

SEBATA PMS

Performance Management System



Sebata Municipal Solutions is the leading provider of integrated technology solutions, enterprise management systems and multi-disciplinary professional services to municipalities, provincial government, public and private entities, and has been for more than 40 years.

The Sebata PMS – a module of the Sebata enterprise management solution (EMS) – is a fully integrated performance system providing comprehensive and holistic performance management functionality, which allows for customisation with an organisation's internal workflows, frameworks and processes, and can therefore be configured for any municipality while still meeting legislative requirements.

Its information management system (IMS) provides an affordable and comprehensive web-based, software solution for planning and evaluation of information aligned with the Integrated Development Plan (IDP), your service and delivery budget information plan (SDBIP), projects, documentation, personnel, and supply chain management. It is the only IMS that directly addresses local government requirements for integrated management and reporting, ensuring improved service delivery.

▲ PMS core functionality

- Assessment of business and project performance against the IDP and SDBIP
- Monitors performance at both an organisational (OPMS) and individual (IPMS) level
- Performance-related functionality can be customised to meet existing performance management framework
- Cascading of performance to lower management levels
- Alerts and triggers to notify relevant managers of tasks outstanding or items requiring attention, which also serves to highlight weaknesses in the business project plans
- Reporting at required hierarchy levels allows drilling down to increasing depths of detail
- Captures and monitors progress of social, economic, employment and financial benefits
- Defines, reports on, view, summarises and manages the IDP and SDBIP frameworks, hierarchy and budgets

▲ IMS core functionality

- Facilitates cross-functional management and the strategic co-ordination of information
- Ensures data integrity and prevents data manipulation
- Improves efficiency, transparency and regulation
- Web-based approach means users work at maximum capacity at any location
- Aligned to performance management framework required by MFMA and MSA
- Aligned with legislated requirements of mSCOA
- Mid-year and annual PMS reporting, and Municipal Manager’s PMS compliance reporting
- Reporting on various scorecards, including action plans
- Uploading and referencing of portfolio of evidence (POE)
- Executive PMS dashboard reports
- Data collection sheets – CoGTA

