled dirt roads/streets	66,3km	1km	3km of dirt roads/streets at Platberg gravelled	Construction of 1km of Dirt roads/ streets to gravel surface	1km	Not achieved	Procure/Secure Gravel Pits	Mining and delivery of gravel	1km – Progress and completion report	1,5km – Progress and completion report	
To maintain the existing roads infrastructure.	Kilometres of tarred roads/streets maintained	45,4km	4km	4km of tarred streets/roads maintained	Patching of potholes on 4km damaged tarred roads/streets in all towns	4km	1,09km Ladybrand: 778m Borwa: 300m Excelsior: 201m Hobhouse: 306m 1,6km 1.078km This has been achieved through support by FS DRPT particularly in Ladybrand. <u>Measures for</u>	Progress reports on 1km	Progress reports on 1km	Progress reports on 1km	Progress reports on 1km	D 2 Maintenance report

INTEGRATED DEVELOPMENT PLAN 2016/17												
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VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO / PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFORMAN CE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	D
							<u>improvement:</u> 6 km perched in all Towns frequently done using Soilcrete (material of poor quality)					
	Kilometres of gravel roads maintained	53km	2km	Re-gravel streets/roads in Ladybrand/Ma nyatseng	Re-gravelling of streets/roads	2km	350m Ladybrand FS DRPT provided Road Works Machinery	Procure/Sec ure Gravel Pits	Mining and delivery of gravel	1km Progress Report	1km Progress Report	D 3 Maint enanc e report
			2km	Reshaping (Grading) streets in Ladybrand and Manyatseng	Shaping (Grading) of streets/roads	2km	2,23km With the Technical assistance from the FS Departmen t of Roads, Police and Transport, particularly in Ladybrand.			2km		Maint enanc e report
		23,1km	1km	Re-gravel streets/roads in	Re-gravelling streets/roads	1km	0 (unavailabil	Procure/Sec ure Gravel Pits	0km	1km Progress Report0km		D 4

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	ROADS AND STORMWATER – 236,7km											
DEPARTMENT	TECHNICAL											
DIVISION	INFRASTRUCTURE PROJECTS, ENGINEERING SERVICES , ROADS AND STORMWATER MAINTENANCE											
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				Excelsior/Mahla tswetsa			ity of gravel)					Maint enanc e report
			1km	Reshaping (Grading) streets in Excelsior and Mahlatswetsa	Shaping (Grading) of streets/roads	1km	0 (broken Grader)				1km Progress Report	
		12,8km	1km	Re-gravel streets/roads in Tweespruit, Boroa and Dawiesville	Re-gravel streets/roads in	1km	0 (unavailabil ity of gravel)	Procure/Sec ure Gravel Pits	1km – Progress Report			D 5 Maint enanc e report
			1km	Shaping (Grading) of streets/roads in Tweespruit, Boroa and Dawiesville	Shaping (Grading) of streets/roads	1km	300m (frequent breakdown of Grader)		1km – Progress Report			
		26km	1km	Re-gravel streets/roads in Hobhouse and Dipelaneng	Re-gravelling and shaping of streets/roads	1km	0 (unavailabil ity of gravel)		1km – Progress Report		0km	D 6 Maint enanc e report
			1km	Reshaping (Grading) streets/roads in Hobhouse and Dipelaneng	Reshaping (Grading) streets and roads in Hobhouse and Dipelaneng	Reshaping (Grading) streets/roads in Hobhouse and Dipelaneng	0 ((unavailabi lity of gravel)			1km – Progress Report		D 7 Maint enanc e report
		6,9km	0,1km	Reshaping (Grading) streets and	Reshaping of streets and roads	0,1km	0 (frequent breakdown of Grader)		0,1km – Progress Report	0,5km Progress Report	0km	D 8

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	ROADS AND STORMWATER – 236,7km											
DEPARTMENT	TECHNICAL											
DIVISION	INFRASTRUCTURE PROJECTS, ENGINEERING SERVICES , ROADS AND STORMWATER MAINTENANCE											
VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO / PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFORMAN CE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	D
				Roads in Thaba- Phatcoa								
To maintain Stormwater channels.	Proper managemen t of Stormwater channels	11,2km	5km	Maintenance of Stormwater channels	Maintenance of Stormwater channels	5km	4,36km cleaned as part of daily maintenanc e work. 700m done through EPWP contract workers. Contracts ended on 31 Jan 2017		2,5km	2,5km		D 9 Maint enanc e report
To construct new stormwater channels.	New stormwater channels constructed on existing and upgraded streets and roads.	0km	1,6km	1,6km new stormwater channels constructed	Construction of new stormwater channels	1,6km	0,6km at completed as part of Phase 1 Internal Reticulatio n streets project at Boroa. Phase 2 of the Project is at Design Stage.	Appointmen t of a contractor and Site establishme nt	Recruitment of labour Progress report	Progress report	1km completed, remaining 0,6km to be completed in 2017/18	D 10 Progre ss report s
To have measures in place for maintenance standards of roads and Stormwater	Maintenance plan reviewed	1	1	Roads and storm water maintenance plan reviewed and approved.	Review Roads and Stormwater maintenance plan as part of IDP processes.	Roads and Stormwater maintenance plan reviewed and approved by Council	3 Year Maintenan ce Plan developed by IMESA to be sent to Section	Initial stage- Sector Plans review	Sector Plans review process	Draft Sector Plan completed	1 Approved by council	D 12 (a & b) Copy of IDP proces s plan

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA	ROADS AND STORMWATER – 236,7km											
DEPARTMENT	TECHNICAL											
DIVISION	INFRASTRUCTURE PROJECTS, ENGINEERING SERVICES , ROADS AND STORMWATER MAINTENANCE											
VOTES								ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO / PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	UNIT OF MEASURE/PERFORMAN CE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	D
							79 Committee for considerati on					and prese ntatio n

DIRECTORATE: COMMUNITY SERVICES

DIVISION: IDP			INTEGRATED DEVELOPMENT PLAN 2016/17										
KPA													
DEPARTMENT			COMMUNITY SERVICES										
DIVISION			HOUSING										
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
Housing To facilitate access to sustainable human settlements and improved quality of household opportunities and services.	Establishment of housing needs , Addressing of housing challenges	1	1	Housing Chapter updated and submitted to Council for approval	Review the plan	20%	Housing chapter reviewed and adopted	Housing Chapter reviewed and adopted in May 2017				1	
	Eradication of informal houses	As per provincial allocation	As per provincial allocation	Identify beneficiaries and submit their subsidy applications to the Provincial Human Settlement department	1.Identify beneficiaries 2.Complete application forms 3.Submit forms & List to Province		1.Copies of application forms kept 2. Status report of approvals obtained.	Beneficiaries identified at Manyatseng –awaiting Provincial allocation of subsidies				100%	
	Security of tenure to all communities	12 ha	12 ha of land identified	12 ha of land identifies for human settlement in Tweespruit.	Appointment of Town planner through SCM office		Correspondence for appointment of Town Planner kept.	Not achieved		12 ha			
	Reduction of housing backlog	1100	1100	1100 of erven allocated to beneficiaries per town: Hobhouse (200) , Manyatseng (500) and Mahlatswetsa(417)	1.Identify beneficiaries 2. Allocation erven numbers 3. Submit lists to Council for approval.		Approved lists kept	Hobhouse list (200) and Excelsoir list (400)compiled and under verification 500 erven allocated Manyatseng			200	900	

DIVISION: TRAFFIC

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA													
DEPARTMENT	COMMUNITY SERVICES												
DIVISION	TRAFFIC												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
Traffic To support safety and security awareness in communities and the “fight against crime” campaign in partnership with SAPS and other Key stakeholders.	Road safety instilled amongst learners & other road users	4	4	Convene 04public transport forum meetings	1.Send out invitation to meetings 2. Keep attendance register		Copies of minutes kept	Invitations for meeting sent out –no attendance by Taxi Associations	1	1	1	1	
	Compliance with the NRTA # of check points and Road blocks to ensure roadworthiness of vehicles	3	2	Initiate 02 road traffic safety programmes in schools (“Child in traffic”)	1.Guide and monitor scholar patrol 2. Enforce law when necessary		Attendance and pictures kept	School patrol were done on Leroux School, Ladybrand Public school and Ladybrand Primary school	2	2	2	2	
		Compliance with the NRTA Reduction in road traffic offences	3km road marked	3km roads marked	3 of kms of road marked		Maintenance report	No road marked or maintained due to cash flow		1	1	1	
		Compliance with the NRTA	120	120 check points and road blocks conducted	Check points & Road blocks reports			ATR 56 1.Licencing =101 2.Cellphone =3 3.Speed = 10 4.Stopsign = 34 5.Roadmarkings = 30 6.Others = 30 Total = 208					

DIVISION: DISASTER MANAGEMENT

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA													
DEPARTMENT	COMMUNITY SERVICES												
DIVISION	DISASTER MANAGEMENT												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
DISASTER MANAGEMENT To make use of the disaster management centre according to disaster management Act	To make use of the disaster management centre according to disaster management Act	4	4	Convene 04 meetings with National, Provincial departments and District as well as NGO's to ensure their involvement in Disaster Management in Mantsopa.	Draw an annual programme in consultation with the district	15%	Minutes and reports regarding meetings with stakeholders	1 meeting was attended in Bloemfontein on the 29 March 2017	1	1	1	1	
	To ensure increased awareness by supporting and co-resourcing awareness programmes to increase preparedness of all communities	4	4	Conduct 04 awareness sessions with all disaster management disciplines.	Make an appointment with stakeholders room		Awareness sessions reports	20 awareness sessions were done in Mantsopa towns .	1	1	1	1	
		1	1	Annual review of the Disaster Management Plan	Annual review process in line with the IDP Process plan		Reviewed Disaster Management Plan	Disaster Management Plan reviewed and adopted in May 2017		1			

		60	60	Conduct 60 fire safety inspections	Make appointment with the stakeholders		Report on fire inspections	61 Fire Inspections were done in Mantsopa .	20	20		20	
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DIVISION: PROPERTIES

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA													
DEPARTMENT	COMMUNITY SERVICES												
DIVISION	PROPERTIES												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
PROPERTIES To ensure that all properties of Council such as municipal offices, flats and stores are properly maintained.	To ensure that all properties of Council such as municipal offices, flats and stores are properly maintained.	Number of municipal offices cleaned.	10 municipal offices	Daily cleaning of 10 municipal office space	Cleaning materials		Weekly report on cleaning and inspections	Achieved	10	10	10	10	
		Number of community halls cleaned	9 community halls	Daily cleaning of 09 community halls	Cleaning materials			Not achieved	9	9	9	9	
		Number of municipal flats maintained Municipal houses	3	Monthly cleaning of municipal flats and 3 houses	Materials and equipment		Monthly maintenance report	Not achieved, only Casa Mia No. 4 inserting new kitchen units, ceiling and tiles, No 20 Beeton roof leakage, 10 Beeton inserting ceiling.	3	3	3	3	

DIVISION: PARKS, CEMETERIES AND RECREATION

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA													
DEPARTMENT	COMMUNITY SERVICES												
DIVISION	PARKS, CEMETERIES AND RECREATION												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
PARKS AND CEMETRIES	Communities in Mantsopa Local Municipality have access to proper cemeteries with enough capacity to cater for the next 20 years.	Number of cemeteries with sufficient burial space to cater for the next 20 years.	2	Procure / Obtain 02 Burial spaces for Manyatseng and Borwa cemeteries	Measuring of the remaining land within cemeteries		Manyatseng and Borwa cemeteries formalised.	Not achieved.	0	0	1	0	
	To ensure that all parks, recreational facilities of Council such as community halls, sports ground and parks are properly maintained.	Number of cemeteries well cleaned	10 cemeteries	Weekly maintenance of 10 cemeteries	Arrange materials and equipments		Monthly maintenance reports	Ladybrand cemeteries are well managed and maintained Tweesruit cemeteries are not numbered.	10	10	10	10	
		Number of municipal sports grounds and parks cleaned	12	Weekly cleaning of 06 sports grounds and 06 recreational parks	Cleaning material		Cleaning and maintenance reports	Not achieved	12	12	12	12	

OFFICE OF THE MUNICIPAL MANAGER

IDP OFFICE

DIVISION: IDP			INTEGRATED DEVELOPMENT PLAN 2016/17											
KPA			Good Governance and Public Participation											
DEPARTMENT			Municipal Manager											
DIVISION			Integrated Planning											
VOTES										ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4		
Good governance	Ensured that sound governance processes are development and maintained	IDP 2016/17	1	Annual review of approved 5 year IDP conducted in terms of MSA and MFMA	Approved process plan IDP Assessment Consultation meeting Representative Forum Advertising the IDP		Submission to Council Submission to Cogta	The final IDP has been approved by Council. IDP assessments all four were attend and reports were received for the assessment outcome The document has been submitted to Cogta The advert for the final approval for the IDP was also done				1		
		Council strategic plan	Previous Strategic plan (2013/14)	Coordination of Council strategic plan in Aug 2016	Prepare Agenda Coordinate bookings Coordinate invites Conduct Strategic Plan session		Agenda Invitation letters Attendance register	The strategic plan was held, but the business could not be concluded and it shall be reconvened after the appointment of the new Municipal Manager	1					
		Sector Plans	6	Facilitation of sectorial development plans and its	Coordinate sectorial plans		Proof of coordination Attendance registers	The following sector plans have been reviewed for the financial Year.		1				

				incorporation in the IDP process	Liaise with service providers			<ol style="list-style-type: none"> 1. Environmental Plan 2. Integrated waste management Plan 3. Water services development plan 4. Spatial development Plan 5. Disaster Management Plan 6. Housing Chapter 7. Financial plan 8. Draft Land use Management Plan 					
		Steering committee	2	Prepare Agenda invitations	Prepare Agenda Invitations		Minutes Attendance	We have been participating in the section 79 committee and thus far 3 has sat.			1		

DIVISION: ORGANISATIONAL PERFORMANCE MONITORING & EVALUATION

		INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA			GOOD GOVERNANCE & PUBLIC PARTICIPATION											
DEPARTMENT			OFFICE OF THE MUNICIPAL MANAGER											
DIVISION			ORGANISATIONAL PERFORMANCE MANAGEMENT											
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE	
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4		
Ensure that sound governance processes are	Ensured that sound governance processes	1 (2016/17 SDBIP)	1 (2016/17 Annual SDBIP	2016/17 Annual SDBIP approved by the Mayor within 28 days	Revise the SDBIP template for completion by Directors/Managers		2016/17 SDBIP approved by the Mayor within the prescribed period	2016/17 SDBIP approved by	1					

developed and maintained	are developed and maintained		approved within 28 days after the approval of the IDP and budget)	of the approval of the 2016/17 IDP & Budget	Develop a program for Departmental SDBIP Engagement Session Consolidate the institutional 2016/17 SDBIP and submission to MM, Mayor, FS COGTA, FS PT		Letter sent to the Mayor Minutes of Council	the Mayor in June 2017					
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	(5) 2016/17 Signed Performance Agreements	Facilitate the Signed Performance Agreements of Section 57A and Section 56, and submission to COGTA and Treasury	Signed 2016/17 Performance Agreements of Section 57A and Section 56, and submission to COGTA and Treasury	Prepare the draft Performance Agreements for Directors & MM Submit the final Performance Agreements to FS COGTA & FS PT Prepare the draft Performance Agreements for Level 01-03 Managers Incorporate inputs and submit the final Performance Agreements for Level 01 to 03 Managers to the MM		Approved Performance Agreements Proof of submission Minutes of Council	Achieved	1				
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	2 (2015/16 Annual Report)	2 (MSA and MFMA compliant Annual Report tabled in Council by 31 January 2017)	MSA and MFMA compliant Annual Report tabled in Council by 31 January 2017.	Prepare the draft 2015/16 Annual Report and submit to Council for tabling & AG audit by 31 August 2016 Incorporate inputs and submit the final draft to Council by 31 January 2017 for Oversight		Proof of submission (COGTA) Council minutes Oversight Committee minutes	Not applicable in this quarter	1		1		

					Committee consideration Incorporate inputs of the Oversight Committee and submit the final AR not later than 31 March 2017 to Council and to FSCOGTA after approval								
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	20 (Quarterly reports)	20 (Submit institutional Quarterly Performance Assessment Reports to Council)	5 Prepare and submit institutional Quarterly Performance Assessment Reports to Council	Consolidate Departmental Quarterly Performance Assessment Reports Submit to MM, Council & Audit Committee Facilitate the Individual Performance Evaluation of Directors, MM, Level 01-03		Proof of submission (evidence from depts) Council minutes Acknowledgement from MM & Internal Auditor Performance Evaluation reports	Quarterly reports were submitted to Council	5	5	5	5	
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	Back to Basics reports	12 (Submit Monthly Back to Basics report to National COGTA) & 4 (Quarterly Back To Basics reports to FS COGTA & Council)	Monthly & Quarterly Back To Basics reports submitted to National COGTA, FS COGTA & Council	Consolidate the departmental quarterly performance on the Back to Basics Action Plan for submission to FS COGTA		Proof of submission	2 nd Phase of the B2B Action Plan finalised in June 2017	3 1	3 1	3 1	3 1	
Ensured that sound governance	Ensured that sound governance	Management &	12 Convene monthly Senior	12 Convene monthly Senior	Draft a schedule for monthly Management &		Minutes & Attendance Registers	Not achieved	3	3	3	3	

processes are developed and maintained	processes are developed and maintained	Departmental Meetings	Management meetings 4 Convene quarterly departmental meetings	Management meetings 4 Convene quarterly departmental meetings	departmental meetings				1	1	1	1	
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DIVISION: INTERNAL AUDIT

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA	GOOD GOVERNANCE AND PUBLIC PARTICIPATION												
DEPARTMENT	OFFICE OF THE MUNICIPAL MANAGER												
DIVISION	INTERNAL AUDITING												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
ensure that sound governance processes are developed and maintained	ensured that sound governance processes are developed and maintained	1 (2015/16 approved annual internal audit plan)	1 (2016/17 approved annual internal audit plan)	Review annual internal audit plan for 2016/17 financial year.	annual internal audit plan approved by Audit Committee		Agenda Minutes of the Audit Committee Meeting 2016/17 approved annual internal audit plan.	Achieved	1				
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	4 (2015/16 internal audit reports)	4 (2016/17 internal audit reports)	Implementation of 2016/17 annual internal audit plan.	Quarterly audits to implement internal audit plan		Agendas Minutes of the Audit Committee Meetings Attendance Registers	Achieved	1	1	1	1	
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed	1 (2015/16 approved three-year rolling coverage plan)	1 (2016/17 approved three-year rolling coverage plan)	Review the three-year rolling coverage plan for 2016/17 financial year	Three-year rolling coverage plan approved by Audit Committee		Agenda Minutes of the Audit Committee Meeting 2016/17 approved three-year rolling coverage plan.	Achieved	1				

	and maintained												
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	4 (2015/16 number of audit committee meetings held per annum)	4 (2016/17 number of audit committee meetings held per annum)	Number of audit committee meetings held per annum.	Discussion of internal audit reports with Audit Committee Members		Invitations	Achieved	1	1	1	1	
							Agendas						
							Attendance Registers						
							Minutes of the Audit Committee Meetings						
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	1 (2015/16 approved internal audit charter)	1 (2016/17 approved internal audit charter)	Review Internal Audit Charter for 2016/17 financial year	Internal audit charter approved by Audit Committee		Invitation		1				
							Agenda						
							Minutes of the Audit Committee Meeting						
							2016/17 approved internal audit charter.						
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	1 (2015/16 approved internal audit strategy and procedural manual)	1 (2016/17 approved internal audit strategy and procedural manual)	Review Internal Audit Strategy and Procedural manual for 2016/17 financial year	Internal Audit Strategy and Procedural manual approved by Audit Committee		Invitation		1				
							Agenda						
							Minutes of the Audit Committee Meeting						
							2016/17 approved internal audit strategy and procedural manual.						
Ensured that sound governance processes are developed and maintained	Ensured that sound governance processes are developed and maintained	1 (2015/16 approved Audit Committee Charter)	1 (2016/17 approved Audit Committee Charter)	Review Audit Committee Charter for 2016/17 financial year	Audit Committee Charter approved by Council.		Invitation		1				
							Minutes of the Council						
							2016/17 approved audit committee charter.						
Ensured that sound governance	Ensured that sound governance	4 (2015/16 number of audit	4 (2016/17 number of audit	Number of Audit Committee	Audit Committee		Invitation	Achieved	1	1	1	1	
							Minutes of the Council						

processes are developed and maintained	processes are developed and maintained	committee report tabled)	committee report tabled)	Reports Completed	Reports tabled to council.		Audit Committee Reports						
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DIVISION: RISK MANAGEMENT

		INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA				GOOD GOVERNANCE AND PUBLIC PARTICIPATION										
DEPARTMENT				Municipal Manager										
DIVISION				Risk Management 3 rd Quarter										
VOTES										ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	WEIGHT	SUB- PROJECT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4		
ensure that sound governance processes are developed and maintained	To ensured that sound governance processes are developed and maintained and the municipality has an integrated risk Management system	2 (Risk Management Committee Meetings held)	4 (2016/17 number of audit committee meetings held per annum)	One Risk Management Committee Meeting held per quarter		Discuss a Risk Management Report with the Risk Management Committee	Minutes of the Risk Management Committee Meeting, Attendance Register of the Risk Management Committee Meeting, Agenda	1 Risk Managemen t Committee Meeting held during the third quarter	1	1	1	1		
Ensured that sound governance processes are developed and maintained	To ensured that sound governance processes are developed and maintained and the	1 (Approved Risk Management Policy)	1	Review of the Risk Management Policy for the 2016/17 financial year.		Table the Risk Management Policy to the Risk Management Committee. Take the Risk Management Policy	Reviewed Risk Management Strategy, Minutes of the Risk Management Committee, Council minutes	2016/2017 Risk Managemen t Policy Approved by Risk Manageme	1					

	municipality has an integrated risk Management system					to Council for noting		nt Committee					
Ensured that sound governance processes are developed and maintained	To ensured that sound governance processes are developed and maintained and the municipality has an integrated risk Management system	1 (Approved Risk Management Strategy)	1	Review of the Risk Management Strategy for the 2016/17 financial year.		Table the Risk Management Strategy to the Risk Management Committee. Take the Risk Management Strategy to Council for noting	Reviewed Risk Management Strategy, Minutes of the Risk Management Committee, Council minutes	2016/2017 Risk Management Strategy Approved by Risk Management Committee	1				
		1 (Approved Risk Management Implementation Plan)	1	Approval of the Risk Management Implementation Plan by the Risk Management Committee for the 2016/17 financial year		Table the Risk Management Implementation Plan to the Risk Management Committee for review and approval	Approved Risk Management Implementation plan, Minutes of the Risk Management Committee	Risk Management Implementation Plan Approved by Risk Management Committee	1				
		1 (Approved Fraud Prevention Plan and Strategy)	1	Review of the Fraud Prevention by the Risk Management Committee and Council		Table the Fraud Plan and Strategy to the Risk Management Committee. Take the Fraud Prevention Plan to Council for noting	Reviewed Fraud Prevention Plan and strategy, Minutes of the Risk Management Committee, Council minutes	Fraud Prevention Plan Approved	1				
		1 (Conduct Institution Wide Risk Assessment)	1	Conducting of the Institution Wide Risk Assessment		Conduct Institution Wide Risk Assessment	Invitation Attendance register for the Risk Assessment, Risk Assessment Report	To be done during the third quarter				1	
		1 (Approved Risk Register)	1	Approval of the Risk Register for 2016/17 financial year		Conduct an Institution Wide Risk Assessment, Compile a Risk	Approved Risk Register, Minutes of the Risk Management Committee	To be done during the third quarter				1	

						Register, Table the Risk Register to the Risk Management Committee							
		0	4 (Update Risk Register once a quarter	Updating Risk Register on a quarterly basis		Update the Risk Register with information from various departments	Updated Risk Register, Proof of update by the Risk Champion and Risk Management Officer	Risk register updated during third quarter	1	1	1	1	
		4 (number of Risk Management Committee report tabled)	4 (number of Risk Management Committee report tabled)	Number of Risk Management Committee Reports Completed		Risk Management Committee Reports tabled to council.	Invitation Minutes of the Council Risk Management Committee Reports	1 Risk management Committee Meeting held during the third Quarter	1	1	1	1	

LED

KPA		LED AND TOURISM											
DEPARTMENT		MUNICIPAL MANAGER											
DIVISION		LED AND TOURISM											
VOTES									ANNUAL PERFORMANCE TARGET 2015/2016				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB-PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
FACILITATE DECENT EMPLOYMENT THROUGH INCLUSIVE ECONOMIC GROWTH BY STIMULATING THE GROWTH OF SMME's TO CONTRIBUTE TOWARDS THE REDUCTION OF UNEMPLOYMENT AND POVERTY	Review LED Strategy	2014/2015 LED Strategy	1	Approved LED strategy by Council	IDP Review Roadshows Consultation		Minutes of the IE committee meeting Attendance Register	FSCOGTA promised to send the an action plan and a draft LED strategy to the Municipality and WE are still waiting for them to send us the information as requested					ANNEXURE A
	Number Of employment opportunities created through the EPWP	157	300	300 jobs created through EPWP	People employed through EPWP		Contracts signed by employees	1.Mantsopa Domestic Waste Collection: 2. Mantsopa Recycling/Waste Minimization center: 90 3. EEDSM Retrofit of Water works Stations: 9	195 90 9	195 90 9	40 by January 2016 117 by February 2016 125 by March 2016	300 Total= 294	ANNEXURE B
	Number of employment opportunities created	127	300	300 jobs created through CWP	People employed through CWP		Contracts signed by employees	Employment still going on at the CWP and the target should 1000	Females- 427 + 124 Males = 551	Females -427 + 124 Males = 551	Females- 263, Males – 62. Youth- 252: the total is 577	300	ANNEXURE C

	through CWP											Total 557	
	Contribution towards the sustainability of SEDA offices	0	1	The operation of SEDA offices	Operation of SEDA offices		Service Level agreement with the Municipality Attendance Register	The advertisement for SEDA employment is out and closing on the 25 August 2015	Still awaiting the closing date for the advertisement	Interviews held and awaiting the appointment	SEDA offices said the appointment is only awaiting the Signature of the CEO	The office of SEDA has been closed again due to nonpayment of the contract fee by the Municipality. Still under negotiation for the payment of SEDA to reopen the offices	The office has been opened and in full operation now Office closed now for further negotiations for payment
	Number of LED projects supported by the Municipality in conjunction with SEDA offices	8	8 projects per quarter	Identify LED projects to be supported by the Municipality and SEDA	Support offered by SEDA and the Municipality to our SMME's		Attendance Register Minutes of meetings held	1.Tshepanang Milling 2. Envirothorn charcoal project 3. 356 Vuka 4. Lechabile basadi 5. Boitelo brick and pavers 6. Makoko Bros 7. Bokamoso Bright of six 8. Arejeng Meat and Layseng 9. Women's Power Food 10. Aggies Delicious Food	1.Tshepanang Milling 2. Envirothorn charcoal project 3. 356 Vuka 4. Lechabile basadi 5. Boitelo brick and pavers 6. Makoko Bros 7. Bokamoso Bright of six 8. Arejeng Meat and Layseng 9. Women's Power Food 10. Aggies Delicious Food	Minutes of meetings were not captured as I always visit the projects and only hear the problems and try to attend to them: I submitted the business plans of Tshepanang	8	Visits done monthly with no meetings just to hear the needs of the projects and still awaiting funding for some projects from COGTA and the District. SEDA is also assisting in the registration of all projects and advices on how to run their businesses.	
	Number of Cooperatives	3	3	3 new cooperatives established	Newly Registered Cooperatives	Copy of registration certificate	The registration goes very slow because of SEDA not opening their	1.Katleho Farmer Construction Co-operative	1.Katleho Farmer Construct	1.Katleho Farmer Construction Co-operative	Total 6 Cooperatives	ANNEXURE D	

	revamped /established							offices here in Ladybrand	2. Phahamisang Nursery Manufacture for Farming Services Agricultural Cooperative 3. Fast Track Trading and Projects Primary Co-operative Limited 4. Planet 2000(PTY)Ltd	ion Co-operative 2. Phahamisang Nursery Manufacture for Farming Services Agricultural Cooperative 3. Fast Track Trading and Projects Primary Co-operative Limited 4. Planet 2000(PTY)Ltd	2. Phahamisang Nursery Manufacture for Farming Services Agricultural Cooperative 3. Fast Track Trading and Projects Primary Co-operative Limited 4. Planet 2000(PTY)Ltd 5. Kazi Proud cooperation. 6. Mantsopa Youth Development Cooperative		
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DIVISION: ICT

			INTEGRATED DEVELOPMENT PLAN 2016/17										
KPA			TRANSFORMATION AND INSTITUTIONAL DEVELOPMENT										
DEPARTMENT			Municipal Manager										
DIVISION			Information and Communication Technology										
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
IT Good Governance and Public Participation	Integrated Information Technology Systems	(1) Draft IT Steering Committee	(4) ICT Steering Committee Meetings	Develop risk register that is quarterly	IT risk control framework and risk		-ICT Steering committee Agenda and Minutes		1	1	1	1	

		Terms of Reference		reviewed and updated	register and proof.								
		Terms of Reference of ICT Steering Committee is submitted for management review	(1)Annual Report on the review of ICT Steering committee Terms of Reference	ICT Steering Committee Meeting for review and approval of Terms of Reference for ICT Steering committee	IT Steering Committee Terms of Reference with all minutes of meetings held for the 2015-16 financial period		Approved terms of reference of ICT Steering Committee			1			
		(3)ICT Service Providers must gain access by authenticating to municipal server	(12)Quarterly report for Security log Access showing the details of the service provider	To monitor the municipal Service Provider in accordance to their SLA	Quarterly Reports as a Proof that IT service providers are monitored		Security Log access that show the logon detail of the service Provider	SQL server is already Installed in the server to monitor the logon	3	3	3	3	
		(1)Draft ICT Security Policy	Approved ICT Security Policy Management	ICT Security Policy is submitted for management review.	The minutes and agenda showing that ICT Security Policy was review by IT Steering Committee		Approved ICT Security Policy and Procedures					1	
		Trial SCCM	(12)Monthly Computer generated report showing that all patches Deployed by System Configuration Centre Manager	Implemented System Centre Configuration Manager to deploy patches on the workstations on monthly basis.	Patch management procedures and process Logs		System Configuration Manager is deployed on the server as six month trial version		3	3	3	3	
		Draft IT Disaster Recovery Plan	Approved IT Disaster recovery plan and Backup register	Quarterly Test Report showing the timeframes to resume IT Service in case of disaster	IT Disaster recovery plan and Backup procedures		IT disaster recovery plan and Backup procedures is submitted to the management for review		1	1	1	1	

		Connection to municipal Towns Network Infrastructure and Network Diagram	(6)Complete Network connectivity to the municipal remote offices and Towns	(1)Quarterly computer generated Log file showing that remote municipal offices and towns can be access	Acquiring new Base Station Unit and upgrading current Access points and negotiating with SENTECH for access to their transmission tower to Connect		Approved quarterly reports showing the data traffic and access log to the remote municipal offices and towns					1	
		Draft Server Room Register	(1)Upgraded Server Room to meet the required server standards	Physical Access and Environmental Controls	Approved policy or procedures System generated server room access logs and server room visitors register		Develop server room access policy and procedure and electronic server room registers					1	

OFFICE OF THE CHIEF FINANCIAL OFFICER
EXPENDITURE

Service Delivery and Budget Implementation Plan 2016/17													
KPA:	Financial Viability and Management												
Department	Financial Services (Expenditure Division)												
Votes:													
Operational Budget									Performance Targets				
Capital Budget									Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit of measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/Pag e
To ensure full compliance with MFMA and GRAP with regard to financial management and reporting	Improved financial management and accountability.	30% Payments within 30 days	60% creditors Payment within 30 days of receipt of invoice	Monthly list of payments and reconciliations	Payment of creditors within 30 days of receipt of invoice	20%	Monthly – Creditors account reconciliation, monthly list of payments and creditors age analysis (Keep a register as proof)	24%	40 %	45 %	50 %	60 %	
	Improved financial management and accountability.	12 reports compiled for all suspense accounts reconciled and cleared	12 reports compiled for all suspense accounts reconciled and cleared	Monthly list and report on suspense accounts	Monthly clearing of all suspense accounts		Monthly – Reports compiled each month (Keep a register as proof)	3 Reports	3 reports	3 reports	3 reports	3 reports	
	Improved financial management and accountability.	12 reports on all Filing of Payment vouchers	12 monthly reconciliation reports	Monthly creditors reconciliation	Agree balance of Creditors control account to the Creditors ledger accounts		Monthly – Creditors reconciliation each month (Keep a register as proof)	3 Reports	3 reports	3 reports	3 reports	3 reports	
	Improved financial management and accountability.	12 reports on all Filing of Payment vouchers	12 reports on all Filing of Payment vouchers	Monthly reports on filing of Payment vouchers	Monthly summary of all Filing of Payment vouchers		Monthly – list of payments made and reports compiled each month (Keep a register as proof)	3 Reports	3 reports	3 reports	3 reports	3 reports	

Service Delivery and Budget Implementation Plan 2016/17													
KPA:	Financial Viability and Management												
Department	Financial Services (Expenditure Division)												
Votes:													
Operational Budget									Performance Targets				
Capital Budget									Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit of measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/Pag e
To ensure full compliance with MFMA and GRAP with regard to financial management and reporting	Improved financial management and accountability.	Submit before the 10 th working day	12 reports compiled and tabled at the Section 32 committee and Council	Monthly register on fruitless and wasteful expenditure	Register for fruitless and wasteful expenditure incurred		Monthly – Monthly register, minutes of Section 32 committee and resolutions of Council (Keep a register as proof)	3 REPORTS	3 reports	3 reports	3 reports	3 reports	
	Improved financial management and accountability.	Salaries on 25 th each month and Wages 2 nd each month	12 monthly Salaries and Wages Certification reports	Salaries and Wages Certification report	Payments of Salaries and Wages		Monthly – Salaries and Wages Certification report and proof of payments (Keep a register as proof)	3 Reports	3 reports	3 reports	3 reports	3 reports	
	Improved financial management and accountability.	Submit before the 10 th working day	12 monthly reconciliation reports	Monthly payroll reconciliation	Payroll Reconciliation - Including Journals		Monthly – Payroll reconciliation each month (Keep a register as proof)	3 REPORTS	3 reports	3 reports	3 reports	3 reports	
	Improved financial management and accountability.	Submit before the 10 th working day	12 monthly reports	Monthly reports	Monthly submission of section 66 report		Monthly – Payroll reports each month (Keep a register as proof)	3 REPORTS	3 reports	3 reports	3 reports	3 reports	
	Improved financial management and accountability.	IRP5 reconciliation	Compilation of IRP5 reconciliation	Compilation of IRP5 reconciliation	Compilation and submission of IRP5 reconciliation		Bi-Annually -Submission of IRP5 reconciliations to SARS by 31 October and 31 May (Submission report as proof)		N/A	31 October 2015– Bi annual IRP5s	28 February 2016– Final IRP5s	N/A	

Service Delivery and Budget Implementation Plan 2016/17													
KPA:	Financial Viability and Management												
Department	Financial Services (Expenditure Division)												
Votes:													
Operational Budget									Performance Targets				
Capital Budget									Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit of measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/Pag e
To ensure full compliance with MFMA and GRAP with regard to financial management and reporting	Improved financial management and accountability	EMP 201 Forms	EMP 201 Forms	EMP 201 Forms	Submission of Declaration of employees tax EMP201 forms to SARS		Monthly - EMP 201 Forms completed and submitted not later than the 7 th each month (Keep a register as proof)	3 REPORTS	3 reports	3 reports	3 reports	3 reports	
	Improved financial management and accountability	Review and Submission of policy 1 Reviewed	Review policy	Policy review	Review and adoption of the Travelling and Subsistence policy		Annually (Policy reviewed and tabled before council for adoption by 31 May) (Council resolution as proof)		N/A	N/A	N/A	31/05 /2016	
	Improved financial management and accountability	Answering of all audit queries 5 days	Response timeously to both internal and external audit queries for Expenditure and Payroll Units	Response timeously to both internal and external audit queries for Expenditure and Payroll Units	Timeous response to Audit queries Coordinate approval of responses		Ongoing - Answering of queries within 3 working days after receiving query with relation to Expenditure and Payroll Units (IA report/ AG) (Register with query nr, query date and date of answer as proof)		5 working days	5 working days	5 working days	5 working days	
	Improved financial management and accountability	Compilation and Implementation of audit action plan	12 reports monthly on implementation and progress of audit action plan	Year-end procedures	Audit action plan implementation Audit File		Monthly - Report monthly on implementation and progress of audit action plan (Report as proof)		N/A	N/A	Ongoing	N/A	

BUDGET

IDP Objective	Indented outcome	Annual Target	Key Performance Indicator	Unit measure/Performance measure of	Past year performance 2015/16	Actual Performance 2016/17	POE Ref No/Page
To ensure full compliance with MFMA and GRAP with regard to financial management and reporting	Improved financial management and accountability.	Section 71 reports on time	Section 71 reports	1. Monthly (Submissions before the 10 th working day of the next month).	12 Monthly section 71 submitted to national treasury	3 Monthly section 71 submitted national treasury	A1
				2. Quarterly (submissions before the last day of the month following the end of the quarter) (Keep a register as proof)	4 Quarterly reports submitted to national treasury	1 Quarterly report submitted to national treasury	A2
	Improved financial management and accountability.	Departmental / Vote Income and Expenditure Reports on time to all directors	Departmental / Vote Income and Expenditure Reports	Monthly (Not later than the 10 th day after month-end) (Keep a register as proof)	12 Monthly reports submitted to departments	3 Monthly reports submitted to departments	A3
	Improved financial management and accountability.	Budget Timelines	Budget Timeliness	Annually (Compiled and tabled before Council by 31 August) (Attached council resolution as proof)	The budget timelines were submitted to council by the 31st of August	The budget timelines were submitted to council by the 31st of August	A4
	Improved financial management and accountability.	Section 72 report	Section 72 report	Annually (Mid-year report to be tabled before council by 25 January) (Council resolution as proof)	Mid-year report was tabled before council in January 2016	Mid-year report was tabled before council in January 2017	A5

IDP Objective	Indented outcome	Annual Target	Key Performance Indicator	Unit of measure/Performance measure	Past year performance 2015/16	Actual Performance 2016/17	POE Ref No/Page
	Improved financial management and accountability.	Adjustment budget in line MFMA and Budget regulation	Adjustment budget in line MFMA and Budget regulation	Annually (Compiled and tabled before council by 28 February) (Council resolution as proof)	Adjustment budget was tabled before council in February 2015	Adjustment budget was tabled before council in February 2017	A6
	Improved financial management and accountability.	Draft budget	Draft budget	Annually 1. Discussions with departments by not later than 15 March (Minutes of discussions) 2. Compiled and tabled by 31 March (Council resolution as proof)	Draft budget was tabled to council by no later than March 31st	Draft budget was tabled before council on the 31st March 2017	B1
	Improved financial management and accountability.	NERSA application	NERSA application	Annually (Lodge application to NERSA by 30 April) (Letter as proof)	Tariff application to Nersa was submitted and approved.	Application was made and the tariffs approved	B2
	Improved financial management and accountability.	Adoption of the draft budget	Adoption of the draft budget	Annually 1. Discussions with departments by not later than 30 April and neighbouring municipalities (Minutes of discussions) 2. Compiled and tabled by 31 May (Council resolution as proof)	Letters to neighbouring municipalities were sent out and their tariffs were received Final budget was approved by council before 31st May 2017	Letters to Setsoto, Mohokare and Tswelopele local Municipalities were written Budget was approved by council on the 31st of May 2017	B3 B4
	Improved financial management and accountability.	Compilation of AFS	Compilation of AFS	Annually (Compilation of AFS completed and submitted to AG by 31 August) (Submission letter as proof)	Financial Statements submitted to the Office of the Auditor General by the 31st August 2016	Financial statements were submitted to the office of the Auditor General	A7

IDP Objective	Indented outcome	Annual Target	Key Performance Indicator	Unit measure/Performance measure	Past year performance 2015/16	Actual Performance 2016/17	POE Ref No/Page
	Improved financial management and accountability.	VAT 201 Forms	VAT 201 Forms	Monthly (1. VAT 201 Forms completed and submitted each month by not later than the 25 th 2. VAT Reconciliation to be done by the 25 th of each month) (Keep a register as proof)	12 sets of VAT 201 forms have been completed and submitted to SARS and the reconciliation thereof was also done on a monthly basis	3 sets of VAT 201 forms have been completed and submitted to SARS and the reconciliation thereof was also done on a monthly basis	A8
					Loans register updated monthly	Loan registers updated for the 3 months	A9
	Improved financial management and accountability.	Loans, Investment, and Funds Registers	Loans, Investment, and Funds Registers	Quarterly (Registers to be updated by the last day of the month following the end of the quarter) (Registers as proof)	Investment registers were updated on a monthly basis	Investment registers were updated on a monthly basis for 3 months	A10
To implement an effective and efficient system of the budget division	Improved financial management and accountability	Policies	Policies	Annually (Policies to be reviewed and tabled before council by 31 March 2016 and final adoption by 31 May) (Council resolution as proof)	All budget related policies were reviewed and taken before council along with the draft budget for approval	All budget related policies were reviewed and taken to council for adoption with both the draft and final budget	B5
	Improved financial management and accountability	Year-end procedures	Year-end procedures	Implementation by the end of January 2017 Progress on audit action plan is a continuous process		Implementation of the audit plan was incorporated in the daily duties of the staff members.	

Income

Service Delivery and Budget Implementation Plan 2016/17													
KPA:		Financial Viability and Management											
Department		Financial Services (Income)											
Votes:													
Operational Budget Capital Budget									Performance Targets Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit of measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/P age
To ensure full compliance with MFMA and GRAP with regard to financial management and reporting	Improved financial management and accountability.	End of month	All 43 books to be read and submitted by the 25 th of each month	Meter reading books	Submission by the 25 of each month	20%	Signed meter reading books with the date when received					117 signed Meter Reading books 3 Monthly exception reports	
	Improved financial management and accountability.	Calculation and sending of accounts	Accounts to be calculated at month end and sent on a monthly basis	Monthly accounts	Calculation date and sending of accounts		Accounts dated month end and proof of accounts distributed.					Calculation Dates Apr: 06/05/2017 May: 02/06/2017 June: 30/06/2017	

Service Delivery and Budget Implementation Plan 2016/17													
KPA:	Financial Viability and Management												
Department	Financial Services (Income)												
Votes:													
Operational Budget Capital Budget									Performance Targets Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit of measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/P age
	Improved financial management and accountability.	Monthly cut-off list to be prepared	Monthly compilation of the cut-off list	Cut-off list	Monthly compilation of the cut-off list		Increased collection rate					Cut-off Lists Apr: 03.04.2017 04.04.2017 18.04.2017 24.04.2017 25.04.2017 May: 03.05.2017 05.05.2017 08.05.2017 10.05.2017 17.05.2017 18.05.2017 23.05.2017 30.05.2017 June: 07.06.2017 13.06.2017 22.06.2017	
	Improved financial management and accountability.	Maximising monthly revenue	70% of current account to be collected	Maximising monthly revenue	Report on collected accounts compared to outstanding's		Collection rate					Collection Rate Apr: 4030315.73 33.26% May: 4426436.17 47.67%	

Service Delivery and Budget Implementation Plan 2016/17													
KPA:		Financial Viability and Management											
Department		Financial Services (Income)											
Votes:													
Operational Budget Capital Budget									Performance Targets Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit of measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/P age
												June: 9446855.66 95.98%	
To ensure full compliance with MFMA and GRAP with regard to financial management and reporting	Improved financial management and accountability.	Response timeously to both internal and external audit queries on Income Division	Timeous response to audit queries (3 working days IA report/ AG)	Response timeously to both internal and external audit queries on Income Division	Timeous response to Audit queries Coordinate approval of responses (3 working days, IA report /AG)		Management Report and Internal Audit Report					Responses within 3 working days	
	Improved financial management and accountability.	Consumer queries	Comments /Query register	Consumer queries and/or comments	Register for consumer queries/Comments		Updated register					Updated register	
	Improved financial management and accountability.	Monthly Reconciliations	Reconciliations to be performed monthly	Monthly Reconciliations	-Debtors Reconciliation -Consumer deposits Reconciliation -Clearing of suspense votes		Signed, Reviewed and filed Reconciliations					3 reports	

		Service Delivery and Budget Implementation Plan 2016/17											
KPA:		Financial Viability and Management											
Department		Financial Services (Income)											
Votes:													
Operational Budget Capital Budget									Performance Targets Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit of measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/P age
	Improved financial management and accountability.	12 reports	12 reports	Monthly Councillors' reports	-Debtors payment per ward and category -Report on Councillors' accounts		Submission of reports to form part of Councillors' Agenda					3 Debtors payment per Ward 3 Report on Councillors accounts	
	Improved financial management and accountability.	Indigent Register	2300 +36registered indigents	Updated Indigent register	Updated indigent register		Filed updated indigent register					3845 Registrations	
To ensure full compliance with MFMA and GRAP with regard to financial management and reporting	Improved financial management and accountability	Review of Policies	The review and adoption of the indigent, and credit control and debt collection policy	Review of policies	The review and adoption of the indigent, and credit control and debt collection policy		Adopted indigent, and credit control and debt collection policies					Reviewed in May.	

SUPPLY CHAIN

Integrated Development Plan 2016/17													
KPA:		Financial Viability and Management											
Department		Financial Services											
Votes:													
Operational Budget										Performance Targets			
Capital Budget										Annual Target 2016/17			
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/Page
To implement an effective and efficient system of supply chain management and expenditure	Improved financial management and accountability.	Answering of all audit queries	Response timeously to both internal and external audit queries on supply chain management processes.	Response timeously to both internal and external audit queries on supply chain management processes.	Timeous response to Audit queries Coordinate approval responses of	20%	Ongoing - Answering of queries within 5 working days after receiving query with relation to supply chain		5 days	5 days	5 days	5 days (Achieved)	
	Improved financial management and accountability	Update Supplier Database on regular basis	Advertise annually for invitation of suppliers database on the newspaper and the website of the Municipality	Advertise Update data base and, Report on new entries	Ensure updating of supplier database on regular basis.		Ensure compliance of SCM 14 (b) policy		1	On-going	On-going	On-going (Achieved)	
	Improved financial management and accountability	SCM procurement plan compiled and approved.	Compile an annual procurement plan	Approved SCM procurement plan	Approved SCM procurement plan		The signature of the MM and date of the approval procurement plan					30 June 2016 (Achieved)	
	Improved financial management and accountability	Compilation of accurate and complete irregular expenditure	12 reports/registers of irregular expenditure and deviation	Irregular expenditure and SCM section 36 deviation	Irregular Expenditure and Deviation Register		Quarterly council resolutions for irregular expenditure and deviation		3 reports	3 reports	3 reports	12 reports (Achieved)	

Integrated Development Plan 2016/17													
KPA:	Financial Viability and Management												
Department	Financial Services												
Votes:													
Operational Budget									Performance Targets				
Capital Budget									Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/Page
		and deviation register in conjunction with Expenditure Division											
	Improved financial management and accountability.	Appointment of bids and tenders within 90 days	Tenders and Bids evaluation must be completed within 90 days	Tenders and Bids evaluation must be completed within 90 days	Appointment of bids and tenders within 90 days		Evaluation Reports must be submitted and list of bids register		90 days	90 days	90 days	90 days (Achieved)	
	Improved financial management and accountability	Updated tender register on the website of the Municipality	Updated tender register on the website of the Municipality	Updated tender register on the website of the Municipality	Updated tender register on the website of the Municipality		Updated tender register on the website of the Municipality		Monthly	Monthly	Monthly	Monthly (Achieved)	
	Improved financial management and accountability	Compilation of complete and updated commitment register	Maintained and update commitment register	Maintained and update commitment register	Maintained and update commitment register		Maintained and update commitment register		Ongoing	Ongoing	Ongoing	Ongoing (Achieved)	
	Improved financial management and accountability.	Reconciliations:	12 Reconciliation of Travel Card and Orders	Commitments order and travelling reconciliations	Commitments order and travelling reconciliations		Reconciliations		3 reports	3 reports	3 reports	3 reports (Achieved)	

Integrated Development Plan 2016/17													
KPA:	Financial Viability and Management												
Department	Financial Services												
Votes:													
Operational Budget									Performance Targets				
Capital Budget									Annual Target 2016/17				
IDP Objective	Indented outcome	Baseline	Annual Target	Key Performance Indicator	Sub Project	WEIGHT	Unit measure/Performance measure	Progress on review	Target Q 1	Target Q 2	Target Q 3	Target Q 4	POE Ref No/Page
	Improved financial management and accountability.	SCM policy review	Annual review	SCM policy review	SCM policy review		SCM policy review		Not Applicable	Not Applicable	Not Applicable	29 May 2017 (Reviewed and Achieved)	
	Improved financial management and accountability	Capturing of contracts awarded above R100, 000.00 to National Treasury.	12 Reports	Capturing of contracts awarded above R100,000.00 to National Treasury on monthly basis before 10 th	Capturing of contracts awarded above R100, 000.00 to National Treasury.		Capturing of contracts awarded above R100, 000.00 to National Treasury		3 reports	3 reports	3 reports (Achieved)	3 reports (Achieved)	

ASSETS

		PLANNED PERFORMANCE 2016/17						ANNUAL TARGET 2016/17					
IDP/SDBIP OBJECTIVE	INTENDED OUTCOME	BASILINE	ANNUAL TARGET	KPI	SUB-PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	POE REF PAGE
To implement an effective and efficient system of Asset and Fleet division	Improved financial management and accountability		100%	Response timeously to both internal and external audit queries on Assets	Timeous response to Audit queries Coordinate approval of responses		3 working days(IA report/ AG)	100% All Audit Queries issued by AGSA were responded to timeously.	3 working days	3 working days	3 working days	3 working days	

	Improved financial management and accountability			Inventory register	Inventory register update monthly		Updated room reports placed in all offices and buildings	100%	3 monthly reports	3 monthly reports	3 monthly reports	3 monthly reports	
	Improved financial management and accountability			Inventory Count	Conduct an inventory count		Periodical Inventory count and/ or key control matrix	100%	1 report of inventory count/ or key control matrix	1 report of inventory count/ or key control matrix	1 report of inventory count/ or key control matrix	1 report of inventory count/ or key control matrix	
	Improved financial management and accountability			Asset Register	Updating an asset register on a Quarterly basis (Additions Register)		Updated additions register on quarterly base and asset register annually	100%	1	1	1	1	
	Improved financial management and accountability			Reconciliations	Reconciliation of the Asset register against the GL on a quarterly basis		Quarterly reconciliation register	75%	1	1	1	1	
	Improved financial management and accountability			Monthly fleet expenditure report	Compilation Monthly fleet expenditure report		Monthly fleet expenditure report	100%	3 fleet exp reports	3 fleet exp reports	3 fleet exp reports	3 fleet exp reports	
	Improved financial management and accountability			Obsolete, Slow Moving and Disposal Register	Compile Obsolete, Slow Moving and Disposal Register Annually		Compile obsolete, slow moving and disposal register annually	100%	Only applicable at the 4 th Quarter	Only applicable at the 4 th Quarter	Only applicable at the 4 th Quarter	Obsolete, Slow Moving and Disposal Register compiled	

DEPARTMENT: CORPORATE SERVICES

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA	Institutional Development and Transformation												
DEPARTMENT	Corporate Services												
DIVISION	Human Resources												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB-PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
To provide sufficient and skilled human capital in order to enable all departments to function optimally in order to enhance service delivery and institutional capacity.	Improved organizational stability and sustainability.	Number of funded vacancies as per organogram	Fill all positions that become vacant during the year within 90 days of the position being created and/or vacated	Targeted and qualified individuals recruited in line with the critical posts identified within 90 days of the vacancy being vacant and/or created	Appointment of Staff prioritised for appointment in terms of the presented vacancy rate and the appointment of other staff as and when required	20%	Submit a monthly report of all vacant positions Advertise all vacant positions and fill them within 90 days of being vacant Create a report on a monthly basis of all appointments	No new appointments were made	90 days of the vacancy being vacant	90 days of the vacancy being vacant	90 days of the vacancy being vacant	90 days of the vacancy being vacant	
To provide sufficient and skilled human capital in order to enable all departments to function optimally in order to enhance service delivery and	Improved organizational stability and sustainability	2015/16 organogram structure approved	Organisational Structure reviewed and approved on a yearly basis	Organisational structure reviewed and approved annually	Identification of gaps in all departments Review Structure addressing the identified gaps Compilation of Monthly 1. Vacancy list		Organogram submitted to council for approval annually	New Organogram to be submitted to Council for approval in August				Submission of organogram to council	

institutional capacity					2. Vacancy requisition 3. Job specifications 3. Job descriptions								
		HR manual to include new LRA changes	Human resource policies reviewed annually	Review all policies identified for a specific year and submit to council for approval	Identify policies that needs to be reviewed and submit to different committees for consideration and finally to council for approval		Identified policies reviewed and approved by council	Human resource policy to be submitted to Governance Committee for recommendation to Council				Human resource management review	
		Number of signed job description to be confirmed after road show	Job description compiled and distributed for all employees	All Job Descriptions	Ensure that new incumbent's Job descriptions are in their files and that they are signed as required		Job descriptions kept on file	Job evaluation process in progress	Finalise signing of job descriptions	Finalise signing of job descriptions	Finalise signing of job descriptions	All job description must be signed	(job evaluation processes may intervene and course limitations)

DIVISION: SKILLS DEVELOPMENT

		INTEGRATED DEVELOPMENT PLAN 2016/17											
KPA				Institutional Development and Transformation									
DEPARTMENT Corporate Services													
DIVISION				Skills development									
VOTES									2016/17 ANNUAL PERFORMANCE TARGET				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB-PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
To Provide sufficient and skilled human capital in order to enable all departments to function optimally in order to enhance service delivery and institutional capacity	Improved organisational stability and sustainability		All identified programs as per WSP should be undertaken .	Employees trained as per the approved annual Workplace Skills Plan	Implementing LGSETA recommended programmes	15%	Monthly reports on progress of the implementation of programs	Water Process Controller Learnership NQF3 - 32 employed learners Started Jan 2017 Water Process Controller NQF 4 12 Employed learners Started Jan 2017 Water Process Controller 17 Unemployed Learners Started Jan 2017 RPL Plumbing employed learners – Trade test from 25 July 2017 To be completed Aug 2017 Plumbing Apprenticeship unemployed learners- 13 MFMP – 10 employed learners	Action plan as per approval of council 2016/17	3 Sets of monthly reports	3 sets of monthly reports	Submit WSD to LGSETA	

							<p>To be completed Aug 2017</p> <p>Environmental Practice Mantsopa Lead Employer – Setsoto 60 learners, Dihlabeng 19 learners, Mohokare 19 Learners & Maluti A Phofung 49 Learners Challenges with the Service Provider, LGSETA is assisting for completion of the programme</p> <p>Internship</p> <p>Treasury – 5 learners Work Integrated Learning 17 Learners MISA – 2 learners EPWP – 1 Learner EE Services- 5 Premier's Office - 9</p>						
	Skills audit conducted for Employees and Councillors		Conduct Skills audit for all Councillors and Employees Annually	Skills audit conducted for all Councillors and Employees	Conduct skills audit		A yearly report produced identifying skills gap and recommendations	Skills audit conducted once per annum during the first quarter	Capture all employee information on COGTA skills audit online system Capture 120 employees	Capture 120 employees	Capture 130 employees		

Induction			Collect information on a monthly basis					Mini induction conducted for 14 Inters	One induction per quarter				
	Compliant EE Report and Plan submitted to the Dept. of Labour on time.	EE plan backlog due to none compliance	Submit the EE report to the Dept. of Labour manually on 1 Oct or electronically on 15 January every year	Compliant EE Report and Plan submitted to the Dept. of Labour on time.	Develop an EE plan		Acknowledgement of receipt of the completed EE Report received from the Department of Labour		Invite labour department to conduct training	Develop and approve plan	Submit EE plan to council		

DIVISION: EMPLOYEE WELLNESS

INTEGRATED DEVELOPMENT PLAN 2016/17														
KPA														
		DEPARTMENT												
DIVISION		Employee wellness												
		VOTES							2016/17 ANNUAL PERFORMANCE TARGET				POE REF NO/PAGE	
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4		
To ensure healthy working environment	Enhance health and safety at work		A once off biological assessment undertaken annually of areas associated with hazardous risks.	Risk assessment to be done for all areas within the Municipality and a report be submitted to the Municipal Manager for implementation of recommendations	Submit a request to undertake the study	10%	Finalised Assessment Report produced for implementation of recommendations	No biological assessment performed	Submission for approval	Advertise for service provider and make appointments	Implement plan	Report to council and implement recommendations		
		Protective clothing is made available	Provision of protective clothing to	Procure and provide employees with PPE's Bi-Annually	Procure protective clothing and		Number of employees	All divisions receive PPE except Electricity personnel their list	Procurements	Handing out of clothing	Procurements	Handing out of clothing		

		to employee	employees. (PPE).		prioritize outside towns		provided with PPE.	were provided late, soon their PPE will be made available. Few items such as warm jacket for WTW and WWTW and dresses (skirts) for women will be provided by the supplier. Still wait for the supplier to provide outstanding PPE for the employee					
		Require proper implementation	Number of Municipal departments/ sections inspected quarterly in line with OHASA	Ensured that Health and Safety reps are identified and trained by End of September 2014 in order for them to inspect all departments	Conduct inspection and submit incident reports monthly		4 Inspections Reports submitted annually	No inspections done –training of H&S reps still pending	Training of new committee members	Implementation of health and safety measures	Implementation of health and safety measures	Implementation of health and safety measures	
			Quarterly reports on COIDA	Ensure compliance with COIDA by reporting all incidences in the Municipality	Report on the payment of COIDA		Injury on Duty reports created and submitted for approval	None payment of COIDA delays process on injury reports submitted to Labour	1 Facilitate payment of COIDA	1	1	1	
	To ensure a working environment that enables good staff morale.	Implementation of employee wellness programme	4 Quarterly Reports submitted on Employees wellness	Conduct an employee wellness day to raise awareness	Refer employees to the Doctor for assessment yearly		Enforce attendance of employees wellness day None attendance should have consequences	Employee wellness day hosted annually	1	1 Employee wellness day (awareness day)	1	1	

DIVISION: LABOUR RELATIONS

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA													
DEPARTMENT													
DIVISION		Disputes and Grievances											
VOTES								2016/17 ANNUAL PERFORMANCE TARGET					POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
To facilitate stable relations at work place	Improved organisational stability and sustainability	Currently addressing two(2) disciplinary actions	Address all disputes and grievances within 90 days of receipt of such	Disputes and grievances handled in terms of the SALGBC collective agreement within 90 days.	Appoint prosecutors and presiding officers to resolve the matter within 90 days of receipt	20%	Report of all disputes and resolutions reached produced and submitted for approval	1 finalised fraud case –results, internal / lateral transfer 2 Fraud cases pending outcomes(cashier, security guard) 1 Fraud case outcome finalised- dismissal 1 Fraud case pending outcomes 1 Fraud case finalised- outcomes, resignation with admission of debt	Dependent on disputes	Dependent on disputes	Dependent on disputes	Dependent on disputes	
To provide efficient and effective legal Services.	Improved work relations and maintain a stable work place			By-Laws developed and approved as per priority functional area as identified annually	Bylaws to be taken for public participation		Identified By-laws being taken through Public Participation and approved by council	No bylaws taken for public participation	Public participation	Public participation	Send for promulgation		

DIVISION: MANAGEMENT & COUNCIL

INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA												
DEPARTMENT												
DIVISION	Council											
VOTES												
IDP OBJECTIVE	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB- PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
								Q1	Q2	Q3	Q4	
To provide efficient and effective council administrative support services	4 Ordinary Council meetings held as at 30 June 2017	4 Ordinary Council meetings being held	Hold 4 Ordinary Council meetings annually	Prepare agenda and minutes	15%	Minutes of meetings and attendance register	No ordinary council meeting held during the quarter. 4 Special Council meetings held	Prepare agenda and minutes	Prepare agenda and minutes	Prepare agenda and minutes	Prepare agenda and minutes	
		Council, EXCO and Committee agendas delivered as per standard rules (Council – 48 hours, budget – 96 hours and EXCO& Committees - 48 hours).	100% of meeting agendas delivered on time as prescribed	Prepare agenda and minutes		Schedule of EXCO, Council & Standing Committee meetings Agenda, minutes & attendance registers Proof of delivery note	All agendas delivered in time	1	1	1	1	
		quarterly reports to Council on the tracking of council resolutions (submitted at the end of each quarter - Sept, Dec, Mar & Apr	Follow up Monthly on Resolutions taken by Council	Follow up on resolutions Consolidation of feedback		4 Quarterly council resolutions tracking management via email/memo	Follow ups emailed to management	1	1	1	1	
To ensure that sound governance processes are developed and maintained		Develop annual organizational year planner.		Prepare year plan and take to council for approval		Submit a schedule to council stipulating the dates for all committees, EXCO and Council for approval	Schedule approved by Council					

DIVISION: ADMINISTRATION

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA													
DEPARTMENT													
DIVISION	Administration												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB-PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	
	Protection of municipal information	All employees who have signed confidentiality agreement.	All current employees to sign confidentiality agreement by 31 Dec 2016 and new ones prior commencement of duty	Number of employees who have signed confidentiality agreement.	All new employees sign confidentiality clause prior to starting work Current employees to sign by 31 December 2016	5%	Report of all employees who have signed the confidentiality and Conduct of Employees as per Schedule 2 of the Municipal Systems	14 Interns signed confidentiality clause	Continuous for new employees	All current employees			Check signed confidentiality clauses per employee employed

DIVISION: MANAGEMENT

INTEGRATED DEVELOPMENT PLAN 2016/17													
KPA	Financial Accountability and Management												
DEPARTMENT	Corporate Services												
DIVISION	Management: Corporate services												
VOTES									ANNUAL PERFORMANCE TARGET 2016/17				POE REF NO/PAGE
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB-PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	

To implement an effective and efficient system of supply chain management and expenditure	Effective Expenditure Management			Effective management of payroll information sent to Finance for payment.	Create reports on all changes made to personnel. Generate reports on all payroll and do quality checks	5%	Monthly reports of submissions to Finance department for payroll payments	Reports submitted to finance prior to the salaries period					
	Clean Audit Outcome	2015/16 Annual Report	4 Quarterly reports deficiencies raised by AG addressed	Handle and rectify all issues raised by the Auditor General's report of 2015/16 Financial Year	Handle and rectify all issues raised by the auditor general's report. One per quarterly.		Quarterly reports produced and submitted for approval	No audit requests	1	1	1	1	
	Clean Audit Outcome	2015/16 Annual Report	Respond to Audit Exceptions within the maximum of 7 working days	Quality and timeously response to audit queries both from internal and external auditor within 5 working days for 5 queries 7 working days for more queries	Quality Respond to queries timeously		Report on submitted responses to auditors	Audit requests responded to in time		7 maximum working days	7 maximum working days	7 maximum working days	

DIVISION: REGISTRY

DIVISION: REGISTRY

		INTEGRATED DEVELOPMENT PLAN 2016/17												
KPA			Governance											
DEPARTMENT			Corporate Services											
DIVISION			Administration: Registry											
VOTES			2016/17 ANNUAL PERFORMANCE TARGET											
IDP OBJECTIVE	INTENDED OUTCOME	BASELINE	ANNUAL TARGET	KEY PERFORMANCE INDICATOR	SUB-PROJECT	WEIGHT	UNIT OF MEASURE/PERFORMANCE MEASURE	PROGRESS ON REVIEW	Q1	Q2	Q3	Q4	POE REF NO/PAGE	
To implement an efficient registry system to ensure smooth	Smooth running of administration	Quarterly reports submitted	Ongoing	Effective decimation of all mail within two day of receipt	Statistics of day to day delivery of mail	10%	Generate Reports on all mail received and sent quarterly	306 mail, faxes, emails and council resolutions	Reports	Reports	Reports	Reports		

running of administration														
	Smooth running of administration			All correspondence received filed in an accessible manner	Daily filing New files are open once 1. The old file is full or 2. A new matter has risen		Generate Reports on all mail received and sent quarterly	121 properly filed	Reports	Reports	Reports	Reports		
	Smooth running of administration			Number of new files opened			Generate Reports on all mail received and sent quarterly	0	Reports	Reports	Reports	Reports		
	Smooth running of administration	0	4	Registry office to comply with archive regulations and standards	Adopt and implement archive regulations and standards		Report on compliance to regulations by creating a report on a quarterly basis	Ongoing	Reports	Reports	Reports	Reports		
	Smooth running of administration	0	1	A Records Management Policy to be drawn up and approved by Council	Submit to council for approval		Policy developed and submitted to council for approval	Still waiting for approval form Council		Submit council				
	Smooth running of administration	0	1	Procedure Manual submitted to council for approval	A Procedure Manual to be drawn up		Approved Procedure Manual	Procedure Manual available		Submit to council				