



PERFORMANCE PLAN - CHIEF FINANCIAL OFFICER 2010/11

NAME:	IAN GRISDALE	LINE MANAGER:	
EMPLOYEE NO.	S005416	JOB TITLE:	MUNICIPAL MANAGER
JOB TITLE:	CHIEF FINANCIAL OFFICER	BUSINESS UNIT / SITE	
DIVISION / BUSINESS UNIT:	FINANCIAL SERVICES	PERIOD:	01 JULY 2010 TO 30 JUNE 2011
SITE:		REVIEW DATE:	
RATING SCALE	1. Not meeting the standards; 2. Meet some of the standards; 3. Meet all the standards; 4. Meet all & exceed some standards; 5. Meet & exceed all standards		

Key Performance Area's (KPA's) **Weight = 80%**
Core Competency requirements (CCR's) **Weight = 20%**

Key Performance Area's (KPA's)	Weight	Performance Indicators/ Key Deliverable/Output	Target/Standard/Measure		Progress on date of review	Score
Budgeting and reporting		Manage the budget and comply with legal requirements	Rand value of operating budget			
			Rand value of salaries and wages budget			
			Oversight report compiled			
		% Compliance with MFMA requirements				
BUDGET AND REPORTING - FINAL SCORE						

[Handwritten signature]



Endumeni Municipality

ANNEXURE A

Key Performance Area's (KPA's)	Weight	Performance Indicators/ Key Deliverable/Output	Target/Standard/Measure	Progress on date of review	Score
Debtors Cost and Debt Coverage		Monitor financial viability of eNdumeni Municipality	Outstanding service debtors		
			Cost coverage		
			Debt coverage		
			DEBTORS, COST AND DEBT COVERAGE - FINAL SCORE		
Expenditure Control, Financial Management		Manage Municipal expenditure	Rand value of operating expenditure		
			SCM Policy in place (yes/no)		
			Rand value of debt service payments		
			Rand value of grants and subsidies received		
			EXPENDITURE CONTROL AND FINANCIAL MANAGEMENT - FINAL SCORE		
IDP & MTEF		Align Councils budget with IDP	% of capital budget spent on projects as set out in the IDP		
			Have an approved MTEF	MTEF approved (yes/no)	
			IDP AND MTEF - FINAL SCORE		
Poverty alleviation		Promoted integrated poverty alleviation	Indigent policy in place (yes/no)		



Endumeni Municipality

ANNEXURE A

Key Performance Area's (KPA's)	Weight	Performance Indicators/ Key Deliverable/Output	Target/Standard/Measure	Progress on date of review	Score
			POVERTY ALLEVIATION - FINAL SCORE		
Revenue enhancement		Effectively collect revenue	% households earning less than R1100 p/month who receive free basic electricity		
			% collections against amounts raised for rates and taxes		
			Rand value of revenue collected		
			Rand value of invoices raised		
REVENUE ENHANCEMENT - FINAL SCORE					



Endumeni Municipality

ANNEXURE A

Core Competency Requirements	Weight	Performance Indicators/ Key Deliverable / Output	Target/Standard/Measure	Progress on date of review	Score
Strategic Capability and Leadership	25%	See competency framework	See competency framework		
Financial Management	25%	See competency framework	See competency framework		
Project Management	25%	See competency framework	See competency framework		
Communication	25%	See competency framework	See competency framework		



Endumeni Municipality

ANNEXURE A

INDIVIDUAL TRAINING & PERSONAL DEVELOPMENT PLAN (PDP)

SIGNATURES

Employee's Comments _____

Line Manager's Comments _____

Signature _____

Date

23/06/2010

Signature _____

Date

23-06-2010

Contracting Period

FISCAL YEAR 2010/2011

Signature _____

Date

Signature _____

Date

After Appraisal