

CEDERBERG MUNICIPALITY

YEAR-END PERFORMANCE EVALUATION SUMMARY

Performance evaluation of: Director Technical Services: Riaan de Ridder

Period: 1 July 24 - 30 June 2025

Panel Members: Municipal Manager
Councilor
Audit Committee Chairperson
External Municipal Manager



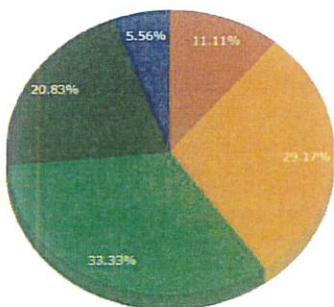
Date of evaluation: 08 December 2025

PERFORMANCE RESULTS

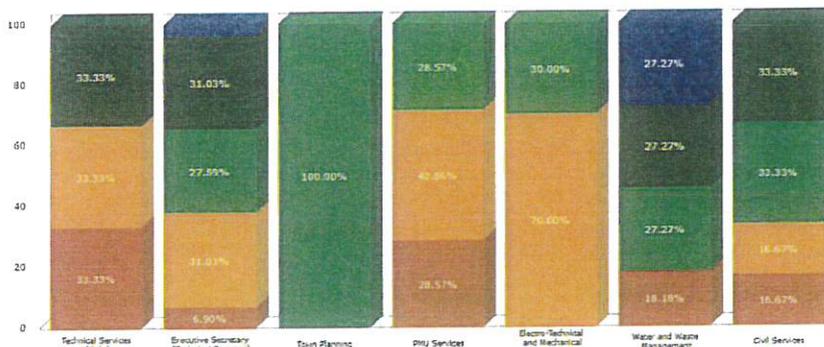
	Total score for period	Total weight for period	Weighted percentage	Performance %
Operational Performance	54,80	77,00	80%	56,94%
Core Competency Requirements	18,80	20,00	20%	18,80%
Final Score	73,60	97,00	100%	75,74%

OVERALL PERFORMANCE

Technical Services



Responsible Department



PERFORMANCE COMMENTS

Signed by panel members:

Municipal Manager

Councilor

Audit Committee Chairperson

External Municipal Manager

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Signed by employee

Director Technical Services: Riaan de Ridder

Date

08-Dec-25

Comments

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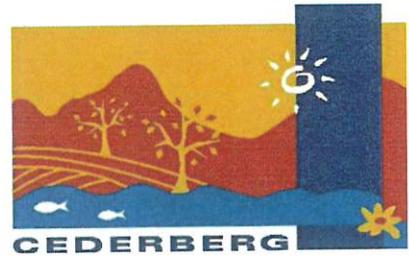
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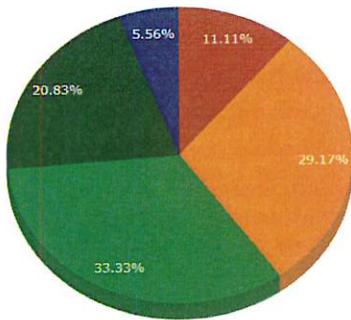
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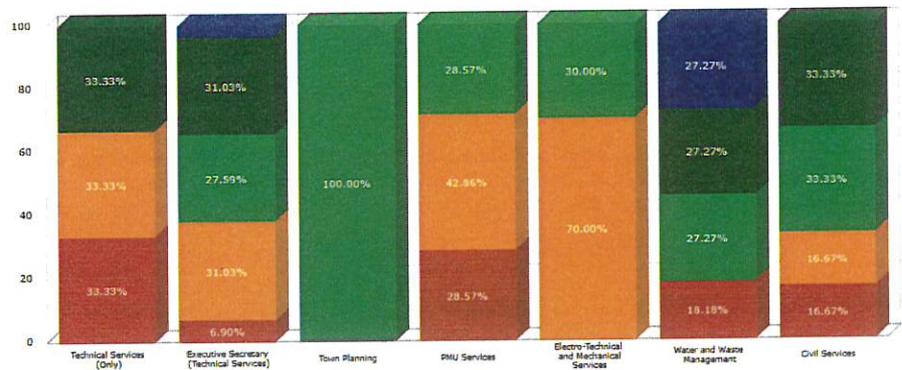
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Responsible Department



PERFORMANCE COMMENTS

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Signed by panel members:

Municipal Manager _____

Councilor _____

Audit Committee Chairperson _____

External Municipal Manager _____

0 _____

Signed by employee: **Director Technical Services: Riaan de Ridder** _____

Date: **08-Dec-25**

Comments:

OPERATIONAL KPIS

PMS REF	Ref No	Key Focus Area	Key Performance Indicator (KPI)	Unit of measurement	Baseline	Targets				Performance Comment	Corrective measures	Target (1 July 2024 to June)	Actual (1 July 2024 to)	R	Weighting	Own Score	Score	Final Score
						Q1	Q2	Q3	Q4									
1	SDBIP Graphs	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPIs of the sub-directorate: Electro-Technical and Mechanical Services	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	3 of 10 KPI's achieved		90,00%	30,00%	R	3	5	4	2,4	
2	SDBIP Graphs	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPIs of the sub-directorate: Water and Waste Water	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	9 of 11 KPI's achieved		90,00%	81,82%	O	3	4	4	2,4	
3	SDBIP Graphs	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPIs of the sub-directorate: Town Planning	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	6 of 6 KPI's achieved		90,00%	100,00%	G2	3	5	5	3	
4	SDBIP Graphs	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPIs of the sub-directorate: Civil Services	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	4 of 6 KPI's achieved		90,00%	66,67%	O	3	4	4	2,4	
5	SDBIP Graphs	Municipal Transformation and Institutional Development	Manage and achieve 90% of the KPIs of the sub-directorate: PMU Services	90% of the KPI's of the sub-directorate have been met as per Ignite Dashboard report	90%	90%	90%	90%	2 of 7 KPI's achieved		90,00%	28,57%	R	3	5	4	2,4	
6	TL29	Basic Service Delivery	Spend 90% of the approved maintenance budget for Technical Services (Water, Waste Water, Electricity, Roads and Stormwater) by 30 June 2025 (Actual expenditure on maintenance/total approved maintenance budget)x100	% of budget spent by 30 June 2025	No audited comparative for 2022/23	0%	20%	60%	90%	82.95 of approved maintenance budget spend	90%	82,95%	O	3	5	5	3	
7	TL30	Basic Service Delivery	Spend 100% of the MIG grant by 30 June 2025 ((Actual expenditure on MIG funding received/total MIG funding received)x100)	% of budget spent by 30 June 2025	100%	20%	40%	70%	100%	100% expenditure reported to MIG	100%	100,00%	G	3	5	4	2,4	
8	TL31	Basic Service Delivery	95% of the water samples comply with SANS 241 micro biological parameters ((Number of water samples that comply with SANS 241 indicators)/(Number of water samples tested)x100)	% of water samples complying with SANS 241 micro biological parameters	93%	95%	95%	95%	All water samples comply with SANS 241 micro biological standards.		95%	100%	G2	3	5	5	3	
9	TL32	Basic Service Delivery	Limit unaccounted for water to less than 25% by 30 June 2025 ((Number of Kilolitres Water Purchased or Purified - Number of Kilolitres Water Sold (incl free basic water) / Number of Kilolitres Water Purchased or Purified) x 100)	% unaccounted water	27.52%	25%	25%	25%	Water losses for June 2025 were 25.47	The municipality implemented a digital approach. The installation of various bulk water meters between treatment works and the network enabled the municipality to identify its losses experienced. It is still in the process of closing the loss identification process, with the roll-out of meters on strategic positions.	25%	25,47%	R	1	4	3	0,6	
10	TL33	Basic Service Delivery	Limit unaccounted for electricity to less than 15% by 30 June 2024 ((Number of Electricity Units Purchased and /or Generated - Number of Electricity Units Sold) / Number of Electricity Units Purchased and /or Generated) x 100	% unaccounted electricity	No audited comparative for 2022/23	15%	15%	15%	15%	NERSA standard is between 5 to 12%. We achieved 5.77%	15%	5,77%	B	2	5	5	2	

PMS REF	Ref No	Key Focus Area	Key Performance Indicator (KPI)	Unit of measurement	Baseline	Q1	Q2	Q3	Q4	Performance Comment	Corrective measures	Target (1 July 2024 to June)	Actual (1 July 2024 to June)	R	Weighting	Own Score	Score	Final Score
19	TL44	Basic Service Delivery	Spend 50% of the approved budget for the new borehole scheme in Lamberts Bay by 30 June 2025 (Total actual expenditure on the project/Approved capital budget for the project)x 100)	% of budget spend by 30 June 2025	No audited comparative for 2022/23	0%	0%	60%	90%	77.76% of target reached	Target not reached due to additional borehole monitoring request from DWS, which affected the progress of the project with regards to planning and design of the bulk pipeline. The municipality aimed to fast-track the roll-out of the new borehole scheme, but due to the additional requests it was unable to meet this target. This was largely out of the municipalities control, but it maintained communication with DWS on progress. Regular engagements with DWS to confirm requirements early in project initiation and also parallel planning processes to be adopted where possible.	90%	77,76%	O	1	5	4	0,8
20	TL45	Basic Service Delivery	Spend 90% of the approved ISJPG budget for the installation of water services Cluisdal Rivier by 30 June 2025 (Total actual expenditure on the project/Approved capital budget for the project)x 100)	% of budget spend by 30 June 2025	No audited comparative for 2022/23	0%	0%	60%	90%	Target reached		90%	100,00%	G2	3	5	5	3
21	TL46	Basic Service Delivery	Spend 90% of the approved ISJPG budget for the installation of water services Clanwilliam Khayelisha by 30 June 2025 (Total actual expenditure on the project/Approved capital budget for the project)x 100)	% of budget spend by 30 June 2025	No audited comparative for 2022/23	0%	0%	60%	90%	Target reached		90%	100,00%	G2	2	5	5	2
22	TL47	Basic Service Delivery	Spend 50 % of the approved budget for Water Treatment Works fillers in Clanwilliam by 30 June 2025 (Total actual expenditure on the project/ Approved capital budget for the project)x 100)	% of budget spend by 30 June 2025	No audited comparative for 2022/23	0%	0%	60%	90%	Excel sheet not indicating 100% however the re-alignment of funds approval indicates that the budget is R4.5M and all		90%	96,77%	G2	3	5	5	3
23	TL49	Basic Service Delivery	Submit a quarterly report to Council on the Blue and Green Drop Status	Number of reports submitted	No audited comparative for 2022/23	1	1	1	1	Quarterly report for Blue and Green drop status, submitted to Council during May 2025.	The municipality was unable to submit 4 reports for the year. The municipality was unable to review these targets, but the blue and green drop status report which include actions to achieve the set targets. It will ensure reports are submitted to council quarterly.	4	3	O	1	4	4	0,8
24	TL50	Basic Service Delivery	Conduct an investigation, test the market for renewable energy and submit findings with recommendations to Council by 30 June 2025	Findings and recommendations submitted to Council by 30 June 2025	No audited comparative for 2022/23	0	0	0	1	Draft Energy Master Plan has been received.		1	1	G	1	5	5	1
25	TL51	Basic Service Delivery	Submit a report on the Implementation of the GIS to Council by 30 June 2025	GIS implementation report submitted to Council by 30 June 2025	No audited comparative for 2022/23	0	0	0	1	Ongoing Project		1	1	G	1	5	5	
26	TL52	Basic Service Delivery	Submit a report on the Implementation of the Smart Meters to Council by 30 June 2025	Smart Meters implementation report submitted to Council by 30 June 2025	No audited comparative for 2022/23	0	0	0	1	Project in progress. Investigation stage.		1	1	G	1	5	5	

ANNEXURE B: CORE COMPETENCY FRAMEWORK										
Clusters	Leading Competencies	Competency Definition	Weighting	Score	Final Score	Core Competencies	Competency Definition	Weighting	Score	Final Score
Competency Name	Strategic Direction and Leadership	Provide and direct a vision for the institution, and inspire and deploy others to deliver on the strategic institutional mandate	3	5	3.00	Moral Competence	able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence	1	5	1.00
	People Management	Effectively manage, inspire and encourage people, respect diversity, optimise talent and build and nurture relationships in order to achieve institutional objectives	2	5	2.00	Planning and Organising	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	4	0.80
	Program and Project Management	Able to understand program and project management methodology, plan, manage, monitor and evaluate specific activities in order to deliver on set objectives	3	5	3.00	Analysis and Innovation	Able to critically analyse information, challenges and trends	1	4	0.80
	Financial Management	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	2	5	2.00	Knowledge and Information Management	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
	Change Leadership	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	Communication	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	4	0.80
	Governance Leadership	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	Results and Quality Focus	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
TOTAL SCORE			14		13.60			6		5.20

18,8