



# **ORGANISATIONAL PERFORMANCE MANAGEMENT SYSTEMS**

Councilor Training Module  
March to April 2006



# CONTENT

- **WHAT IS ORGANISATIONAL PERFORMANCE MANAGEMENT?**
- **WHY ORGANISATIONAL PERFORMANCE MANAGEMENT?**
- **WHERE ORGANISATIONAL PMS FITS INTO THE MANAGEMENT CYCLE**
- **STEPS IN DEVELOPING AN ORGANISATIONAL PMS**
- **ROLES AND RESPONSIBILITIES**
- **WAY FORWARD**



# WHAT IS ORGANISATIONAL PERFORMANCE MANAGEMENT?

- Monitoring and Reporting tool for the municipality as a unit
- The Individual PMS is closely linked to the organisational system
- Having an Individual PMS DOES NOT constitute a fully functional PMS and only address part of legal requirement



# Why..???

- The majority of South Africans believe that the sphere of local government is **NOT** performing well  
(Presidential State of the Nation Address 2006)
- perception is stronger than fact



CORRUPTION AND NEPOTISM WON'T BE TOLERATED

# Manuel takes on municipalities

Local Government Minister incentives and disincentives are nesses, successes and failures. "Minister Mufamadi is saying to governance failures which that things are calm. I wish I arose because the gap between

# Municipal scorecard

## Is local government in reasonably good shape or is it in a state of chaos?

to produce water—and a drive though South Africa is not exactly a tour of a disaster area even discontented. One can only hope that, through community participation and discussion (of the

The Natal Witness  
Page 2  
19 May 2005

## 'Delivery must improve or else'

CAPE TOWN: Pull up your socks and

# Fraud probe in KZN municipality

NATHI OLIFANT

ately omitted from last Thurs- of cheques. He said former acting day's Exco agenda but M

# MEC takes over at council

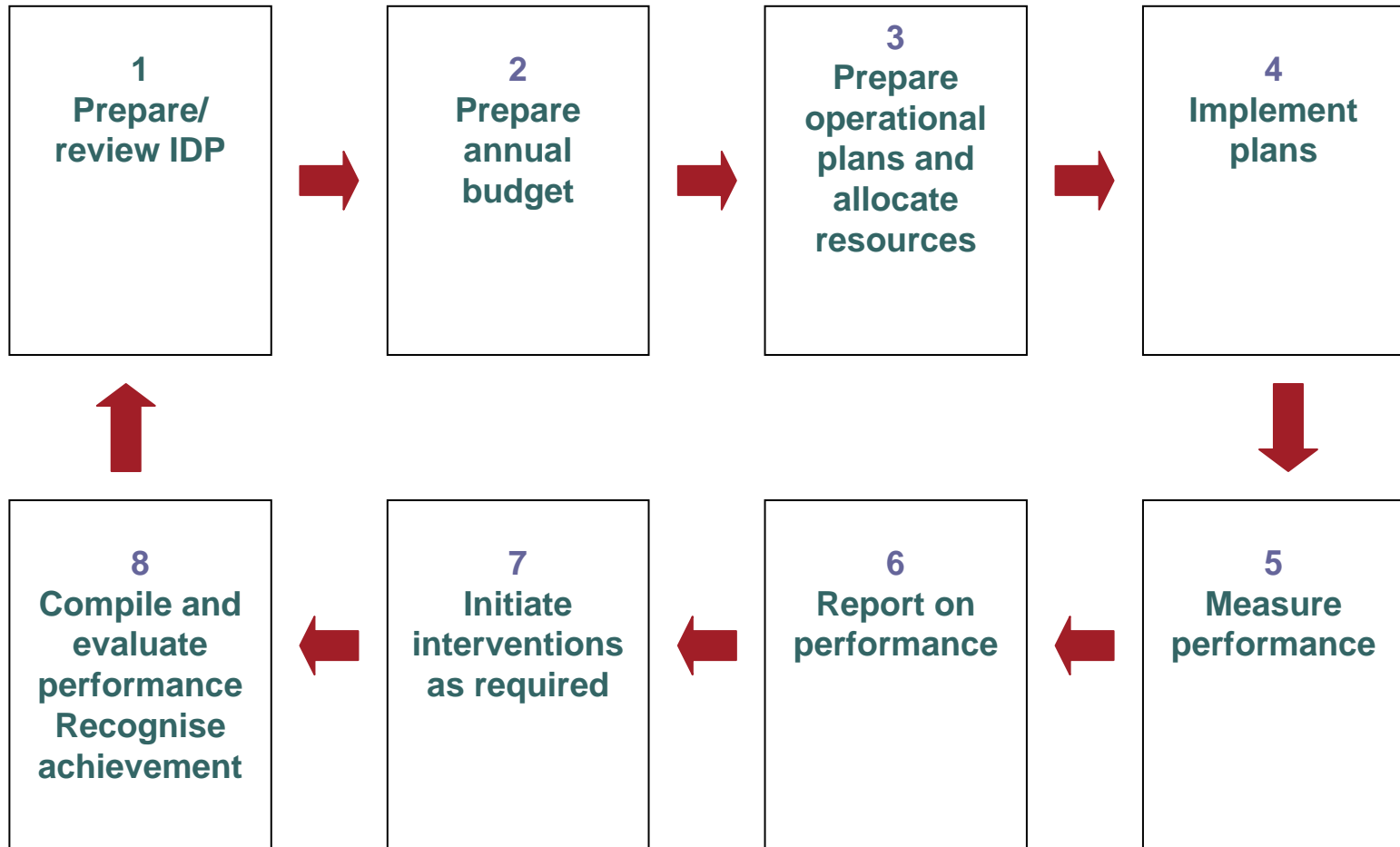
## Move comes after IFP expels nine Abaqulusi councillors

# WHY ORGANISATIONAL PERFORMANCE MANAGEMENT?

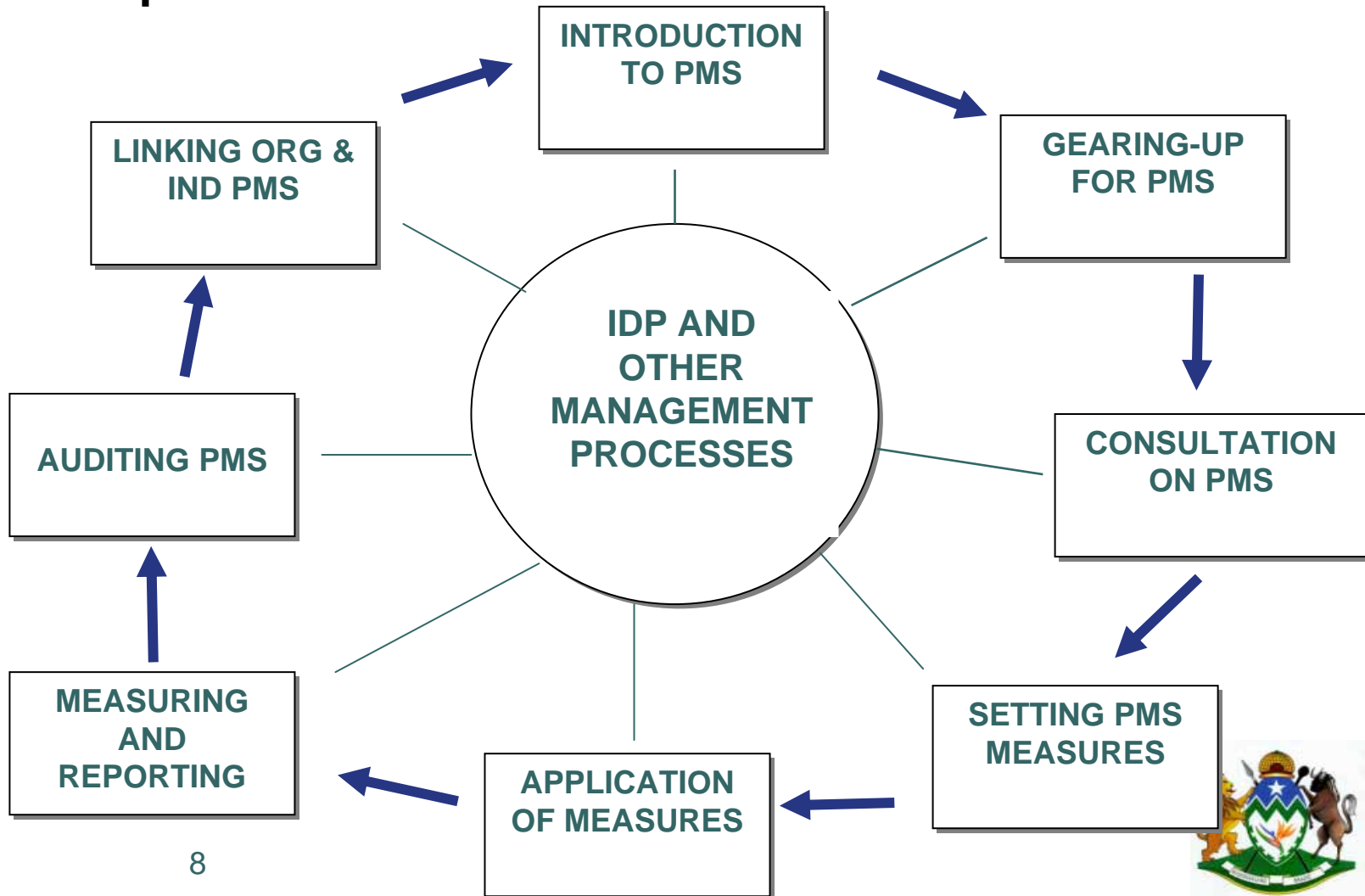
- Legislated (different Acts)
- To improve on past and current practices
- Tool for lobbying for additional funding
- Provides direction on IDP implementation
- Accountable to government and constituents
- That resources is applied to what Council want to achieve




# WHERE ORGANISATIONAL PMS FITS INTO THE MANAGEMENT CYCLE



# STEPS IN DEVELOPING AN ORGANISATIONAL PMS



# ROLES AND RESPONSIBILITIES

ROLE-PLAYER	RESPONSIBILITY
Municipal Council	Approve PMS, monitor and review the IDP in terms of the PMS
Councillors	<p>Encourage community to involve themselves in PMS</p> <p>Set appropriate KPIs and performance targets</p> <p>Provide input into development and implementation of PMS and annual performance report</p>
Executive Committee and Portfolio Committees	Decide on PMS process and nominate person to “drive’ the process
Municipal Manager	<p>Overall management and coordination of the process</p> 

# WAY FORWARD

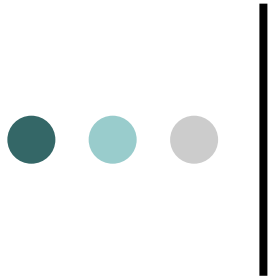
- Now prioritise the development of O PMS
- Further specific training on O PMS development
- DLGTA guidelines = Starter Pack
- Vuna
- Funding availability (DLGTA and DBSA)
- Annual Performance Reporting



# PRESIDENTIAL STATE OF THE NATION ADDRESS 2006

- “...Integration of planning and implementation across the government spheres is therefore one of the prime areas of focus in our programme for the next term of local government...”
- “we must sustain and improve the effectiveness of our social development programmes targeted at providing a cushion of support to those most exposed to the threat of abject poverty...”
- “we must ensure that the machinery of government, especially the local government sphere, discharges its responsibilities effectively and efficiently, honouring the precepts of Batho Pele...”





THANK YOU!!!

