

# **BLOUBERG MUNICIPALITY**



## **PERFORMANCE PLAN**

### **ACTING SENIOR MANAGER: COMMUNITY SERVICES**

MACHABA M.J

Tmp

MS



# ANNEXURE A - PERFORMANCE PLAN 2013/14 FINANCIAL YEAR

**SAFETY AND SECURITY: ACTING SENIOR MANAGER MACHABA M.J**

## KPA1: BASIC SERVICE DELIVERY AND INFRASTRUCTURE DEVELOPMENT

Project	Objectives	KPI No	KPI	Annual Target	Q1	Q2	Q3	Q4	Evidence	Weight
Waste management	To ensure a safe and clean environment by implementing the IWMP	1	IWMP implemented	100% implementation of the IWMP	100% implementation	100% implementation	100% implementation	100% implementation	Approved Implementation Plan and Report	6
Climate change	To reduce Green House Gases/Carbon emissions through education and awareness	2	Cleaning campaign conducted to communities	4 Cleaning Campaigns conducted	1 cleaning campaign	1 cleaning campaign	1 cleaning campaign	1 cleaning campaign	Reports and Photos	7
Expansion of waste programmes	To expand waste collection Programmes to senwabantwana Ext 5, Machaba and Witten	3	Waste collection programmes Expanded	Senwabantwana Extension 5 and Witten Expanded	Awareness Campaign and refuse collection	Weekly Collections	Weekly Collections	Weekly Collections	Waste collection	7

## KPA2: MUNICIPAL TRANSFORMATION AND INSTITUTIONAL DEVELOPMENT

Project	Objectives	KPI No	KPI	Annual Target	Q1	Q2	Q3	Q4	Evidence	Weight
Performance Management System Implementation	To ensure that performance of the institution and individual employees is planned, monitored and improved	4	No of Departmental Managers with signed performance plans	9	2	N/A	N/A	N/A	Signed performance plans	2
		5	Number of individual performance assessments conducted on all MM's Office Divisional Managers	4	1	1	1	1	Assessment Reports	2
Evacuation plan	To implement an evacuation plan to ensure the safety of employees and work	6	4 Drills Conducted	4 Drills	1 Drill	1 Drill	1 Drill	1 Drill	Records of conducted drills	6

## KPA 5: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

Project	Objectives	KPI No	KPI	Annual Target	Q1	Q2	Q3	Q4	Evidence	Weight
Public Participation	To engage in programmes that foster participation, interaction and partnership through forums	7	Number of waste forums held	4	1	1	1	1	Minutes And attendance register	5
		8	Number of roads and transport forums held	4	1	1	1	1	Minutes And attendance register	4

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