

NATIONAL KPA's	IDP OBJECTIVE	MUNICIPAL ACTIONS	BASELINE	KPI's	TARGET	MUNICIPALITY	ADDRESSING BACKLOGS	RESPONSIBILITY
Institutional Transformation and Development	To transform and improve the institutional character in capacity to deliver services appropriately and effectively.	38. Review of the Organisational Structure	Current organogram	38.1 Organogram review report	December 2007	iLembe	Done - 100%	Municipal Manager's Office
		39. Employment Equity Analysis Plan	No plan	39.1 Approved Plan	Plan: December 2007	iLembe	Done - 100%	Corporate Services
		40. Training & Development	Development of a Workplace Skills Plan	40.1 Implementation of a Plan	Plan: December 2007	iLembe	Done - 100%	Corporate Services
		41. Management of Staff - 500 people	No staff meeting	41.1 General meeting every 6 months	Every 6 months - ongoing	iLembe	Done - 100%	Corporate Services
				41.2 Dedicate 1 full day per month for individual staff consultations as per request	Monthly	iLembe	Done - 100%	Corporate Services
		42. Staff recruitment policy and manual	No policy	42.1 Approved Policy	December 2007	iLembe	Done - 100%	Corporate Services
			No policy	42.2 Compilation of Indigent Register	March 2008	iLembe	Done - 100%	Finance
Good Governance & Public Participation	To build systems and mechanisms for accountability to ensure functionality, efficiency, effectiveness and value for money	43. Establishment of an Internal Audit Unit	No unit	43.1 Appointment of Manager: Internal Audit	September 2007	iLembe	Done - 100%	Municipal Manager's Office
		44. Review of the PMS	Old Policy	44.1 Approved New Policy	Policy: September 2007	iLembe	Done - 100%	Municipal Manager's Office
		45. Appointment of a District Wide Audit Committee	No committee	45.1 Appointment of Committee	September 2007	iLembe	Done - 100%	Municipal Manager's Office
		46. Establishment of a Performance Management Unit	No unit	46.1 Appointment of Manager: PMS	September 2007	iLembe	Done - 100%	Municipal Manager's Office
		47. Improvement of the efficiency and effectiveness of Public Participation structures	No data available of Ward Committees	47.1 Data collection of all Ward Committee members	Plan: registration of Ward Committee members: September	iLembe	Done - 100%	Corporate Governance
		48. Coordination of Intergovernmental Forums	Poor coordination	48.1 Quarterly meetings	Quarterly	iLembe	Done - 100%	Corporate Governance
		49. Review of IDP	IDP 2007 - 2012	49.1 Approved Reviewed IDP	Mar-08	iLembe	Done - 100%	Municipal Manager's Office
		50. Coordination of Traditional Leaders Structures	One meeting	50.1 Quarterly meetings	Quarterly	iLembe	Done - 100%	Corporate Governance
(Municipal KPA)								
Environment and Land use Management	To improve the spatial structure and definition of the urban and settlement functions in the District to provide access to opportunities	51. Establishment of an Integrated Environmental Management System	Integrated environmental programme	51.1 Approved Tool Kit	June 2008	iLembe	Done - 100%	Economic Development & Community Services
				51.2 Strategic Environmental Assessment		iLembe	Done - 100%	Economic Development & Community Services
				51.3 Source funds from external sources		iLembe	Done - 100%	Economic Development & Community Services
		52. Spatial Development Framework to ensure sustainable land use management	Assessment of applications against the SDF (40 per year)	52.1 Informed comments on applications	Plan: June 2008	iLembe	Done - 100%	Economic Development & Community Services

1. This Performance Framework constitutes the Organisational Scorecard on the basis of which the Municipal Manager and the Directors will draw up their respective individual scorecard to ensure the implementation of the objectives and strategies set out in the foregoing .

2. This Scorecard is informed by the whole of the IDP subject to financial limitations of our budgets

3. In most of the above objectives the iLembe District Municipality plays coordinating and implementation roles; but in the case of the Social Services the District plays a facilitating and coordinating role subject to the cooperation of the Provincial line departments