

Ref	Directorate	GFS Classification	NDP Objective	National Outcome	National KPA	Municipal KPA	Strategic Objective	Pre-determined Objective	KPI Name	KPI Ref	Unit of Measure	Wards	Program Driver	Baseline	POE	POE REF	KPI Calculation Type	KPI Target Type	Annual Target	Q1	Q2	Q3	Q4
OMM1	Office of The Municipal Manager	Executive and Council	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	Good Governance	To ensure good governance in the Phumelela local municipality	Review municipal governance processes as per Risk Based Audit Plan	Conducting Organisational Risk Assessment	KPI-1	Developed Risk Register	All	Municipal Manager	1	Minutes of Risk Committee	POE-1	Carry Over	Number	1	1	0	0	0
OMM2	Office of The Municipal Manager	Executive and Council	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	Good Governance	To ensure good governance in the Phumelela local municipality	To conduct a full audit of operations, processes, duties and service delivery standards of departments to address risk areas and promote effectiveness	Review the 3 Year Risk based Internal Audit plan and submit to Audit Committee and Council by end September	KPI-2	Reviewed RBAP submitted to the Audit Committee by 30 June	All	Municipal Manager	1	Minutes of Audit Committee Meeting	POE-2	Carry Over	Number	1	0	0	0	1
OMM3	Office of The Municipal Manager	Executive and Council	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	Good Governance	To ensure good governance in the Phumelela local municipality	The implementation of the Audit Action Plan	Approve an Audit Action Plan to address the issues raised in the Audit Report by 31 January	KPI-3	Audit Action Plan developed and approved by 31 January	All	Municipal Manager	1	Approved Audit Action Plan	POE-3	Carry Over	Number	1	0	0	1	0
OMM4	Office of The Municipal Manager	LED	Economy and Development	Decent employment through inclusive economic growth	LED	LED	To create employment opportunities in the Phumelela municipal area	Address unemployment in municipal area by way of job creation projects focussed on labor intensive projects	To create employment opportunities through the municipality's local economic development EPWP/CWP projects measured by the number of people employed in the EPWP/CWP program for the period and linked to the availability of	KPI-4	Number of people employed in the EPWP/CWP programs linked to the available budget	All	Municipal Manager	Not Available	EPWP/CWP Infrastructure incentive grant report per municipal project received from the National department	POE-4	Accumulative	Number	46	23	23	0	0

OMM5	Office of The Municipal Manager	Executive and Council	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	Good Governance	To ensure good governance in the Phumelela local municipality	A responsive and accountable, effective and efficient local government system	Report Quarterly to Council on the performance in terms of the Top Layer SDBIP	KPI-5	Number of reports on backups submitted	All	Municipal Manager	4	Minutes of Council Meetings	POE-5	Accumulative	Number	4	1	1	1	1
OMM6	Office of The Municipal Manager	Executive and Council	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	Good Governance	To ensure good governance in the Phumelela local municipality	Conduct municipal planning and budget processes in line with legislative requirements	Develop / Review an Integrated Development Plan and Budget, present to Council for Approval by end May	KPI-6	Developed / Reviewed IDP and Budget as approved by Council by End-May	All	Municipal Manager	1	Minutes of Council Meetings	POE-6	Carry Over	Number	1	0	0	0	1
OMM7	Office of The Municipal Manager	Executive and Council	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Municipal Financial Viability and Management (MFVM)	Good Governance (GG)	To ensure good governance in the Phumelela local municipality	Conduct municipal planning and budget implementation processes in line with legislative requirements	Develop the SDBIP for the financial year and present to Mayor for sign-off after approval of final IDP	KPI-7	Developed and signed-off SDBIP presented to the MAYOR	All	Municipal Manager	1	Signed-off SDBIP	POE-7	Carry Over	Number	1	0	0	0	1
OMM8	Office of The Municipal Manager	Executive and Council	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	Good Governance (GG)	To ensure good governance in the Phumelela local municipality	Conduct municipal reporting processes in line with legislative requirements	Compile the Draft Annual Report into the MFMA and submit to Council by 31 January	KPI-8	Draft AR submitted to Council by 31 January	All	Municipal Manager	1	Minutes of Council Meetings	POE-8	Carry Over	Number	1	0	0	1	0
OMM9	Office of The Municipal Manager	Executive and Council	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	Good Governance (GG)	To ensure good governance in the Phumelela local municipality	Comply with all legislative requirements	Ensure legislative compliance in respect of IDP/Budget and Annual Report	KPI-9	Place adverts of municipal processes in local press / website / notice boards	All	Municipal Manager	17	Copies of different adverts / notices placed in local press and on municipal websites / notices	POE-9		Number	17	2	0	4	11

OMM10	Office of The Municipal Manager	Executive and Council	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Institutional development and Transformation	Institutional Transformation	To facilitate institutional transformation and development in the Phumelela local municipality	Establish IGR Forum to improve Integrated development planning in Phumelela	Establishment of Inter-governmental Relations Forum	KPI-10	Number of sector departments participating and endorsing the establishment in line with IGR Framework	All	Municipal Manager	New KPI	Copy of Terms of Reference for IGR Forum and Minutes of Establishment Meeting	POE-10	Stand Alone	Number	12	3	3	3	3
OMM11	Office of The Municipal Manager	Executive and Council	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation	Good Governance (GG)	To ensure good governance in the Phumelela local municipality	Comply with all legislative requirements and other guidelines	Annual review and presentation of organogram to Council	KPI-11	Reviewed Organogram submitted	All	Municipal Manager	1	Minutes of Council Meeting	POE-11	Carry Over	Number	1	0	0	1	0
OMM12	Office of The Municipal Manager	Executive and Council	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation (GGPP)	Good Governance	To ensure effective firefighting in the Phumelela municipal area	Address departmental gaps identified during Back to Basics Diagnostic Analysis	Monthly Report to Exco and DOGTA on progress wrt implementation of Municipal Back to Basics and Key Tasks Program	KPI-24	No of Submitted reports to Municipal Manager	All	Municipal Manager	New KPI	Monthly Reports	POE-12	Carry Over	Number	12	3	3	3	3
COR1	Directorate Corporate & Community Services	Corporate Services	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development (MTID)	Good Governance	To ensure good governance in the Phumelela local municipality	Create a culture of community participation in the affairs of Council	Develop a Public Participation Participation / Communication Strategy and submit to EXCO by December	KPI-12	Developed Public Participation / Communication Strategy submitted to EXCO 30 June	All	Municipal Manager	1	Minutes of EXCO Meeting	POE-13	Carry Over	Number	1	0	1	0	0
COR2	Directorate Corporate & Community Services	Community Services	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation		To ensure effective firefighting in the Phumelela municipal area	To provide an effective and efficient law enforcement and emergency service to all communities of Phumelela in our quest to	Develop and present Disaster Management Plan to Council for approval	KPI-13	Developed and approved Disaster Management Plan submitted to Council	All	Director Corporate and Community Services	1	Minutes of Council Meetings	POE-14	Carry Over	Number	1	0	1	0	0
COR3	Directorate Corporate & Community Services	Corporate Services	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation (GGPP)	Good Governance	To ensure good governance in the Phumelela local municipality	Maximise use of technology to improve service delivery	Develop / Review the Backup Disaster Recovery Plan and submit draft to EXCO by end September	KPI-14	Developed / Reviewed IT Backup Disaster Recovery Plan submitted to EXCO by 30 June	All	Director Corporate and Community Services	1	Minutes of EXCO Meeting	POE-15	Carry Over	Number	1	1	0	0	0

COR4	Directorate Corporate & Community Services	Corporate Services	Developing a capable and Developmental State	A skilled and capable workforce to support inclusive growth	Municipal Transformation and Institutional Development (MTID)	Good Governance	To facilitate institutional transformation and development in the Phumelela local municipality	Ensure proper skills development based on organisational needs analysis	Develop and present Municipal Workbased Skills Plan by end April	KPI-15	Workbased skills plan	All	Director Corporate Services	1	Workbased Skills Plan	POE-16	Carry Over	Number	1	0	0	1	0
COR5	Directorate Corporate & Community Services	Corporate Services	Developing a capable and Developmental State	A skilled and capable workforce to support inclusive growth	Municipal Transformation and Institutional Development (MTID)	Good Governance	To facilitate institutional transformation and development in the Phumelela local municipality	Ensure municipal staff is efficient, effective and responsive	Develop the skills of staff (Actual total training expenditure/ total operational budget)	KPI-16	(Total Actual Training Expenditure / Total Annual payroll Budget)x100)	All	Director Corporate and Community Services	4	Reports from Financial System to Council	POE-17	Carry Over	Number	4	1	1	1	1
COR6	Directorate Corporate & Community Services	Corporate Services	Developing a capable and Developmental State	A credible Responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development (MTID)	Good Governance	To facilitate institutional transformation and development in the Phumelela local municipality	Development implementation and management of IT System	Review ICT strategy policy framework and submit to Council by 30 September 2015	KPI-17	Reviewed policy submitted to Council by 30 September	All	Director Corporate and Community Services	1	Minutes of EXCO Meeting	POE-18	Carry Over	Number	1	0	0	0	1
COR7	Director Corporate & Community Services	Corporate Services	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development (MTID)	Institutional Transformation	To facilitate institutional transformation and development in the Phumelela local municipality	Enhance institutional transformation in PLM	The development of the PLM Employment Equity Plan November 2015	KPI-18	Employment Equity Plan	All	Director Corporate and Community Services	0	Council Minutes	POE-19	Carry Over	Number	1	0	1	0	0
COR8	Director Corporate & Community Services	Corporate Services	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Municipal Transformation and Institutional Development (MTID)	ICT	To ensure good governance in the Phumelela local municipality	A responsive and accountable, effective and efficient local government system	Report once per quarter on backups made to EXCO	KPI-19	Number of reports on backups submitted to the EXCO	All	Director Corporate and Community Services	New KPI	Minutes of EXCO Meeting	POE-20	Accumulative	Number	4	1	1	1	1

COR9	Directorate Corporate & Community Services	Community Services	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation (GGPP)	Good Governance	To provide good and effective firefighting service to	Enhance more efficient and effective use of municipal fleet	Develop/Review Fleet Management Policy by July to Council	KPI-20	Final approved Reviewed Fleet Management Policy to Council	All;	Director Corporate and Community Services	1	Minutes of Council Meetings	POE-21	Carry Over	Number	1	0	1	0	0
COR10	Directorate Corporate & Community Services	Community Services	Improved and expand infrastructure	Sustainable Human Settlements and Improved Quality of household life	Basic Service Delivery (BSD)	Basic Service delivery	To ensure effective management of graveyards and cemeteries in the Phumelela	Enhance service capacity of municipal public facilities	Erection of toilets at Phumelela Cemeteries	KPI-21	Completion Certificate	All	Director Corporate and Community Services	1	Project File	POE-22	Stand Alone	Number	6	0	0	6	0
COR11	Directorate Corporate & Community Services	Community Services	Improving and expand infrastructure	Sustainable Human Settlements and Improved Quality of household life	Basic Service Delivery (BSD)	Basic Service delivery and social development	To ensure access to quality sport and recreational facilities in Phumelela municipal area	Enhance service capacity of municipal public facilities	Purchase 300 Chairs for Memel Hall	KPI-22	Signed proof of delivery of chairs to hall	2	Director Corporate and Community Services	Not available	Inventory List	POE-23	Stand Alone	Number	0	300	0	0	0
COR12	Directorate Corporate & Community Services	Corporate Services	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation (GGPP)	Good Governance	To facilitate institutional transformation and development in the Phumelela local municipality	Ensure human resources program is in line with organisational strategic program	Develop an organisation-wide Human Resource Strategy and submit to Council	KPI-23	Final approved Human Resource Strategy	All	Director Corporate and Community Services	New KPI	Minutes of Management Meeting	POE-24	Carry Over	Number	1	1	0	0	0
COR13	Directorate Corporate & Community Services	Community Services	Developing a capable and developmental State	A Responsive and accountable, effective and efficient local government system	Good Governance and Public Participation (GGPP)	Good Governance	To ensure effective firefighting in the Phumelela municipal area	Address departmental gaps identified during Back to Basics Diagnostic Analysis	Monthly Report to Municipal Manager on progress wrt implementation of Departmental Back to Basics and Key Tasks	KPI-24	No of Submitted reports to Municipal Manager	All	Director Corporate and Community Services	New KPI	Minutes of Management Meeting	POE-25	Carry Over	Number	12	3	3	3	3
COR14	Directorate Corporate Services	Corporate Services	Developing a capable and developmental State	Sustainable Human Settlements and Improved Quality of household life	Basic Service Delivery (BSD)	Basic Service Delivery	To facilitate institutional transformation and development in the Phumelela local municipality	To provide for the needs of the homeless by providing integrated human settlements	Develop Integrated Human Settlement Plan by September and submit to Council for Approval	KPI-25	Developed and approved HIS Plan	All	Director Corporate and Community Services	1	Minutes of Council Meeting	POE-26	Carry Over	Number	1	0	1	0	0
COR15	Directorate Corporate Services	Corporate Services	Developing a capable and developmental state	A Responsive and accountable, effective and efficient local government system	Institutional development and Transformation	Institutional Transformation	To facilitate institutional transformation and development in the Phumelela local municipality	Improve Staff Morale	Develop by end July an Employee Wellness Strategy	KPI-26	Wellness Strategy	All	Director Corporate Services	1	Wellness Strategy	POE-27	Carry Over	Number	1	0	1	0	0

FIN1	Financial Services	Budget and Treasury	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Municipal financial Viability and Management (MFVM)	Income/Revenue	To facilitate the financial viability of the Phumelela Local Municipality	To maintain effective credit control in the municipality and enhance and maximise revenue base through improved collection rate	Financial viability measured to the municipality's ability to meet its service debt obligations	KPI-27	Debt to Revenue (Short Term Borrowing + Bank Overdraft + Short Term Lease + Long Term Borrowing + Long Term Lease) / Total Operating Revenue - Operating Conditional Grant	All	Director Financial Services / CFO	12	Financial Statements	POE-28	Stand - Alone	Number	12	3	3	3	3
FIN2	Financial Services	Budget and Treasury	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Municipal Financial Viability and Management (MFVM)	Income/Revenue	To facilitate the financial viability of the Phumelela Local Municipality	To maintain effective credit control in the municipality and enhance and maximise revenue base through improved collection rate	Financial viability measured to the outstanding service debtors	KPI-28	Total outstanding service debtors/revenue received for services	All;	Director Financial Services / CFO	12	Financial Statements	POE-29	Reverse Stand-Alone	Percentage	12	3	3	3	3

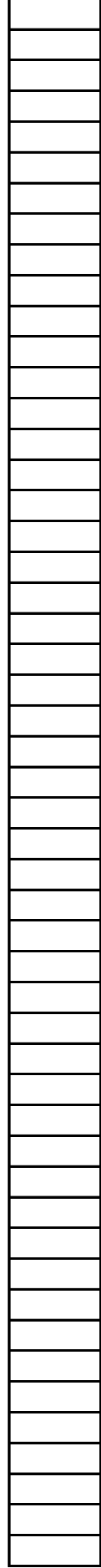
FIN3	Financial Services	Budget and Treasury	Developing a capable and Developmental State	A Responsive and accountable, effective and efficient local government system	Municipal Financial Viability and Management (MFVM)	Expenditure	To facilitate the financial viability of the Phumelela Local Municipality	To maintain effective credit control in the municipality and enhance and maximise revenue base through improved collection rate	Financial viability measured in terms of the available cash to cover fixed operating expenditure	KPI-29	(Cash and Cash Equivalents - Unspent Conditional Grants - Overdraft) + Short Term Investment) / Monthly Fixed Operational Expenditure excluding (Depreciation, Amortisation, and Provision for Bad Debts, Impairment and Loss on Disposal of Assets)	All	Director Financial Services / CFO	Not Available	Financial Statements	POE-30	Stand-Alone	Number	12	3	3	3	3
FIN4	Financial Services	Budget and Treasury	Economy and Development	Sustainable Human Settlements and Improved Quality of household life	Basic Service Delivery (BSD)	Basic services and social upliftment (BSSU) ?	To ensure that 100% of Formal households in the Phumelela municipal area have access to electricity by 2014	Provision with Free Basic Services / Indigent policy	Provide free basic electricity to registered indigent account holders connected to the municipal electrical infrastructure network	KPI-30	Number of registered Indigent Account Holders connected to the Electricity network receiving free basic electricity	All;	Director Financial Services / CFO	Not Available	Management Report	POE-31	Stand-Alone	Number	12	3	3	3	3
FIN5	Financial Services	Budget and Treasury	Economy and Development	A Responsive and accountable, effective and efficient local government system	Basic Service Delivery (BSD)	Basic Service Delivery	To ensure that 100% of Formal households in the Phumelela municipal area have access to water by 2014	Provision with Free Basic Services / Indigent policy	Provide free basic electricity to registered indigent account holders connected to the municipal water infrastructure network	KPI-31	No. of indigent account holders receiving free basic electricity which are connected to the municipal electrical infrastructure network	All	Director Financial Services / CFO	Not Available	Management Report	POE-32	Stand-Alone	Number	12	3	3	3	3

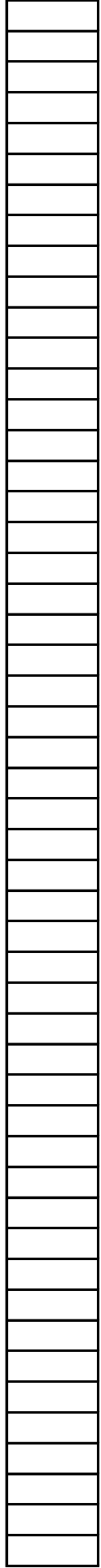
FIN13	Financial Services	Budget and Treasury	Economy and Development	Sustainable Human Settlements and Improved Quality of household life	Basic Service Delivery (BSD)	Basic services and social upliftment (BSSU)	To ensure good waste management in the Phumelela municipal area	Accounting for income from Equitable share in relation to Indigent policy informing Free basic services	Provision of refuse removal, refuse dumps and solid waste disposal to all residential account holders	KPI-39	No. of formal residential properties for Phumelela municipal area	All	Director Financial Services / CFO	Not Available	Management Report	POE-40	Stand-Alone	Number	12	3	3	3	3
FIN14	Technical Services	Electricity	Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and social upliftment (BSSU)	To facilitate the financial viability of the Phumelela Local Municipality	Improvement of bulk services to Ezenzeleni	Effective capital spending	KPI-40	% spent of approved electricity capital projects	All;	Director: Technical Services	50%	Project File	POE-41	Stand Alone	Percentage	100%	50	50	0	0
TS1	Technical Services	Community Services	Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure access to quality sport and recreational facilities in the Phumelela area	Improvement of services provided by municipal facilities	Upgrade of Sport Facility in Thembalehle	KPI-41	Fence completed	4	Director Technical Services	New KPI	Project File	POE-42	Stand alone	Number	1	0	0	1	0
TS2	Technical Services	Electricity	Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure that 100% of households in formal settlements in the Phumelela municipal area have access to basic level	To provide sufficient electricity for basic needs	Develop Electricity Master Plan for approval by council	KPI-42	Electricity Master Plan	All	Director Technical Services	New KPI	Approved Electricity Master Plan	POE-43	Carry Over	Number	1	0	1	0	0
TS3	Technical Services	Electricity	Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and social upliftment (BSSU)	To facilitate the financial viability of the Phumelela Local Municipality	To provide sufficient electricity for basic needs	Effective management public lighting budget	KPI-43	% spent of approved public lighting budget	All;	Director: Technical Services	5MVA	Project File	POE-44	Stand alone	Percentage	90%	0	90	0	0

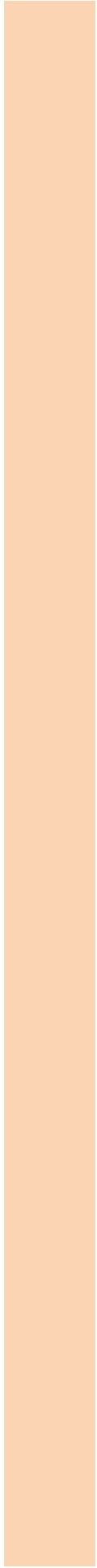
TS4	Technical Services	Roads	Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure that identified internal roads in the Phumelela area are maintained and/or upgraded to facilitate economic and social activity for the sustainable development of the municipality, considering the capacity limitations facing the municipality	Improved roads maintenance by way of employment opportunities to local unemployed	Construction of 1.5Km Pave Road in Warden	KPI-44	Road Paved	1	Director Technical Services	900 m	Project File	POE-45	Stand alone	Number	1.5km	1.5km	0	0	0
TS5	Technical Services	Roads	Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure that identified internal roads in the Phumelela area are maintained and/or upgraded to facilitate economic and social activity for the sustainable development of the municipality, considering the capacity limitations facing the municipality	Improved roads maintenance by way of employment opportunities to local unemployed	Construction of 2Km (405 m in 15/16 FY) Pave Road in Memel	KPI-45	Paved Road	1	Director Technical Services	New KPI	Project File	POE-46	Stand alone	Percentage	100%	50%	50%	0	0
TS6	Technical Services	Community Services	Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure access to quality sport and recreational facilities in the Phumelela area	Improvement of services provided by municipal facilities	Upgrade of Sport Facility in Warden	KPI-46	Upgraded Sport Facility	2	Director Technical Services	New KPI	Project File	POE-47	Carry Over	Percentage	100%	50%	50%	0	0

TS7	Technical Services		Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure that 100% of households in the Phumelela municipal area have access to basic level of water by 2014	Provide sufficient water for basic needs	Review WSDP by December 2015	KPI-47	Reviewed Copy of WSDP	All	Director Technical Services	1	Council Minutes	POE-48	Carry Over	Number	1	0	1	0	0
TS8	Technical Services		Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure that 100% of households in the Phumelela municipal area have access to basic level of water by 2014	Limit water losses in Phumelela	Installation of Water Meters in Phumelela	KPI-48	Installed Water Meters	All	Director Technical Services	To be determined by audit	Project File	POE-49	Stand Alone	Number	1500	750	750	0	0
TS9	Technical Services		Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure that 100% of households in the Phumelela municipal area have access to basic level of water by 2014	Provide sufficient water for basic needs	Develop a Pipeline to Themalihle Extension 4	KPI-49	Project File	4	Director Technical Services	New KPI	Project File	POE-50	Stand alone	Number	1	0	0	1	0
TS10	Technical Services		Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure access to quality sport and recreational facilities in the Phumelela area	Improvement of services provided by municipal facilities	Upgrade of Sport Facility in Thembalehle Phase 3	KPI-50	Project File	4	Director Technical Services	80%	Project File	POE-51	Stand alone	Percentage	100%	50	50	0	0
TS11	Technical Services		Economy and Development	An effective competitive responsive economic infrastructure network	Basic Service Delivery (BSD)	Basic services and Infrastructure	To ensure that 100% of households in informal settlements in the Phumelela municipal area have access to basic level of water by 2014	Provide sufficient water for basic needs	Construction of Dam in Warden	KPI-51	Completed Dam	2	Director Technical Services	New KPI	Project File	POE-52	Stand alone	Number	12	3	3	3	3

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					KPI's Almost Met																
					KPI's Well Met																
					Extremely Well Met																
					Total KPI's																
Summary of Results: Director Financial Services / CFO																					
					KPI's Not Yet Measured																
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Overall Performance for Jul 2015 - Jun 2016			COMMENTS

