

PERFORMANCE SCORECARD – SECTION 56 EMPLOYEE

Employee Name:	Teboho Abel Maine	Employee Number	05-671-1
Job Title:	HOE of ECONOMIC AND RURAL DEVELOPMENT	Department:	ECONOMIC AND RURAL DEVELOPMENT
Manager:	The City Manager	Date (Financial Year):	2017-18 Financial Year
Position Purpose:	To carry out the functions as head of Economic and Rural Development 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	Teboho Abel Maine	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.

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- 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

Economic and Rural Development

Legislative KPA		Basic Service Delivery		IDP KPA	Economic and Rural Development		KPA No(No in the IDP e.g.3				
KFA No	IDP Objective	KPI	Target	1 st Biannual Report	Annual Report Final	Motivation for under performance and exceptional performance	1	2	3	4	5
1.4		NUMBER OF INFORMAL TRADER APPLICATION RECEIVED	152 INFORMAL TRADING APPLICATIONS APPROVED	100 INFORMAL TRADING APPLICATIONS APPROVED	52 INFORMAL TRADING APPLICATIONS APPROVED						
1.5		NUMBER OF INFORMAL TRADER APPLICATIONS RECEIVED - CAR WASH	16 INFORMAL TRADER APPLICATIONS RECEIVED - CAR WASH	10 INFORMAL TRADER APPLICATIONS RECEIVED - CAR WASH	6 INFORMAL TRADER APPLICATIONS RECEIVED - CAR WASH						
1.6		NUMBER OF INFORMAL TRADER ONE DAY PERMITS (SPECIAL)	100 INFORMAL TRADER ONE DAY PERMITS (SPECIAL)	70 INFORMAL TRADER ONE DAY PERMITS (SPECIAL)	30 INFORMAL TRADER ONE DAY PERMITS (SPECIAL)						
1.7		NUMBER OF COOPERATIVES ASSISTED - FINANCIAL SUPPORT	3 COOPERATIVES SUPPORTED PER REGION	2 COOPERATIVES SUPPORTED PER REGION	1 COOPERATIVE SUPPORTED PER REGION						
1.8		NUMBER OF COOPERATIVES ASSISTED - NON-FINANCIAL SUPPORT	160 COOPERATIVES ASSISTED - NON-FINANCIAL SUPPORT	80 CO-OPERATIVES ASSISTED - NON-FINANCIAL SUPPORT	80 CO-OPERATIVES ASSISTED - NON-FINANCIAL SUPPORT						
1.9		NUMBER OF SMME'S ASSISTED - FINANCIAL SUPPORT	2 SMME'S SUPPORTED FINANCIALLY	2 SMME'S SUPPORTED FINANCIALLY	2 SMME'S SUPPORTED FINANCIALLY						
1.10		NUMBER OF SMME'S ASSISTED - NON-FINANCIAL SUPPORT	60 SMME'S ASSISTED - NON-FINANCIAL SUPPORT	20 SMME'S ASSISTED - NON-FINANCIAL SUPPORT	40 SMME'S ASSISTED - NON-FINANCIAL						

Economic and Rural Development

Legislative KPA		Basic Service Delivery		IDP KPA	Economic and Rural Development		KPA No(No in the IDP e.g.3				
KFA No	IDP Objective	KPI	Target	1 st Biannual Report	Annual Report Final	Motivation for under performance and exceptional performance	1	2	3	4	5
		MARKET:BLOEMFONTEIN	TRADE MARKET:BLOEMFONTEIN								
1.17		100% COMPLETION OF CONCEPT DEVELOPMENT FOR INFORMAL TRADE MARKET:THABANCHU	100% COMPLETION OF CONCEPT DEVELOPMENT FOR INFORMAL TRADE MARKET:THABANCHU	CONCEPT DEVELOPMENT FOR INFORMAL TRADE MARKET IN THABANCHU							
1.18		100% COMPLETION OF CONCEPT DEVELOPMENT FOR INFORMAL TRADE MARKET:SOUTPAN	100% COMPLETION OF CONCEPT DEVELOPMENT FOR INFORMAL TRADE MARKET:SOUTPAN	CONCEPT DEVELOPMENT FOR INFORMAL TRADE MARKET IN SOUTPAN							
1.19		100% COMPLETION OF CONCEPT DEVELOPMENT FOR INFORMAL TRADE MARKET:SOUTPAN	100% COMPLETION OF CONCEPT DEVELOPMENT FOR INFORMAL TRADE MARKET:SOUTPAN	CONCEPT DEVELOPMENT FOR INFORMAL TRADE IN WEPENER							
1.20		100% COMPLETION OF CONCEPT DESIGNS FOR ARTS & CRAFTS CENTRE	100% COMPLETION OF CONCEPT DESIGNS FOR ARTS & CRAFTS CENTRE	IDENTIFICATION OF SPACE AND CONCEPT DEVELOPMENT							

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Economic and Rural Development

Legislative KPA		Basic Service Delivery		IDP KPA	Economic and Rural Development		KPA No(No in the IDP e.g.3				
KFA No	IDP Objective	KPI	Target	1 st Biannual Report	Annual Report Final	Motivation for under performance and exceptional performance	1	2	3	4	5
		ESTABLISHED		DESIGNS AND ESTABLISH 2 PIGGERIES							
1.27		NUMBER OF HYDROPONICS PROJECTS ESTABLISHED AND SUPPORTED	2 HYDROPONIC PLANT ESTABLISHED AND SUPPORTED	PLANNING, CONCEPT DESIGNS AND ESTABLISH AND SUPPORT 1 HYDROPONIC PLANT	ESTABLISH AND SUPPORT 1 HYDROPONIC PLANT						
1.28		KM FENCING OF CAMPS ERRECTED	100% FENCING OF CAMPS	IDENTIFY, PRIORITISE AND FENCED 40% CAMPS	100% OF CAMPS FENCED						
1.29		NUMBER OF COMMONAGES PURCHASED	7 FARMS WERE PURCHASED FOR COMMONAGE IN 2007/08.THERE ARE FARMS AVAILABLE AND EARMARKED FOR COMMONAGE PURPOSE.THE LAND AUDIT IDENTIFYING MUNICIPAL LAND THAT COULD BE USED FOR COMMONAGE HAVE BEEN IDENTIFIED.	IDENTIFY, PRIORITISE, IMPLEMENT STATUTORY AND LEGISLATIVE ARRANGEMENT TO UTILISE EXISTING MUNICIPLA LAND/FARMS FOR COMMONAGES	RESOURCING AND ALLOCATION OF ELIGIBLE BENEFICIARIES OF COMMONAGES IN ACCORDANCE TO LEGISLATION. PROVIDE OVERSIGHT ON MANAGEMENT COMPLIANCE						

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Economic and Rural Development

Legislative KPA		Basic Service Delivery		IDP KPA	Economic and Rural Development		KPA No(No in the IDP e.g.3				
KFA No	IDP Objective	KPI	Target	1 st Biannual Report	Annual Report Final	Motivation for under performance and exceptional performance	1	2	3	4	5
		ATTRACTED IN PHARMACEUTICALS, FURNITURE, REAL ESTATE AND BUSINESS PROCESS OUTSOURCING	ATTRACTED IN PHARMACEUTICALS, FURNITURE, REAL ESTATE AND BUSINESS PROCESS OUTSOURCING		ALS/ FURNITURE AND/ OR BPOs ATTRACTED						
1.36		NUMBER OF INTERNATIONAL INVESTORS ATTRACTED FROM NANJING, CHINA, MEXICO CITY, MEXICO, DUBAI, UAE AND SEOUL, SOUTH KOREA.	4 INTERNATIONAL INVESTORS ATTRACTED FROM NANJING, CHINA, MEXICO CITY, MEXICO, DUBAI, UAE AND SEOUL, SOUTH KOREA.	2 INTERNATIONAL INVESTOR ATTRACTED FROM EITHER NANJING (CHINA), MEXICO CITY (MEXICO) DUBAI (UAE) AND/ OR SEOUL (KOREA)	2 INTERNATIONAL INVESTORS ATTRACTED FROM EITHER NANJING (CHINA), MEXICO CITY (MEXICO) DUBAI (UAE) AND/ OR SEOUL (KOREA)						
1.37		NUMBER OF LOCAL AND INTERNATIONAL INVESTORS RETAINED (ON THE VERGE OF TRANSLOCATING ELSEWHERE)	2 LOCAL AND INTERNATIONAL INVESTORS RETAINED (ON THE VERGE OF TRANSLOCATING ELSEWHERE)	2 LOCAL AND/ OR INTERNATIONAL INVESTOR RETAINED	NONE						
1.38		NUMBER OF LOCAL AND INTERNATIONAL INVESTORS ATTRACTED	4 LOCAL AND INTERNATIONAL INVESTORS ATTRACTED SPECIFICALLY IN	2 LOCAL AND/ OR INTERNATIONAL INVESTORS ATTRACTED SPECIFICALLY IN	2 LOCAL AND / OR INTERNATIONAL INVESTORS ATTRACTED SPECIFICALLY						

Economic and Rural Development

Legislative KPA		Basic Service Delivery		IDP KPA	Economic and Rural Development		KPA No(No in the IDP e.g.3				
KFA No	IDP Objective	KPI	Target	1 st Biannual Report	Annual Report Final	Motivation for under performance and exceptional performance	1	2	3	4	5
1.42		NUMBER OF BLACK INDUSTRIALISTS CREATED AS PER DTI SCHEDULE	2 BLACK INDUSTRIALISTS CREATED AS PER DTI SCHEDULE	2 BLACK INDUSTRIALIST CREATED PER DTI SCHEDULE							
1.43		NUMBER OF SERVICED INDUSTRIAL SITES CREATED	40 SERVICED INDUSTRIAL SITES CREATED	30 SERVICED INDUSTRIAL SITES CREATED							
1.44		NUMBER OF SERVICED INDUSTRIAL SITES CREATED	40 SERVICED INDUSTRIAL SITES CREATED	30 SERVICED INDUSTRIAL SITES CREATED	10 SERVICED INDUSTRIAL SITES CREATED						
1.45		NUMBER OF FACTORY SHELLS BUILT IN HAMILTON AND EAST END	2 FACTORY SHELLS BUILT IN HAMILTON AND EAST END	2 FACTORIES SHELL BUILT IN HAMILTON AND EAST END							
1.46		ESTABLISHMENT OF A SPECIAL ECONOMIC ZONE AT BRAM FISCHER AIRPORT	PLANNING PHASE 1		5 ECONOMIC HUBS DEVELOPED						
1.47		NUMBER OF SECTOR DEVELOPMENT PARTNERSHIPS CREATED	5 SECTOR DEVELOPMENT PARTNERSHIPS CREATED	4 SECTOR DEVELOPMENT PARTNERSHIPS CREATED	1 SECTOR DEVELOPMENT PARTNERSHIPS CREATED						
1.48		NUMBER OF BUSINESS IMPROVEMENT DISTRICTS CREATED	5 BUSINESS IMPROVEMENT DISTRICTS INCLUDING	4 BUSINESS IMPROVEMENT DISTRICTS CREATED INCLUDING	1 BUSINESS IMPROVEMENT DISTRICT CREATED INCLUDING						

Economic and Rural Development

Legislative KPAs		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 Report	Motivation for performance and exceptional performance	1	2	3	4	5
2.1.	ENSURE GOOD GOVERNANCE AND EFFECTIVE MANAGEMENT OF THE DEPARTMENT	95% SPENT ON THE DEPARTMENTAL'S CAPITAL BUDGET i	95% SPEND CAPEX	50% SPEND	CAPEX	95% SPEND CAPEX						
2.2		% IMPLEMENTATION OF THE REVENUE ENHANCEMENT STRATEGY RELATED TO THE DEPARTMENT	100% IMPLEMENTATION OF THE REVENUE ENHANCEMENT STRATEGY RELATED TO THE DEPARTMENT	50% IMPLEMENTATION OF THE REVENUE ENHANCEMENT STRATEGY RELATED TO THE DEPARTMENT	CAPEX	100% IMPLEMENTATION OF THE REVENUE ENHANCEMENT STRATEGY RELATED TO THE DEPARTMENT						
2.3.		ANNUAL PROCUREMENT PLAN CONCLUDED AND IMPLEMENTED AS IT RELATE TO THE DEPARTMENT	100% IMPLEMENTATION OF ANNUAL PROCUREMENT PLAN OF THE DEPARTMENT	50% IMPLEMENTATION OF ANNUAL PROCUREMENT PLAN OF THE DEPARTMENT	CAPEX	100% IMPLEMENTATION OF ANNUAL PROCUREMENT PLAN OF THE DEPARTMENT						

Economic and Rural Development

Legislative KPAs		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	Report	Motivation for performance and exceptional performance	Assessment Score				
									1	2	3	4	5
				IN LOCAL GOVERNMENT	IN LOCAL GOVERNMENT	IN LOCAL GOVERNMENT							

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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	Annual Final	Motivation for performance and exceptional performance	1	2	3	4	5
2.9		SDBIP 100% IMPLEMENTATION OF EMPLOYMENT EQUITY TARGETS SET FOR DEPARTMENT IN THE CITY'S' EMPLOYMENT EQUITY PLAN	SDBIP 100% IMPLEMENTATION OF EMPLOYMENT EQUITY TARGETS SET FOR DEPARTMENT IN THE CITY'S' EMPLOYMENT EQUITY PLAN	SDBIP 50% IMPLEMENTATION OF EMPLOYMENT EQUITY TARGETS SET FOR DEPARTMENT IN THE CITY'S' EMPLOYMENT EQUITY PLAN	SDBIP 100% IMPLEMENTATION OF EMPLOYMENT EQUITY TARGETS SET FOR DEPARTMENT IN THE CITY'S' EMPLOYMENT EQUITY PLAN						
2.10		100% ADHERENCE TO TARGETS SET BY THE CITY ON THE SUBNATIONAL PROGRAMME OF DOING BUSINESS FOR THE DEPARTMENT	100% ADHERENCE TO TARGETS SET BY THE CITY ON THE SUBNATIONAL PROGRAMME DOING BUSINESS FOR THE DEPARTMENT	50% ADHERENCE TO TARGETS SET BY THE CITY ON THE SUBNATIONAL PROGRAMME DOING BUSINESS FOR THE DEPARTMENT	100% ADHERENCE TO TARGETS SET BY THE CITY ON THE SUBNATIONAL PROGRAMME DOING BUSINESS FOR THE DEPARTMENT						

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