



06 DECEMBER 2024

**PERFORMANCE
MANAGEMENT
AUDITING AND VALUE
FOR MONEY**

Presented by: Ilse Myburgh



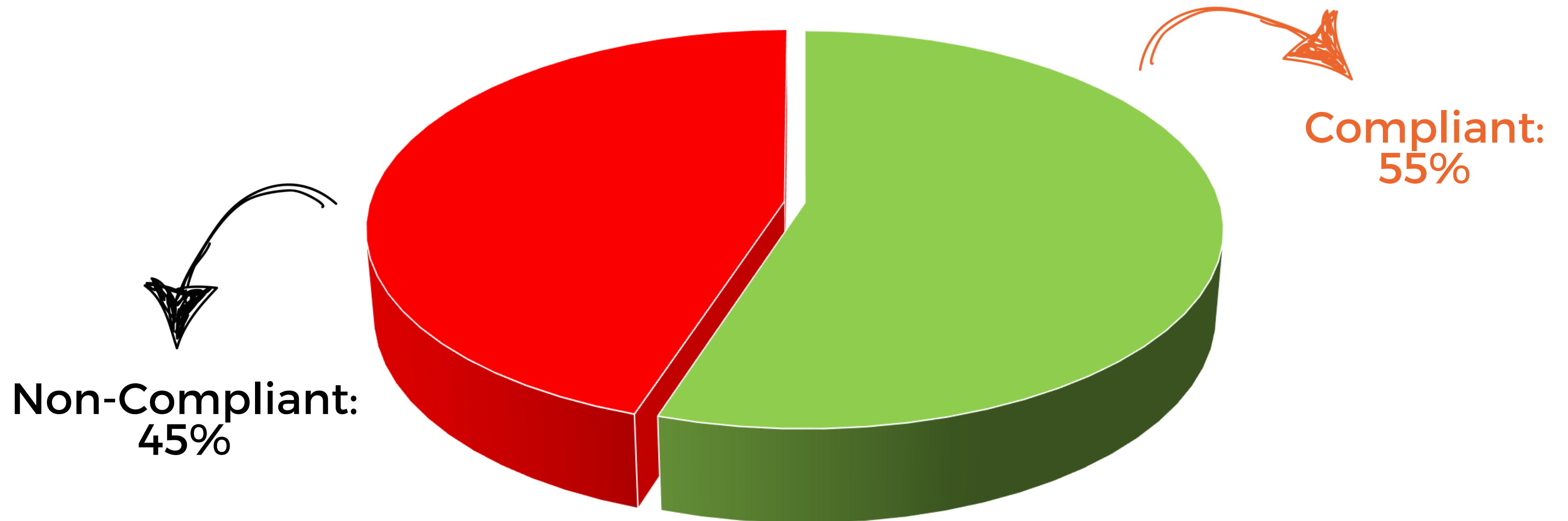
PERFORMANCE

MANAGEMENT



advisory

COMPLIANCE WITH STRATEGIC PLANNING AND PERFORMANCE LEGISLATION



INCREASED EMPHASIS ON PERFORMANCE MANAGEMENT?

- ✓ Increased Accountability
- ✓ Ensure Plans are Implemented
- ✓ Desired Developmental Impact
- ✓ Scarce Resources Used Effectively
- ✓ Maintain Service-Orientated Culture of Service

TOOLS TO AID PERFORMANCE MONITORING AND AUDITING





ELECTRONIC PERFORMANCE MANAGEMENT

- **Seamless integration between budget and performance**
- **Action dashboards**
- **Web-based system**
- **POE uploaded to KPI**
- **Performance evaluations on the system**
- **All relevant information completed**
- **Early warning indicator**



PERFORMANCE AUDITING SIMPLIFIED

Update Departmental KPI D373 for December 2024

Summary Details

Ref:	D373
Indicator Code:	GGPP_TL18
Responsible Department:	Office of the Municipal Manager - Executive Support Services (Mayor's Office) - Special Programmes
Responsible Owner:	Municipal Manager
Key Performance Indicator:	Number of Ward Committee meetings scheduled and convened per ward by 30 June (Functionality of ward committees)
Description of Unit of Measurement:	Count the number of Ward Committee meetings scheduled and convened per ward by 30 June (Functionality of ward committees)
Top Layer KPI:	Number of Ward Committee meetings scheduled and convened per ward by 30 June (Functionality of ward committees) [GGPP_TL20]
Source of Evidence:	Meeting notices, agenda, minutes and attendance registers
Target Type:	Number
Calculation Type:	Accumulative
Original Annual Target:	405.00

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Update form

Original Target:	135
Target Adjustments:	0
Approved Target:	135
Actual:	<input type="text" value="129"/> <i>Note: Only numbers (0-9), period (.) and dash (-) permitted</i>
Performance Comments and Reasons for Underachievement: <i>[Required if target not met]</i>	<input type="text" value="Underachievement due to no assigned ward Councilor in ward."/>
Corrective Measures: <i>[Required if target not met]</i>	<input type="text" value="By-elections held. Ward Councilor to be inducted to Council by January 2025."/>
POE:	<input type="text"/>
POE Attachment:	<input type="button" value="Choose File"/> Attendance R...tees - Q2.pdf <input type="button" value="Reset"/> Attach another file <div style="border: 1px solid orange; padding: 5px;"><p>i No more than 10 files may be uploaded at once. Combined file size cannot exceed 100MB.</p></div>
Is this update complete?:	<input checked="" type="radio"/> Yes <input type="radio"/> No
<input type="button" value="Save Update"/>	


PERFORMANCE AUDITING SIMPLIFIED


Assurance Departmental KPI D373 for December 2024

Update form

Original Target:	135
Target Adjustments:	0
Approved Target:	135
Actual:	129
Performance Comments and Reasons for Underachievement: <i>[Required if target not met]</i>	Underachievement due to no assigned ward Councilor in ward.
Corrective Measures: <i>[Required if target not met]</i>	By-elections held. Ward Councilor to be inducted to Council by January 2025.
POE:	
POE Attachment:	 AttendanceRegisters-WardCommittees-Q2.pdf
Is this update complete?:	<input checked="" type="checkbox"/> Yes

Assurance form

Sign-off:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Response:	<div style="border: 1px solid black; padding: 5px;">Evidence uploaded is only for 121 meetings. Kindly correct actual or upload missing attendance registers</div>
Return To:	Billy Mapetle* <input type="text"/>
Deadline:	<input type="text"/> 
Notify Me on Updates:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Additional Notifications:	No users set up to receive notifications for this KPI
<input type="button" value="Save"/>	

 Please note:



INDIVIDUAL PERFORMANCE SIMPLIFIED

Period Under Assessment				Score	Comment
Target	Actual	R	Assurance Status		
2	3	B	Signed-off	4	Overachievement due to assistance from Provincial Treasury upon request submitted for intervention.
1	0	R	Not reviewed	2	Not achieved due to extreme weather experienced in the region. Backlog to be addressed in coming period.



KEY POINTS TO REMEMBER WHEN IMPLEMENTING AN ELECTRONIC SYSTEM

CHANGE MANAGEMENT

Assisting organisation to feel comfortable with the new system

IT LITERACY

Status quo of literacy of ICT infrastructure (BBT)

DATA CLEANSING

RIRO

CULTURE OF PERFORMANCE

Appetite for performance in the organisation, from top management to lower levels.



CHANGING THE CULTURE OF PERFORMANCE

CASE STUDY: PMDS IMPLEMENTATION FOR CHANGE

- **Amalgamation of Fetakgomo and Greater Tubatse Local Municipalities**
- **Municipal Programmes geared toward success management:**
 - **Review of Organisational Structure**
 - **Cascading of PMS to other municipal employees**
 - **Operational Clean Audit Strategy**
- **Visible Strategic Leadership**
- **Director involvement in cascading of Performance**
- **Overall commitment to service delivery and culture of understanding individual's role in performance success**



CHANGE

A graphic element in the bottom left corner featuring the word "CHANGE" in large, bold, black letters. Below it is a horizontal bar with a blue-to-black gradient, and the text "LOADING..." is positioned underneath the bar. The entire graphic is set against a white background with a grey border and a blue shadow.

LOADING...

CASE STUDY: VALUE FOR MONEY ADVISORY

- **Implementation of Electronic Performance Management System**
- **Review of Top-Layer and Departmental SDBIP and Skills Transfer**
- **Development and Review of Standard Operating Procedures and Technical Indicator Descriptors**
- **Individual Performance Masterclasses for Managers and Supervisors**
 - **PMDS in Practice**
 - **Reward vs Development**
- **PMDS Toolkit**



CHANGE

A graphic featuring the word 'CHANGE' in large, bold, black letters. Below it is a horizontal bar with a blue-to-black gradient, resembling a loading progress bar. The entire graphic is set against a white background with a grey, cloud-like border.

LOADING...

CALL TO ACTION: PMDS AUDITING AND VALUE FOR MONEY



Visible strategic leadership



Cascading of organisational targets



Importance of in-year reporting and robust auditing



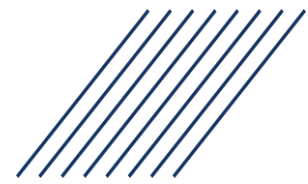
Use of technological tools to remove bias



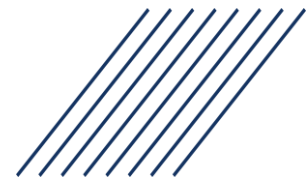
Continuous skills transfer and capacity building



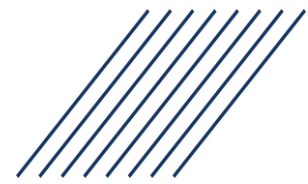
CONCLUSION



MEASURE IMPACT ON COMMUNITY



ROLES AND RESPONSIBILITIES



NOT ONE SIZE FITS ALL



SUCCESS MANAGEMENT



THANK YOU

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M
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