

PERFORMANCE PLAN 2018/2019

DIRECTORATE: FINANCE

CHIEF FINANCIAL OFFICER: MR N. SGCAU

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/BC MM 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 September 2018	Portfolio of evidence	2nd Quarter Planned Target ending December 2018	Portfolio of evidence	3rd Quarter Planned Target ending March 2019	Portfolio of evidence	4th Quarter Planned Target ending June 2019	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: A 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%	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
HS22.21	Number of rateable residential properties in the subsidy housing market entering the municipal valuation roll	Annual Supplementary Valuation Roll	New Target	500	125	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 Target	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

BUFALO CITY METRO 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
WGC 9	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 10	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 10	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 10	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	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 11	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 11	Number of Smart Meters installed - Residential Debtors	Installation of Smart Meters - CAPEX	New Project	20,000 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	Audit Opinion		Unqualified Audit Opinion	Unqualified Audit Opinion	-	-	-	-	-	-	Unqualified Audit Opinion	AG audit report	Operating Budget	Operating Budget	Operating Budget	Operating Budget	Operating Budget		
CITY MANAGER										Mr. A. SIHLAHLA		CHIEF FINANCIAL OFFICER							
SIGNATURE												SIGNATURE							
DATE										11 JUNE 2018		DATE						11 JUNE 2018	

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