



PERFORMANCE PLAN - MANAGER: TECHNICAL SERVICES 2010/11

NAME:	JB MALTMAN	LINE MANAGER:	
EMPLOYEE NO.:	S002207	JOB TITLE:	MUNICIPAL MANAGER
JOB TITLE:	MANAGER TECHNICAL SERVICES	BUSINESS UNIT / SITE:	
DIVISION / BUSINESS UNIT:	TECHNICAL SERVICES	PERIOD:	
SITE:	CIVIC CENTRE DUNDEE	REVIEW DATE:	01 JULY 2010 TO 30 JUNE 2011
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
Housing		Coordinate service delivery of housing in Endumeni Municipality	Progress made with the implementation of the Housing Sector Plan Number of houses constructed at the Sibongile and, Silhermbile Number of new constructed houses		
HOUSING - FINAL SCORE					



Endumeni Municipality

ANNEXURE A

Key Performance Areas (KPA's)	Weight	Performance Indicators/ Key Deliverable/Output	Target/Standard/Measure		Progress on date of review	Score	
			% of households with electricity connections	Number of new electricity connections			
Electricity		Facilitate access to electricity for each consumer within Endumeni Municipality	ELECTRICITY - FINAL SCORE				
			Manage and control development within Endumeni Municipality	Spatial Development Framework in place (yes/ no)			
IDP and Spatial - SDF		Compliance with the IDP review deadlines	Extent of compliance to Process Plan				
			IDP reviewed (yes/no)				
		Manage and control development within Endumeni Municipality	IDP AND SPACIAL SDF - FINAL SCORE				
			Spatial Development Framework In place (yes/ no)				
Municipal roads and storm water		Kilometres' of municipal roads annually upgraded and maintained	% of budget spent on Roads Capital.				
			Kilometres' of tarred roads established	Approved Project Cash Flow			
				ROADS AND STORMWATER SERVICES - FINAL SCORE			
Performance Management		Manage performance of staff	OPMS in place				

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Key Performance Area's (KPA's)	Weight	Performance Indicators/ Key Deliverable/Output	Target/Standard/Measure	Progress on date of review	Score
			Annual performance report adopted		
PERFORMANCE MANAGEMENT - FINAL SCORE					
Waste Management		Facilitate Integrated Waste Management	% of households with a weekly refuse removal service		
			Number of new households with access to a weekly waste disposal service		
WASTE MANAGEMENT - FINAL SCORE					
MIG Projects		Implement MIG Projects	Cash flow projection for the Karel Landman /Sithembile project submitted before deadline (yes/no)		
			Reporting deadlines on the Karel Landman/Sithembile project met by the consulting engineers (yes/no)		
			% deviation from the approved cashflow from the Karel Landman project		
			Cashflow projections for the Dundee Buffer strip submitted before deadline (YES/NO)		
			Reporting deadlines on the Dundee Buffer project met by the consulting engineers (yes/no)		

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Endumeni Municipality

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Key Performance Area's (KPA's)	Weight	Performance Indicators/ Key Deliverable/Output	Target/Standard/Measure	Progress on date of review	Score
MIG PROJECTS - FINAL SCORE					
			% deviation from the approved cashflow from the Durdee Buffer project		



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 18/06/2010
Signature _____ Date 01/07/2010
Signature _____ Date 30/06/2011
Signature _____ Date 18/06/2010
Contracting Period 01/07/2010 30/06/2011

Signature _____ Date _____ Signature _____ Date _____ After Appraisal