HAVE YOUR SAY!

COMMENT ON THE DRAFT ORGANISATIONAL PERFORMANCE MANAGEMENT POLICY

The City invites residents, stakeholders and interested parties to comment on the draft Organisational Performance Management (OPM) Policy currently under review.

Originally adopted by Council in 2011, the OPM Policy is being updated to reflect:

- New organisational performance maturity assessments
- Updated legislative requirements
- A strategic shift towards an outcome-focused, technology-enabled and resident-centred performance management approach

What is the draft policy about?

The revised OPM Policy establishes a comprehensive framework for how the City's performance is planned, monitored, reviewed, evaluated, reported on and audited across all City directorates, departments, municipal entities and individual employees.

Its core purpose is to ensure that municipal planning, operations and performance monitoring meaningfully contribute to achieving the outcomes set out in the City's Integrated Development Plan (IDP).

The policy effectively ensures that the OPM system, a tool used to monitor service delivery progress in the City, is implemented well in order to achieve the set IDP objectives and in accordance with legislation.

Why is this update important?

The policy review is driven by three main factors:

- A shift toward outcomes- and impact-driven performance measurement
- To align with updated legislation, national regulations, municipal planning and budgeting frameworks, and IDP strategic priorities
- Integration with new technological advancements, including the City's OPM digital system for data management, dashboards, reporting and auditing

The draft policy is aligned with key legislation, including the Municipal Systems Act, Municipal Planning and Performance Management Regulations, the Municipal Finance Management Act, as well as the City's IDP.

Comment period

Submit your comments and objections from 11 May 2026 to 11 June 2026.

Comments, inputs and recommendations in respect of the draft Organisational Performance Management Policy can be submitted in any of the following ways:

- Email: performance.management@capetown.gov.za
- Internet: www.capetown.gov.za/haveyoursay
- Written submissions dropped off at Subcouncil offices

The City's Public Participation Unit will assist those who cannot read or write, live with disabilities or who are from disadvantaged groups and unable to submit written comments. For assistance with capturing your verbal comment, call 0800 212 176 or email Anthea.Bendie@capetown.gov.za.

LUNGELO MBANDAZAYO
CITY MANAGER
CTA92/2026

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