

REVISED PERFORMANCE PLAN: 2018/2019 FINANCIAL YEAR

DIRECTORATE: FINANCE

ACTING CHIEF FINANCIAL OFFICE: MR. NTSIKELELO SIGCAU /MR SIYABULELA PETER

| LEVEL | DESCRIPTION  |
|-------|--|
| 5     | Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the PA Performance Plan and maintained this in all areas of responsibility throughout the year.   |
| 4     | Performance is significantly higher than the expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.  |
| 3     | Performance fully meets expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators and fully achieved all others throughout the year.  |
| 2     | Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/assessment indicates that the employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in PA and Performance Plan.  |
| 1     | Performance does not meet the standard expected of the job. The review/assessment indicates that the employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and Performance Plan. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement. |

| National Treasury Reference/BCMM Code. | Key Performance Indicator |  | Baseline (Annual Performance of 2017/18) | Annual target for 2018/19 | Target for 2018/19 SDBIP per Quarter |                       |                             |                       |                             |                       |                             |                       | Resources Allocated for 2018/19 SDBIP per Quarter |                            |                            |                            |                        |
|--|---------------------------|--|--|---------------------------|--------------------------------------|-----------------------|-----------------------------|-----------------------|-----------------------------|-----------------------|-----------------------------|-----------------------|---|----------------------------|----------------------------|----------------------------|------------------------|
|  |                           |  |  |                           | 1st Quarter Planned Target-ending    | Portfolio of evidence | 2nd Quarter Planned Target- | Portfolio of evidence | 3rd Quarter Planned Target- | Portfolio of evidence | 4th Quarter Planned Target- | Portfolio of evidence | 1st Quarter Planned Budget                        | 2nd Quarter Planned Budget | 3rd Quarter Planned Budget | 4th Quarter Planned Budget | Total Budget allocated |

STRATEGIC OUTCOME 5: WELL GOVERNED CITY

NATIONAL PRESCRIBED INDICATORS

|         |  |   |               |     |     |     |  |     |  |     |  |     |  |                          |                          |                          |                          |                          |
|---------|--|---|---------------|-----|-----|-----|--|-----|--|-----|--|-----|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| GG 6.11 | Percentage of the municipality's operating budget spent on free basic services to indigent households                  | Free Basic Services to Indigent households    | New Indicator | 16% | 16% | 16% | General Ledger Report per Poor Relief Vote | 16% | General Ledger Report per Poor Relief Vote | 16% | General Ledger Report per Poor Relief Vote | 16% | General Ledger Report per Poor Relief Vote | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 |
| HS2.21  | Number of rateable residential properties in the subsidy housing market entering the municipal valuation roll          | Annual Supplementary Valuation Roll           | New Indicator | 500 | 125 | 250 | Valuation Roll                             | 250 | Valuation Roll                             | 375 | Valuation Roll                             | 500 | Valuation Roll                             | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 |
| EE2.11  | Free Basic Electricity provision levels as per percentage of total residential electricity provision (in terms of MWh) | Free Basic Electricity to Indigent households | New Indicator | 12% | 12% | 12% | Electricity Statistics Report - BS512      | 12% | Electricity Statistics Report - BS512      | 12% | Electricity Statistics Report - BS512      | 12% | Electricity Statistics Report - BS512      | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 | Operating Budget 2018/19 |

BCMM INDICATORS

|          |   |  |                                 |                                    |                                    |   |  |   |  |   |  |   |  |                  |                  |                  |                  |                  |
|----------|---|--|---------------------------------|------------------------------------|------------------------------------|---|--|---|--|---|--|---|--|------------------|------------------|------------------|------------------|------------------|
| WGC 6    | % of a municipality's capital budget spent on capital projects identified in the IDP  |  |                                 | 76%                                | 100%                               | 15%   | Section 71 Report  | 22%   | Section 71 Report  | 30%   | Section 71 Report  | 33%   | Section 71 Report  | 262 627 536      | 350 187 053      | 525 255 072      | 577 780 579      | 1 750 850 240    |
| WGC 7    | % revenue Collection Rate as measured in accordance with the MSA performance regulations  | Implementation of Revenue Enhancement Strategy and Credit Control Policy |                                 | 93%                                | 92.5%                              | 89%   | Billing sub-system report / Spreadsheet Calculation in terms of MFMA Circular 71 | 91%   | Billing sub-system report / Spreadsheet Calculation in terms of MFMA Circular 71 | 92%   | Billing sub-system report / Spreadsheet Calculation in terms of MFMA Circular 71 | 93%   | Billing sub-system report / Spreadsheet Calculation in terms of MFMA Circular 71 | Operating Budget | Operating Budget | Operating Budget | Operating Budget | Operating Budget |
| WGC14    | Credit Rating Maintained at A   | Appointment of a Credit Rating Institution                               | A                               | A                                  | A                                  | Latest Credit rating report   | A  | Latest Credit rating report   | A  | Latest Credit rating report   | A  | Latest Credit rating report   | -  | -                | -                | 250 000          | 250 000          |                  |
| WGC 15   | Current ratio (Municipality's ability to pay back its Short-term Liabilities (Debt and Payables) with its Short-term Assets (Cash, Inventory, Receivables).                                       | N/A  | 2.06 : 1                        | 1.65:1                             | 1.8 : 1                            | Section 71 Report   | 1.8 : 1  | Section 71 Report   | 1.8 : 1  | Section 71 Report   | 1.65:1   | Section 71 Report   | Operating Budget   | Operating Budget | Operating Budget | Operating Budget | Operating Budget |                  |
| WGC 16   | Debt to revenue percentage (the extent of Total Borrowings in relation to Total Operating Revenue).   | N/A  | >45%                            | >45%                               | >45%                               | Section 71 Report   | >45%   | Section 71 Report   | >45%   | Section 71 Report   | >45%   | Section 71 Report   | Operating Budget   | Operating Budget | Operating Budget | Operating Budget | Operating Budget |                  |
| WGC 17   | Cost coverage (ability to meet at least the municipality's monthly fixed operating commitments from cash and short-term investment without collecting any additional revenue, during that month). | N/A  | <3x fixed operating expenditure | 1 - 2x fixed operating expenditure | 1 - 2x fixed operating expenditure | Section 71 Report   | 1 - 2x fixed operating expenditure   | Section 71 Report   | 1 - 2x fixed operating expenditure   | Section 71 Report   | 1 - 2x fixed operating expenditure   | Section 71 Report   | Operating Budget   | Operating Budget | Operating Budget | Operating Budget | Operating Budget |                  |
| WGC 18   | Creditors payment period  | N/A  | 52 days                         | 30 days                            | 30 days                            | Section 71 Report   | 30 days  | Section 71 Report   | 30 days  | Section 71 Report   | 30 days  | Section 71 Report   | Operating Budget   | Operating Budget | Operating Budget | Operating Budget | Operating Budget |                  |
| WGC 9(a) | Number of Smart Meters installed - Business Debtors   | Installation of Smart Meters - CAPEX                                     | 100 (Pilot)                     | 18000 Business                     | 4 500                              | Report based on technical Installations and Meter Changes on Billing sub-System | 9 000  | Report based on technical Installations and Meter Changes on Billing sub-System | 13 500   | Report based on technical Installations and Meter Changes on Billing sub-System | 18 000   | Report based on technical Installations and Meter Changes on Billing sub-System | 15 930 000   | 15 930 000       | 15 930 000       | 15 930 000       | 63 720 000       |                  |
| WGC 9(b) | Number of Smart Meters installed - Residential Debtors  | Installation of Smart Meters - CAPEX                                     | New Project                     | 20000 Residential                  | 5 000                              | Report based on technical Installations and Meter Changes on Billing sub-System | 10 000   | Report based on technical Installations and Meter Changes on Billing sub-System | 15 000   | Report based on technical Installations and Meter Changes on Billing sub-System | 20 000   | Report based on technical Installations and Meter Changes on Billing sub-System | 12 600 000   | 12 600 000       | 12 600 000       | 12 600 000       | 50 400 000       |                  |

|        |               |  |                         |                           |   |   |   |   |   |   |                           |                 |                  |                  |                  |                  |                  |
|--------|---------------|--|-------------------------|---------------------------|---|---|---|---|---|---|---------------------------|-----------------|------------------|------------------|------------------|------------------|------------------|
| WGC 19 | Audit Opinion |  | Qualified Audit Opinion | Unqualified Audit Opinion | - | - | - | - | - | - | Unqualified Audit Opinion | AG audit report | Operating Budget | Operating Budget | Operating Budget | Operating Budget | Operating Budget |
|--------|---------------|--|-------------------------|---------------------------|---|---|---|---|---|---|---------------------------|-----------------|------------------|------------------|------------------|------------------|------------------|