

CEDERBERG MUNICIPALITY

YEAR-END PERFORMANCE EVALUATION SUMMARY

Performance evaluation of: **Director Financial Services: Jerome Booyen**

Period: **1 October 2024- 30 June 2025**

Panel Members: **Municipal Manager
Councillor
Audit Committee Chairperson
External Municipal Manager
Internal Audit**

Date of evaluation: **18 February 2026**

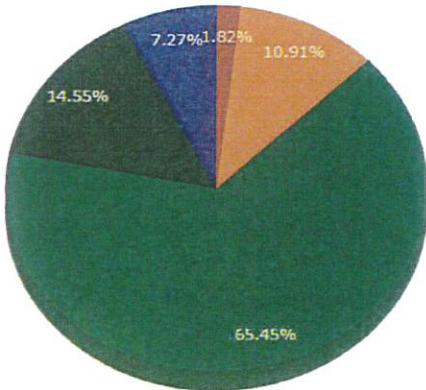


PERFORMANCE RESULTS

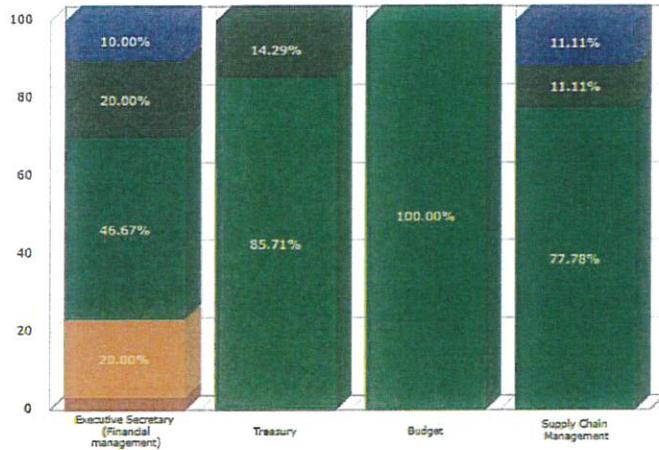
	Total score for period	Total weight for period	Weighted percentage	Performance %
Operational Performance	76,00	80,00	80%	76,00%
Core Competency Requirements	18,40	20,00	20%	18,40%
Final Score	94,40	100,00	100%	94,40%

OVERALL PERFORMANCE

Financial Services



Responsible Department



PERFORMANCE COMMENTS

Signed by panel members:

Municipal Manager

Councillor

Audit Committee Chairperson

External Municipal Manager

Internal Audit

Signed by employee

Director Financial Services:
Jerome Booyen

Date

18-Feb-26

Comments

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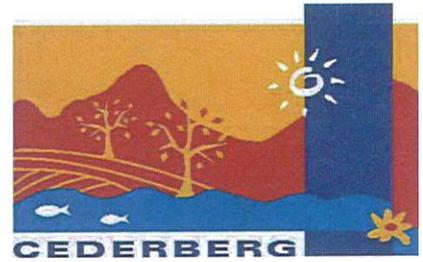
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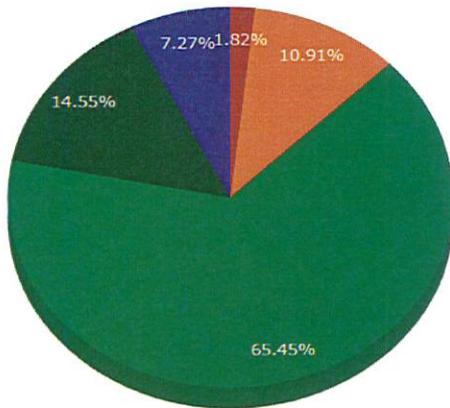
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PERFORMANCE RESULTS

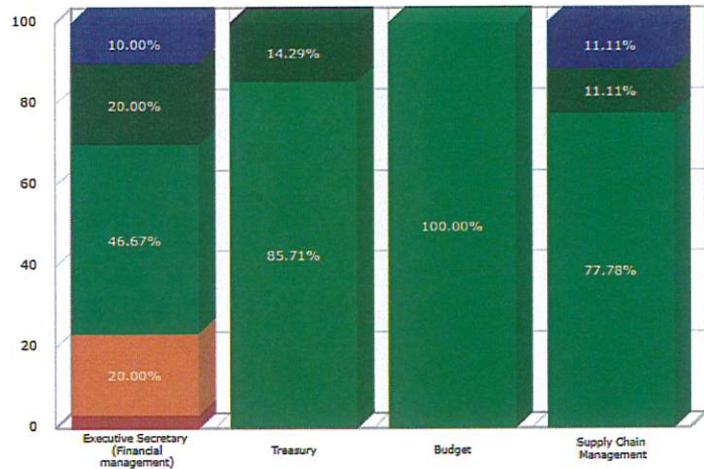
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Director Financial Services:
Jerome Booyesen

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Comments

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OPERATIONAL KPIs

KPI Ref No	Key Result Area	Key Performance Indicator (KPI)	Unit of Measurement	Targets			Actual	Variance	Weighting	Conc Score	Total Score	
				Q1	Q2	Q3						
1	Municipal Financial Stability and Management	Manage and achieve 90% of the sub-projects have been met per quarter (Financial Support)	90%	90%	90%	90%	0	100.00%	5	5	5	
2	Municipal Financial Stability and Management	Manage and achieve 90% of the sub-projects have been met per quarter (Financial Support)	90%	90%	90%	90%	0	100.00%	5	5	5	
3	Municipal Financial Stability and Management	Manage and achieve 90% of the sub-projects have been met per quarter (Financial Support)	90%	90%	90%	90%	0	100.00%	5	5	5	
4	Municipal Financial Stability and Management	Financial viability measured in terms of the assets to cover total liabilities (Cash and Cash Equivalents) (Current Operational Expenditure including Provision for Bad Debts, Impairment and Loss on Disposal Assets)	% of debt covered by 30 June 2023	11.61%	0%	0%	0%	0.1%	3	3	3	
5	Municipal Financial Stability and Management	Financial viability measured in terms of the assets to cover total liabilities (Cash and Cash Equivalents) (Current Operational Expenditure including Provision for Bad Debts, Impairment and Loss on Disposal Assets)	% of debt covered by 30 June 2023	14.21%	0%	0%	0%	4.4%	2	3	2	
6	Municipal Financial Stability and Management	Financial viability measured in terms of the assets to cover total liabilities (Cash and Cash Equivalents) (Current Operational Expenditure including Provision for Bad Debts, Impairment and Loss on Disposal Assets)	Number of months in arrears to operating expenditure with variables with	1	0	0	0	1	3	3	3	
7	Municipal Financial Stability and Management	100% of Financial Management (Annual Financial Statements) to be audited by 31 August 2023	% of Financial Management (Annual Financial Statements) to be audited by 31 August 2023	97.48%	0%	20%	60.00%	100%	2	4	1.8	
8	Municipal Financial Stability and Management	Adherence to the annual financial statements to the Auditor-General by 31 August 2023	Approved financial statements submitted to the Auditor-General	1	1	0	0	1	3	3	3	
9	Municipal Financial Stability and Management	Achievement of Payment Percentage (City of Grahamstown) (Current Operational Expenditure including Provision for Bad Debts, Impairment and Loss on Disposal Assets)	Payment % achieved by 30 June 2023	90.10%	70%	91%	91.00%	90%	2	5	2	
10	Basic Service Delivery	Number of residential properties that receive water (include and prepaid meter water infrastructure network)	Number of residential properties which are linked to water	3,310	6,021	6,021	6,021	602	602	602	602	
11	Basic Service Delivery	Number of residential properties that receive electricity (include and prepaid meter electricity infrastructure network)	Number of residential properties which are linked to electricity	6,519	6,731	6,731	7,017	717	717	717	717	
12	Basic Service Delivery	Number of residential properties with sanitation services which are connected to the sewerage network (include and prepaid meter sewerage infrastructure network)	Number of residential properties which are linked to sewerage	5,047	5,161	5,161	5,172	512	512	512	512	
13	Basic Service Delivery	Number of residential properties for which refuse or refuse collection is provided for 30 June 2023	Number of residential properties which are linked to refuse removal	3,310	6,000	6,000	6,000	600	600	600	600	
14	Basic Service Delivery	Number of residential properties for which refuse or refuse collection is provided for 30 June 2023	Number of households receiving refuse removal	1,675	2,106	2,106	2,144	214	214	214	214	
15	Basic Service Delivery	Number of residential properties for which refuse or refuse collection is provided for 30 June 2023	Number of households receiving refuse removal	1,546	2,077	2,077	2,109	219	219	219	219	
16	Basic Service Delivery	Number of residential properties for which refuse or refuse collection is provided for 30 June 2023	Number of households receiving refuse removal	1,450	2,145	2,145	2,132	212	212	212	212	
17	Basic Service Delivery	Number of residential properties for which refuse or refuse collection is provided for 30 June 2023	Number of households receiving refuse removal	1,473	2,191	2,191	2,135	215	215	215	215	
18	Basic Service Delivery	Number of residential properties for which refuse or refuse collection is provided for 30 June 2023	% of budget spent by 30 June 2023	0%	0%	20%	60%	90%	31.20%	4	3	4
19	Municipal Financial Stability and Management	Control of the net government debt (net of the 30 June 2023)	% of net government debt	0%	0%	20%	60%	90%	98.00%	3	3	3
20	Municipal Financial Stability and Management	Address of the net government debt (net of the 30 June 2023)	% of net government debt	0%	0%	0%	0%	0%	90%	1	4	0.8
21	Municipal Financial Stability and Management	Adherence to the annual financial statements to the Auditor-General by 31 August 2023	Annual financial statements submitted to the Auditor-General	0	1	0	0	1	1	1	1	
22	Municipal Financial Stability and Management	Update the property register and valuation to be submitted to the Auditor-General	Number of property register and valuation updates	0	0	1	1	2	2	2	2	

ANNEXURE B: CORE COMPETENCY FRAMEWORK										
Clusters	Leading Competencies	Competency Definition	Weighting	Score	Final Score	Core Competencies	Competency Definition	Weighting	Score	Final Score
Competency Name	<u>Strategic Direction and Leadership</u>	Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate	3	5	3,00	<u>Moral Competence</u>	Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence	1	5	1,00
	<u>People Management</u>	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	2	4	1,60	<u>Planning and Organising</u>	Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and build efficient contingency plans to manage risk	1	3	0,60
	<u>Program and Project Management</u>	Able to understand program and project management methodology, plan, manage, monitor and evaluate specific activities in order to deliver on set objectives	2	5	2,00	<u>Analysis and Innovation</u>	Able to critically analyse information, challenges and trends	1	4	0,80
	<u>Financial Management</u>	Able to compile, plan and manage budgets, control cash flow, institute financial risk management and administer procurement processes in accordance with recognised financial practices. Further to ensure that all financial transactions are managed in an ethical manner	3	5	3,00	<u>Knowledge and Information Management</u>	Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government	1	4	0,80
	<u>Change Leadership</u>	Able to direct and initiate institutional transformation on all levels in order to successfully drive and implement new initiatives and deliver professional and quality services to the community	2	4	1,60	<u>Communication</u>	Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome	1	5	1,00
	<u>Governance Leadership</u>	Able to promote, direct and apply professionalism in managing risk and compliance requirements and apply a thorough understanding of governance practices and obligations. Further, able to direct the conceptualisation of relevant policies and enhance cooperative governance relationships	2	5	2,00	<u>Results and Quality Focus</u>	Able to maintain high quality standards, focus and achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified objectives	1	5	1,00
				14		13,20			6	
TOTAL SCORE										18,4