

Municipal Transformation and Organisational Development

Strategic Objective	Strategy	Measurable Objective/Output	Performance Measure/Indicator (Unit of Measure)	Annual Target	Performance Status on Date of Review		Score 1 - 5
					Q2	Q4	
To ensure on-going human resource development	To ensure that municipality assists youth with further educational developments and rewards excellence through various initiatives	Number of programmes facilitated aimed at students by 30 June 2023	No. of interns/ in-service training students within the municipality	20			
To be an innovative organisation with improved performance	To ensure that the customer service centre is operating efficiently and stakeholder relations are improved	Reports submitted on Customer care analysis by 30 June 2023	No. of monthly customer service centre analysis reports submitted	10			
			No. of monthly reports submitted to Service Delivery Cluster Committee	8			
			No. of career guidance or exhibitions held	2			
			No. of Matric Excellence recognition programmes held	1			

KPA : Local Economic Development

Strategic Objective	Measurable Objective/Output	Performance Measure/Indicator (Unit of Measure)	Annual Target	Performance Status on Date of Review		Score 1 - 5
				Q2	Q4	
To facilitate participation of youth and previously disadvantaged individuals in the economy	Number of programmes facilitated aimed at students by 30 June 2023					
To facilitate participation of youth in governance		Number Young Entrepreneurs funding programme held (SMMEs)	10			
		No. of Youth Summit held	1			

KPA: Good Governance and Public Participation

Strategic Objective	Measurable Objective/Output	Performance Measure/Indicator (Unit of Measure)	Annual Target	Performance Status on Date of Review		Score 1 - 5
				Q2	Q4	
To promote and uphold principles of good	Finalising all IDP related processes by 30 June 2023	Date IDP process plan approved by Council	31-Aug-22			

**KPA: Good Governance
and Public Participation**

Strategic Objective	Measurable Objective/Output	Performance Measure/Indicator (Unit of Measure)	Annual Target	Performance Status on Date of Review		Score 1 - 5
				Q2	Q4	
governance and legal compliance		Date final ward based plans approved	31-May-23			
		Date final IDP approved	31-May-23			
	Number of review reports submitted to EXCO by 30 June 2023	No. of quarterly performance review reports submitted to EXCO	4			
	Number Of programmes aimed at public participation facilitated by 30 June 2023	Annual report adopted by council	31-Mar-23			
		Reviewed public participation strategy	1			
		No. of Mayoral Izimbizo Held	7			
To promote human rights and social upliftment of vulnerable groups and address moral regeneration need	Number of projects implemented to assist vulnerable groups by 30 June 2023	No. of schools that benefitted from sanitary dignity programme	10			
		No. of schools that benefitted from the Dress a Child Campaign	15			

**KPA: Good Governance
and Public Participation**

Strategic Objective	Measurable Objective/Output	Performance Measure/Indicator (Unit of Measure)	Annual Target	Performance Status on Date of Review		Score 1 - 5
				Q2	Q4	
To promote human rights and social upliftment of vulnerable groups and address moral regeneration need	Number of projects implemented to assist vulnerable groups by 30 June 2023	Number Elderly/Luncheon clubs benefitted from Nutritional Support and Walking devices	2			
To promote and safeguard the municipal brand	Number of programmes aimed at public participation facilitated by 30 June 2023	No. of ward functionality reports submitted to CoGTA	4			
	Facilitate processes to manage media and communication tools during 2022 - 2023	No. of Isigcawu newsletter publications	4			
		No. of confirmed Mayoral Radio slots for RNM	11			
		Date mayoral welcoming roadblock held	15-Dec-22			

National Key Performance Areas	Weighting
Municipal Transformation & Organisational Development	30
Local Economic Development	20
Good Governance and Public Participation	50
Total	100%