

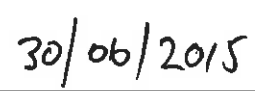
Directorate: Utility Services S57 Scorecard: Executive Director: 2015/2016											PERFORMANCE DASHBOARD	
No.	Objective	Key Performance Indicator	Baseline as at 30 June 2014	Annual target by 30 June 2016	Quarter 1 30 Sep 2015	Quarter 2 31 Dec 2015	Quarter 3 31 Mar 2016	Quarter 4 30 Jun 2016	WEIGHTING	Responsible department		
					Target	Target	Target	Target				
SPECIAL PROJECTS									25%			
1	Establish an efficient and productive administration that prioritises delivery	Percentage of project milestones reached	New	100%	100%	100%	100%	100%	25%	EXECUTIVE DIRECTOR		
MUNICIPAL INSTITUTIONAL MANAGEMENT									25%			
2	Establish an efficient and productive administration that prioritises delivery	Percentage of Management indicators on target	New	100%	100%	100%	100%	100%	9%	PERFORMANCE & OPERATIONAL SUPPORT		
3	Transversal Management	Contribution towards the Transversal Management System	New	100%	100%	100%	100%	100%	9%	EXECUTIVE DIRECTOR		
4	Establish an efficient and productive administration that prioritises delivery	Percentage of Corporate Scorecard indicators on target	New	100%	100%	100%	100%	100%	7%	EXECUTIVE DIRECTOR		
SERVICE DELIVERY (ECONOMIC & SOCIAL DEVELOPMENT)									25%			
5	Provide for the needs of informal settlements and backyarder residences through improved services	Number of electricity subsidised connections installed	4 391	1500	375	750	1 125	1 500	5%	Cape Town Electricity		
6	Provide for the needs of informal settlements and backyarder residences through improved services	Percentage of known informal settlements receiving a door to door refuse collection	99.73%	99%	99%	99%	99%	99%	7%	Solid Waste Management		
7	Provide for the needs of informal settlements and backyarder residences through improved services	Number of water service points (taps) provided	2 028	600	100	200	300	600	5%	Water & Sanitation		
8	Provide for the needs of informal settlements and backyarder residences through improved services	Number of sanitation service points (toilets) provided	5 916	2 800	250	800	1 600	2 800	5%	Water & Sanitation		
9	Provide effective environmental health services	Percentage compliance with drinking water quality standards	99.83%	98%	98%	98%	98%	98%	3%	Water & Sanitation		
FINANCIAL VIABILITY									25%			
10	Provide and maintain economic and social infrastructure to ensure infrastructure-led economic growth and development	Percentage spend of Capital Budget.	88.4%	90%	7%	22%	42%	90%	5%	FINANCE		
11	Provide and maintain economic and social infrastructure to ensure infrastructure-led economic growth and development	Percentage spend on Repairs and Maintenance.	100%	95%	17%	40%	68%	95%	5%	FINANCE		
12	Ensure financial prudence with clean audits by the Auditor General	Percentage of Operating Budget spent.	95%	95%	22%	44%	65%	95%	5%	FINANCE		

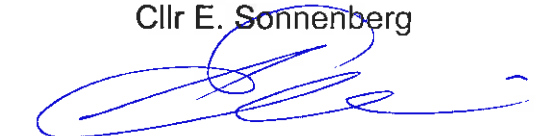
No.	Objective	Key Performance Indicator	Baseline as at 30 June 2014	Annual target by 30 June 2016	Quarter 1 30 Sep 2015	Quarter 2 31 Dec 2015	Quarter 3 31 Mar 2016	Quarter 4 30 Jun 2016	WEIGHTING	Responsible department
					Target	Target	Target	Target		
13	Ensure financial prudence with clean audits by the Auditor General	Percentage of assets verified	93%	95%	-	-	60% asset register verified by directorate	95% asset register verified by directorate	5%	FINANCE
14	Provide and maintain economic and social infrastructure to ensure infrastructure-led economic growth and development	Percentage of Capital Projects screened in SAP PPM to determine the readiness of projects for delivery within the planned fiscal year from a financial, technical, strategic and implementation perspective.	New	95% of the next fiscal years planned capital projects successfully screened in SAP PPM.	-	95% of the next fiscal years planned capital projects successfully screened in SAP PPM.	-	-	5%	EXECUTIVE DIRECTOR


EXECUTIVE DIRECTOR
 G. Kaiser

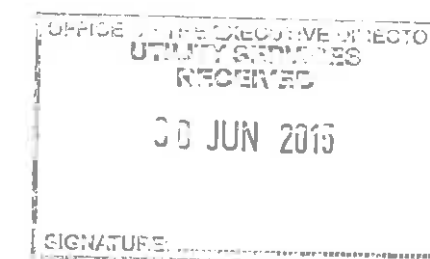

DATE


MAYCO MEMBER
 Cllr E. Sonnenberg


DATE


CITY MANAGER
 Mr A. Ebrahim


DATE



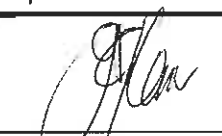
Directorate: Utility Services										PROJECT ANNEXURE	
2015/2016											
No.	Objective	Key Performance Indicator	Baseline as at 30 June 2015	Annual target by 30 June 2016	Quarter 1 30 Sept 2015	Quarter 2 31 Dec 2015	Quarter 3 31 Mar 2016	Quarter 4 30 Jun 2016	WEIGHTING	Responsible Department	
					Target	Target	Target	Target			
MAYORAL DASHBOARD KEY PROJECTS (Section C)									25%		
1	SFA1 - The Opportunity City Objective 1.2 1.2 (b) Maintenance of infrastructure 1.2 (c) Investment in Infrastructure	Replace ageing 66kV infrastructure and providing 10 MVA additional capacity ¹	New switchgear , transformers, and underground cable contracts awarded (Planned)	Underground cable site work 90% complete MV switchgear delivered. Changeover planning complete Building floor modifications Ph1 complete Power Transformers in Factory Acceptance Testing phase	Underground cable site work commenced. MV switchgear in production. - Power Transformers in production.	Underground cable site work 25% complete. MV switchgear in ready for Factory Acceptance Testing. - Power Transformers 50% complete.	Underground cable site work 50% complete. MV switchgear delivered. Building floor modifications in progress. Power Transformers 90% complete.	Underground cable site work 90% complete. MV switchgear delivered. Changeover planning complete. Building floor modifications Ph1 complete. Power Transformers in Factory Acceptance Testing phase.	5%	CT Electricity	
2	SFA1 - The Opportunity City Objective 1.2 1.2 (b) Maintenance of infrastructure 1.2 (c) Investment in Infrastructure	Water Network-replacement and upgrade (metres of water reticulation mains replaced during the financial year) ²	36 000 (Planned)	30 000	6 000	12 000	20 000	30 000	5%	Water & Sanitation	
3	SFA1 - The Opportunity City Objective 1.2 1.2 (b) Maintenance of infrastructure 1.2 (c) Investment in Infrastructure	Sewer Network-replacement and upgrade (metres of sewer reticulation mains replaced during the financial year) ²	23 500 (Planned)	12 000	1 400	4 500	8 800	12 000	5%	Water & Sanitation	

4	SFA1 - The Opportunity City Objective 1.2 1.2 (b) Maintenance of infrastructure 1.2 (c) Investment in Infrastructure	Bellville Waste Management Facility Phase 2 - Construction Bellville Waste Management Facility Phase 2 - Construction	90% (Planned)	100%	100%	100%	100%	100%	5%	Solid Waste Management
5	SFA1 - The Opportunity City Objective 1.3 Programme 1.3(a) Sustainable utilisation of scarce resources, such as water and energy	Pyrolysis Pilot Plant at Kraaifontein Integrated Waste Facility ³	Obtain approvals, authorisations and complete planning, monitoring and evaluation schedules (Planned)	Complete pilot tests and report on outcomes as per MoA.	Obtain building plan approval, complete shipment, transport, construction of pyrolysis pilot plant.	Operate plant, record and report on progress and results.	Operate plant, record and report on progress and results.	Complete pilot tests and report on outcomes as per MoA.	5%	Solid Waste Management/ US Tech Strat Supp

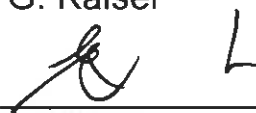
Note: ¹ Project for the replacement of ageing switchgear and underground cable at Bofors substation to improve safety and reliability of supply and provide additional capacity for load growth.

² Quarterly targets may be revised during 2015/16 based on budget adjustments.

³ Should the EIA process appeal period generate adverse comments during the 21 period after the Air Emissions Licence (AEL) is issued, the City will have to adjust targets, as the construction cannot proceed until the regulator is satisfied.


Executive Director

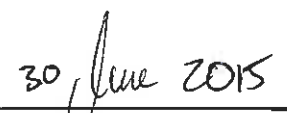
G. Kaiser

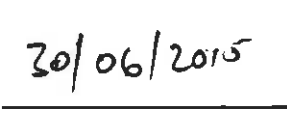

MAYCO Member

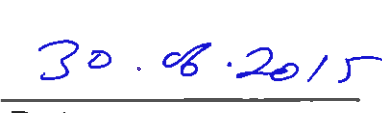
Cllr E. Sonnenberg


City Manager

A. Ebrahim


Date


Date


Date

Directorate: Utility Services										TRANSVERSAL ANNEXURE	
2015/2016											
No.	Objective	Key Performance Indicator	Baseline as at 30 June 2015	Annual target by 30 June 2016	Quarter 1 30 Sept 2015	Quarter 2 31 Dec 2015	Quarter 3 31 Mar 2016	Quarter 4 31 Jun 2016	WEIGHTING	Responsible department	
					Target	Target	Target	Target			
TRANSVERSAL MANAGEMENT									9%		
1	Transversal Management	% of working group members who have included transversal management under special objectives on their IPM	New	100%	100%	100%	100%	100%	3%		
2	Transversal Management targets achieved according to: Sustainable Communities Work Group (IHSF)	Encouraging and support backyard dwellers Design service site offering for standard roll-out to backyarder areas	New	Design service site offering for standard roll-out to backyarder areas	N/A	N/A	N/A	Design service site offering for standard roll-out to backyarder areas	3%		
3	Transversal Management	Annual report to MAYCO detailing your directorates contribution to the implementation of Economic Growth Strategy and Social Development Strategy.	New	Annual report	N/A	N/A	N/A	Annual report	3%		


Executive Director

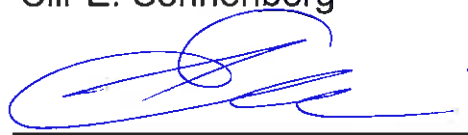
G. Kaiser

30 June 2015
Date


MAYCO Member

Cllr E. Sonnenberg

30/06/2015
Date


City Manager
A. Ebrahim

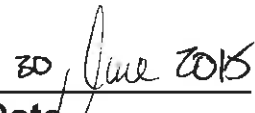
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Directorate: Utility Services										MANAGEMENT ANNEXURE	
2015/2016											
No.	Objective	Key Performance Indicator	Baseline as at 30 June 2014	Annual target by 30 June 2016	Quarter 1 30 Sept 2015	Quarter 2 31 Dec 2015	Quarter 3 31 Mar 2016	Quarter 4 30 Jun 2016	WEIGHTING	Responsible department	
					Target	Target	Target	Target			
MUNICIPAL INSTITUTIONAL MANAGEMENT									9%		
1	Establish an efficient and productive administration that prioritises delivery	Percentage adherence to 2% of people with disabilities (PWD)	0.92%	1.2%	1.2%	1.2%	1.2%	1.2%	3%	PERFORMANCE & OPERATIONAL SUPPORT	
2	Establish and efficient and productive administration that prioritises delivery	Percentage of absenteeism.	5.49%	≤ 6%	≤ 6%	≤ 6%	≤ 6%	≤ 6%	3%	PERFORMANCE & OPERATIONAL SUPPORT	
3	Establish an efficient and productive administration that prioritises delivery	Percentage vacancy rate	11.78%	≤ 12%	≤ 12%	≤ 12%	≤ 12%	≤ 12%	3%	PERFORMANCE & OPERATIONAL SUPPORT	

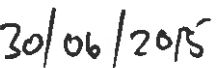

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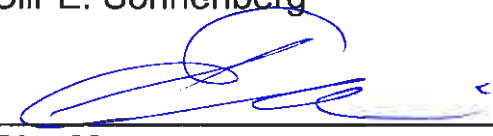
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Date


MAYCO Member

Cllr E. Sonnenberg


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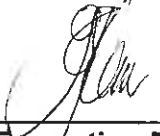

City Manager

A. Ebrahim

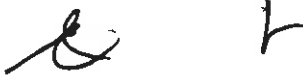

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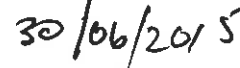
Directorate: Utility Services
S57 Scorecard: Executive Director:
2015/2016

Core Competency Requirements	Core Managerial Competencies	Competency Definitions	Weighting	Rating as at end September 2015	Rating as at end December 2015	Rating as at end March 2016	Rating as at end June 2016	Rating ED	Rating Panel
	Moral Competence	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence.	20%						
	Planning and Organising	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and built efficient contingency plans to manage risk.	20%						
	Analysis and Innovation	Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.	10%						
	Knowledge and Information Management	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government.	20%						
	Communication	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome.	10%						
	Results and Quality Focus	Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified outcomes.	20%						


Executive Director
 G. Kaiser


DATE


MAYCO member
 Cllr E. Sonnenberg


DATE


CITY Manager
 Mr A. Ebrahim


DATE

2015/2016 ED SCORECARD DEFINITIONS	
INDICATOR	INDICATOR DEFINITION
Percentage spend of capital budget	Percentage reflecting year to date spend / Total budget less any contingent liabilities relating to the capital budget The total budget is the council approved adjusted budget at the time of the measurement. Contingent liabilities are only identified at the year end.
Percentage spend on repairs and maintenance	Percentage reflecting year to date spend (including secondary cost) / total repairs and maintenance budget Note that the in-year reporting during the financial year will be indicated as a trend (year to date spend). Maintenance is defined as the actions required for an asset to achieve its expected useful life. Planned Maintenance includes asset inspection and measures to prevent known failure modes and can be time or condition-based. Repairs are actions undertaken to restore an asset to its previous condition after failure or damage. Expenses on maintenance and repairs are considered operational expenditure.
3.E (a) Number of water services points (taps) provided	The Indicator reflects the number of taps provided in Informal settlements during the period under review. Certain taps may however have been vandalised or removed after provision.
3.E (b) Number of sanitation service points (toilets) provided	This Indicator reflects the number of toilets provided In Informal settlements during the period under review. Certain toilets may however have been vandalised or removed after provision.
3.E (c) Percentage of informal settlements receiving door-to-door refuse collection service	This indicator reflects the percentage of informal settlements receiving a weekly door-to-door refuse removal collection service for the period under review. The collection of domestic refuse in informal settlements is done through contract services, employing local labour. Three-year contracts are awarded to a legitimate main contractor through the procurement tender process.
3.F Number of electricity subsidised connections installed	This indicator reflects the number of subsidised connections installed per annum in informal settlements, rental stock backyards (pilot) and low cost housing.
3.G Percentage compliance with drinking water quality standards	Measure of potable water sample pass rate according to the SANS 241 standard.
Percentage adherence to 2% of people with disabilities (PWD)	This indicator measures : The disability plan target: This measures the percentage of disabled staff employed at a point in time against the target of 2%. This category forms part of the 'Percentage adherence to EE target', but is indicated separately for focused EE purpose. This indicator measures the percentage of people with disabilities employed at a point in time against the staff complement e.g staff complement of 100 target is 2% which equals to 2
Percentage of absenteeism	A: Actual number of days absent due to sick and unpaid/unauthorised leave in the directorate or department. B: ((number of working days for month) * number of staff members))*100%. Formula: $C = (A1 + A2/B) * 100$ A1: Sick Leave: Extract "All Absences" report from SAP Portal (Corporate Reporting / Human Resources / Time Management / All Absences) and enter the total number of absent days for sick leave. Enter the number of employees who took sick leave in the comments column A2: Unpaid/ Unauthorised leave: Extract "All Absences" report from SAP Portal (Corporate Reporting / Human Resources / All Absences) and enter the total number of absent days as per the "Unpaid" column of the report (authorised and unauthorised is separated). Enter the number of employees who took "unpaid" leave in the comments column B: Total number of staff X Total number of working days for the month The Target will be 5% or less for the rolling 12 month period.
Percentage vacancy rate	This is measured as a percentage of positions vacant against the total positions on structure. This indicator will be measured at a specific point in time to calculate the vacancy rate. The target is a vacancy rate of 7% or less.
Percentage of Operating Budget spent	Formula: Total actual to date as a percentage of the total budget including secondary expenditure.
Percentage of assets verified	The indicator reflects the percentage of assets verified annually for audit assurance. Quarter one will be the review of the Asset Policy, In Quarter two, the timetable in terms of commencing and finishing times for the process is to be communicated, and will be completed. Both Quarters will only be performed by Corporate Finance. The asset register is an internal data source being the Quix system scanning all assets and uploading them against the SAP data files. Data is downloaded at specific times and is the bases for the assessment of progress.
Percentage Internal Audit findings resolved	It is the reporting and monitoring of the reduction (in percentage) of the findings of audit follow-ups performed in the quarter. The timing for corrective action implementation is normally provided by line. Audits / follow-ups will always only take place after agreed implementation dates of corrective action. It will either be 'Not Applicable' to Management if an audit or follow-up hasn't taken place at the time of reporting or there will be a percentage change / status quo if an audit has taken place and there has been improvement / no change respectively in the situation since the last audit.
PPM	SPU to advise.