

ANNEXURE A

PERFORMANCE PLAN

PERFORMANCE SCORECARD – SECTION 56 EMPLOYEE			
Employee Name:	SELLO JOHANNES MORE	Employee Number	10 851 7
Job Title:	HOD: WASTE AND FLEET MANAGEMENT	Department:	WASTE AND FLEET MANAGEMENT
Manager:	THE CITY MANAGER	Date (Financial Year):	2017-18 Financial Year
Position Purpose:	To carry out the functions as Head of Waste and Fleet Management Services in the municipality		
The period of this Performance Plan is from 1 July 2016 to 30 June 2017			
Signed and accepted by the City Manager	Sello Johannes More	Date:	29 July 2017
Signed by the City Manager	Advocate Tankiso Ben Mea	Date:	29 July 2017
By signing this performance scorecard the manager and employee hereby indicate their full understanding of, and agreement with the contents of the scorecard. The manager and the employee both acknowledge that this is in full compliance with the Municipality's Performance Management Policy.			

TS sm

1. Purpose

The performance plan defines the council expectation of the HOD of Fleet and Waste Management Service's performance agreement to which this document is attached and Section 57 (5) of the Municipal System Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan and as reviewed annually.

2. Key responsibilities

The following objects of local government will inform the HOD: Fleet and Waste Management Services against set performance indicators:

- 2.1 Provide democratic and accountable government for local communities.
- 2.2 Ensure the provision of services to communities in a sustainable manner
- 2.3 Promote social and economic development
- 2.4 Promote a safe and healthy environment
- 2.5 Encourage the involvement of communities and community organisation in the matters of local government

3. Key Performance Area

The following Key Performance Area (KPAs) as outline in the Local Government: Municipal Performance Regulations for Municipal Managers and Managers Directly Accountable to Municipal Managers (2006), inform the strategic objective listed in the table below:

- 3.1 Basic Service Delivery.
- 3.2 Municipal Institutional Development and transformation
- 3.3 Local Economic Development (LED)
- 3.4 Municipal Financial Viability and Management
- 3.5 Good Governance and Public Participation

4. Key Performance Objectives and Indicators, for the Municipal Manager

The provision and statutory time frames contained in the following legislation are required to be reported on and measured:

- 4.1 Section 157 of the Constitution of the Republic of South Africa, 1996
- 4.2 Local Government Municipal performance Regulations for Municipal Managers and Managers Directly (Regulation No. R805, dated 1 August 2006)



- 4.3 Regulations No.796 (Local Government: Municipal Planning and Performance Management Regulation, 2001) dated 24 August 2001
- 4.4 Municipal Finance Management Act, 2003, in particular, but not limited to Chapter 8. (must include, inter alia, tariff policy, rates policy, credit control and debt collection policy, supply chain management policy and an unqualified Auditor General's report)
- 4.5 Property Rates Act, 2004
- 4.6 Municipal Structures Act, 1998, in particular, but not limited to, Chapter 5 (Powers and functions as determined by legislation or agreement)
- 4.7 Municipal System Act 2000, in particular, but not limited to sections 55 to 57
- 4.8 Any other applicable legislation specific to the Municipal Manager 



Fleet and Waste Management Services									
Legislative KPA		Basic Service Delivery			IDP KPA		BASIC SERVICE DELIVERY		KPA No(No in the IDP e.g.3
KFA No	IDP Objective	KPI	Target	1st Report	Biannual Report	Annual Report Final	Motivation for performance and exceptional performance	Assessment Score	
1.1	UPGRADING AND MAINTANCE OF INFRASTRUCTURE: SOLID WASTE MANAGEMENT	% COMPLETION OF THE WEIGHBRIDGES AND EXTENSION OF WEIGHBRIDGE OFFICE	EXTENSION OF WEIGHBRIDGE OFFICE 100% COMPLETED	APPOINTMENT OF A CONSULTANT AND DESIGN STAGE AND SCM PROCESSES FOLLOWED TO APPOINT CONTRACTOR(S)	EXTENSION OF THE WEIGHBRIDGE OFFICE AT THABA NCHU AND NORTHERN LANDFILL 100% COMPLETE			1 2 3 4 5	
1.1.1			100% OF WEIGHBRIDGE DEVELOPED	INITIATION OF THE SCM PROCESS FOR THE APPOINTMENT OF A CONTRACTOR	WEIGHBRIDGES 100% COMPLETE AT THABA NCHU TRANSFER STATION				
1.2		NO OF PERMITTED LANDFILL SITES MAINTAINED AND UPGRADED	PHASE 1 OF BOTSHABELO LANDFILL SITE MAINTAINED	FINALISE THE SCM PROCESS FOR THE APPOINTMENTS OF CONSULTANT FOR DESIGNS AND CONTRACTOR AND SITE ESTABLISHMENT	100% COMPLETION OF PHASE 1 OF BOTSHABELO, MAINTENANCE AND UPGRADE				

5/10

7/10

1.2.1			1 LANDFILL SITE REHABILITATED AT WEPENER	INITIATION OF THE SCM PROCESS FOR THE APPOINTMENT OF A CONTRACTOR	100% OF WEPENER LANDFILL SITE REHABILITATED					
1.3			% COMPLETION OF PHASE 2 OF THABAN'CHU TRANSFER STATION	THE SCM PROCESS FOR THE APPOINTMENT OF A CONTRACTOR	50% COMPLETION OF WASTE DROP OFF AREAS AT THE TRANSFER STATION					
1.4	BASIC SERVICE DELIVERY: AWARENESS CAMPAIGNS, SERVICE DELIVERY AND COMPLIANCES		NUMBER OF EDUCATION AND AWARENESS SESSIONS ON WASTE MANAGEMENT CONDUCTED	25 EDUCATION AND AWARENESS SESSIONS CONDUCTED	25 EDUCATION AND AWARENESS SESSIONS CONDUCTED					
1.5			ISSUING OF COMPLIANCE NOTICES REGARDING WASTE MANAGEMENT BY-LAWS	6 COMPLIANCE NOTICES TO BE ISSUED WITHIN 48 HOURS TO THE IDENTIFIED TRANSGRESSORS OF THE WASTE MANAGEMENT BY-LAWS.	4 COMPLIANCE NOTICES TO BE ISSUED WITHIN 48 HOURS TO THE IDENTIFIED TRANSGRESSORS OF THE WASTE MANAGEMENT BY-LAWS.					
1.6			NO. OF HOUSEHOLDS THAT HAVE ACCESS TO WEEKLY KERB-SIDE WASTE REMOVAL SERVICES IN FORMAL AREAS	217 711 HOUSEHOLDS HAVE ACCESS TO WEEKLY KERB-SIDE WASTE REMOVAL SERVICES IN FORMAL AREAS	217 711 HOUSEHOLDS HAVE ACCESS TO WEEKLY KERB-SIDE WASTE REMOVAL SERVICES IN FORMAL AREAS					

MS

1.7		NO OF CLEAN UP CAMPAIGNS (ILLEGAL DUMPS) CONDUCTED	300 CLEAN UP CAMPAIGNS (ILLEGAL DUMPS) CONDUCTED	150 CLEAN UP CAMPAIGNS (ILLEGAL DUMPS) CONDUCTED	150 CLEAN UP CAMPAIGNS (ILLEGAL DUMPS) CONDUCTED															
1.8		NO OF INFORMAL SETTLEMENTS THAT HAVE ACCESS TO WASTE REMOVAL	31 INFORMAL SETTLEMENTS HAVE ACCESS TO WASTE REMOVAL	31 INFORMAL SETTLEMENTS HAVE ACCESS TO WASTE REMOVAL	31 INFORMAL SETTLEMENTS HAVE ACCESS TO WASTE REMOVAL															
Fleet and Waste Management Services																				
Legislative KPAs																				
Basic Service Delivery											Good Governance					KPA No/No in the IDP e.g.3				
KFA No	IDP Objective	KPI	Target	1st Report	Biannual Report	Annual Final	Motivation for performance and exceptional performance	Assessment Score					1	2	3	4	5			
2.1.	ENSURE GOOD GOVERNANCE AND EFFECTIVE MANAGEMENT OF THE DEPARTMENT	95% SPENT ON THE DEPARTMENTAL'S CAPITAL BUDGET	95% SPEND	50% SPEND	CAPEX	95% CAPEX SPEND														
2.2		% IMPLEMENTATION OF THE REVENUE ENHANCEMENT STRATEGY RELATED TO THE DEPARTMENT	100% IMPLEMENTATION OF THE REVENUE ENHANCEMENT STRATEGY	50% IMPLEMENTATION OF THE REVENUE ENHANCEMENT STRATEGY	100% IMPLEMENTATION OF THE REVENUE ENHANCEMENT STRATEGY															

57

75

			PRACTICES OF MANAGING PERFORMANCE IN LOCAL GOVERNMENT	PRACTICES OF MANAGING PERFORMANCE IN LOCAL GOVERNMENT	PRACTICES OF MANAGING PERFORMANCE IN LOCAL GOVERNMENT							
--	--	--	---	---	---	--	--	--	--	--	--	--

JK

RS

OFFICE OF THE CITY MANAGER AND CORPORATE SERVICE												
Legislative KPA			Basic Service Delivery and Good Governance and Public Participation		IDP KPA	Good Governance		KPA No(No in the IDP e.g.3)				
KFA No	IDP Objective	KPI	Target	1 st Report	Biannual Report	Annual Final	Motivation for performance and exceptional performance	1	2	3	4	5
2.6		PROVISION OF INPUTS INTO THE CITY'S PLANNING PROCESSES (IDP & BEPP) AND RISK MANAGEMENT WITHIN STIPULATED TIME FRAMES AND IN LINE WITH QUALITY REQUIREMENTS	PROVISION OF INPUTS INTO THE CITY'S PLANNING PROCESSES AND RISK MANAGEMENT 2 WEEKS EARLIER THAN STIPULATED TIME FRAMES AND IN LINE WITH QUALITY REQUIREMENTS	PROVISION OF INPUTS INTO THE CITY'S PLANNING PROCESSES AND RISK MANAGEMENT 2 WEEKS EARLIER THAN STIPULATED TIME FRAMES AND IN LINE WITH QUALITY REQUIREMENTS	PROVISION OF INPUTS INTO THE CITY'S PLANNING PROCESSES AND RISK MANAGEMENT 2 WEEKS EARLIER THAN STIPULATED TIME FRAMES AND IN LINE WITH QUALITY REQUIREMENTS	PROVISION OF INPUTS INTO THE CITY'S PLANNING PROCESSES AND RISK MANAGEMENT 2 WEEKS EARLIER THAN STIPULATED TIME FRAMES AND IN LINE WITH QUALITY REQUIREMENTS						
2.7		% COMPLIANCE WITH THE CITY'S SYSTEM OF DELEGATION POLICY	100% COMPLIANCE WITH THE CITY'S SYSTEM OF DELEGATION POLICY	100% COMPLIANCE WITH THE CITY'S SYSTEM OF DELEGATION POLICY	100% COMPLIANCE WITH THE CITY'S SYSTEM OF DELEGATION POLICY	100% COMPLIANCE WITH THE CITY'S SYSTEM OF DELEGATION POLICY						
2.8		PERCENTAGE INCREASE IN IMPLEMENTATION OF THE CITY'S	100% IMPLEMENTATION OF THE CITY'S	100% IMPLEMENTATION OF THE CITY'S	100% IMPLEMENTATION OF THE CITY'S	100% IMPLEMENTATION OF THE CITY'S						

SM

MS

OFFICE OF THE CITY MANAGER AND CORPORATE SERVICE									
Legislative KPA		Basic Service Delivery and Good Governance and Public Participation		IDP KPA		Good Governance		KPA No (No in the IDP e.g.3)	
KFA No	IDP Objective	KPI	Target	1 st Report	Biannual Report	Annual Final	Motivation for performance and exceptional performance	Assessment Score	
2.9		SDBIP 100% IMPLEMENTATION OF EMPLOYMENT EQUITY TARGETS SET FOR DEPARTMENT IN THE CITIES' EMPLOYMENT EQUITY PLAN	SDBIP 100% IMPLEMENTATION OF EMPLOYMENT EQUITY TARGETS SET FOR DEPARTMENT IN THE CITIES' EMPLOYMENT EQUITY PLAN	SDBIP 50% IMPLEMENTATION OF EMPLOYMENT EQUITY TARGETS SET FOR DEPARTMENT IN THE CITIES' EMPLOYMENT EQUITY PLAN		SDBIP 100% IMPLEMENTATION OF EMPLOYMENT EQUITY TARGETS SET FOR DEPARTMENT IN THE CITIES' EMPLOYMENT EQUITY PLAN		1 2 3 4 5	

Signed and accepted by: _____

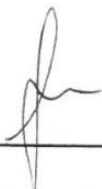
Job title: _____

Date: _____

Signed by the City Manager on behalf of the Mangaung Metro Municipality Council

Date: _____

Signature:



Incumbent:

Date:

29 July 2017

