Programme 1: Administration

Indicator title	Maximum vacancy rate of 5%
Short definition	To monitor the vacancy rate of the Department
Purpose/importance	To ensure that the all components are fully capacitated.
Source/collection of data	PERSAL Report
Method of calculation	Total number of vacancies in relation to number of funded posts on the establishment
Data limitations	Delays with the finalization of the exits
Type of indicator	Output indicator
Calculation type	Non-Cumulative
Reporting cycle	Annual
New indicator	Yes
Linkages to other plans	Departmental Human Resource Plan and Employment Equity Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Human Capital Management

Indicator title	Persal data verified
Short definition	To monitor the accuracy of the employee records
Purpose/importance	To ensure that factual and accurate employee records are maintained
Source/collection of data	Persal Clean-up form/Persal Report
Method of calculation	Data verified according to no. of appointments and exists
Data limitations	Non-submission of evidence documentation/Persal clean up form
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Annual
New indicator	Yes
Linkages to other plans	Departmental Human Resource Plan and Employment Equity Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Human Capital Management

Indicator title	Approved organizational structure
Short definition	To monitor the finalization of the departmental organization structure
Purpose/importance	To ensure that the staff requirements are met in order for the Department to efficiency undertake its core responsibilities
Source/collection of data	Approved organizational structure
Method of calculation	Approval of structure
Data limitations	Obtaining the MEC approval
Type of indicator	Output indicator
Calculation type	Non-Cumulative
Reporting cycle	Annual
New indicator	Yes
Linkages to other plans	Departmental Human Resource Plan and Employment Equity Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manger: Human Capital Management

Indicator title	Fraud Prevention Plan Implemented
Short definition	A comprehensive plan to improve the environment on fight fraud and corruption
Purpose/importance	A plan to serve as a deterrent against fraud in order to ensure that the department is committed to zero tolerance of fraud, corruption and maladministration of public funds
Source/collection of data	Operational plan/Register of attendance
Method of calculation	Total no. of employees trained/educated on the plan
Data limitations	The non-attendance of employees
Type of indicator	Output indicator
Calculation type	Non-Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	Risk Policy , Provincial Anti-Corruption Strategy
Desired performance	100% of target achieved
Indicator responsibility	Senior Manager: Risk Management & Advisory Services

Indicator title	Reviewed/ updated GWEA in Place
Short definition	To monitor that the GWEA is reviewed and updated
Purpose/importance	To align the IT Strategy with the departmental strategy
Source/collection of data	Approved GWEA
Method of calculation	Approval of GWEA
Data limitations	Nil
Type of indicator	Output indicator
Calculation type	Non-Cumulative
Reporting cycle	Annual
New indicator	Yes
Linkages to other plans	Departmental Strategic Plan, ICT Governance Framework,
Desired performance	100% of target achieved
Indicator responsibility	Senior Manager: IMST

Indicator title	Number of HSDG business plan reviews undertaken
Short definition	To review and ensure that targets are realistic and in line with departmental priorities and budgets
Purpose/importance	To ensure that departmental priorities, budgets and targets are achieved
Source/collection of data	Approved HSDG Business plans
Method of calculation	No. of reviews undertaken
Data limitations	None
Type of indicator	Output Indicator
Calculation type	Non-Cumulative
Reporting cycle	Annual
New indicator	Yes
Linkages to other plans	Strategic Plan, Annual Performance Plan
Desired performance	100% of target achieved
Indicator responsibility	Chief Financial Officer

Indicator title	3 year financial plan Linked to the HSDG Business Plan
Short definition	To ensure that the budget of the department is aligned to the HSDG business plan
Purpose/importance	To ensure that the budget as per the HSDG Business Plan is linked to the Estimates of Provincial Revenue and Expenditure for the MTEF period.
Source/collection of data	HSDG Business Plan and the EPRE 2015/16
Method of calculation	Total Budget, budget per programme per HSDG plan aligned to the budget as per the EPRE document
Data limitations	Misalignment of the planning activities between provincial Treasury and NDHS
Type of indicator	Output indicator
Calculation type	Non-cumulative
Reporting cycle	Annual
New indicator	Yes
Desired performance	100% Alignment
Linkages to other plans	MYHDP, APP, Strategic plan
Indicator responsibility	Chief Financial Officer

Indicator title	Number of vacant posts filled within 6 months versus number of advertised posts
Short definition	To expedite the filling of vacant advertised posts
Purpose/importance	To ensure reduced vacancy rate
Source/collection of data	Approved Organogram
Method of calculation	Number of advertised posts vs number of filled posts within 6 months of advertising
Data limitations	None
Type of indicator	Output
Calculation type	Non-Accumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	2 % vacancy rate
Linkages to other plans	HR Plan, EE Plan, Departmental Strategic Plan
Indicator responsibility	Acting General Manager: Human Capital and Senior Manager: Human Resource Management

Programme 2: Housing Needs, Research and Planning

Indicator title	Number of catalytic projects identified
Short definition	To identify large scale housing development projects, which directly stimulate and leverage much higher levels of development and initiation of further housing projects.
Purpose/importance	To initiate projects that supports the goals of the Provincial Growth and Development Plan
Source/collection of data	HEAC project approvals
Method of calculation	No. of projects identified
Data limitations	The lack of credible Human Settlement Plans
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Annually
New indicator	Yes
Desired performance	100% achievement of target
Linkages to other plans	PGDP/IDP/HSDG
Indicator responsibility	Senior Manager: Integrated Planning

Indicator title	Number of acts passed / or policy guidelines approved
Short definition	To amend the Housing Development Act of 1999 to be in accordance with the legislative framework developed by the National Department of Human Settlements/To develop policy guidelines in line with legislative and policy mandates to enhance/facilitate housing delivery
Purpose/importance	To enhance the housing delivery instrument in line with the national and provincial strategic priorities
Source/collection of data	Signed Policy Guideline
Method of calculation	Number of Bills finalized
Data limitations	Ineffective participation from relevant stakeholders
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Annually
New indicator	No
Desired performance	To provide guidance regarding compliance with the implementation of housing strategic programmes and projects
Linkages to other plans	NDoHS
Indicator responsibility	Senior Manager: Product Development

Indicator title	A Multi Year Housing Development Plan /Annual Performance Plan
Short definition	Inter-action with regional and managers and municipalities on planned Human Settlement Projects and their spatial alignment to ensure integration and sustainability covering the activities of the province
Purpose/importance	To deliver integrated sustainable human settlements based on sound planning which will enable predictability on future human settlement developments and assist to measure non-financial targets
Source/collection of data	Consultation with internal stakeholders
Method of calculation	Annually
Data limitations	All Spatial Development and Human Settlement plans not yet credible
Type of indicator	Process indicator
Calculation type	Non-accumulative
Reporting cycle	Annually
New indicator	No
Desired performance	Reliable and sound data on financial targets
Linkages to other plans	NDoHS
Indicator responsibility	Senior Manager: Integrated Planning

Indicator title	No. of planned human settlement (housing) developments based on IDPs and National and Provincial priorities approved
Short definition	To ensure that all viable project applications received are approved timeously and conforms to Nationally / Provincially approved housing programmes
Purpose/importance	Contributes to the delivery of human settlements and ultimately expenditure of DORA allocations
Source/collection of data	Minutes of Human Settlements Evaluation and Approval Committee
Method of calculation	Departmental Business Plan / Municipal Human Settlement Plans
Data limitations	The lack of credible Human Settlement Plans
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Annual
New indicator	No
Desired performance	Human Settlement Development and budget expenditure
Linkages to other plans	NDoHS indicator, Departmental Business Plan
Indicator responsibility	Senior Manager: Integrated Planning

Indicator title	Number of municipalities capacitated and supported with regard to human settlement (housing) development planning
Short definition	Tailor made training programmes based on specific needs at municipal level to strengthen human settlement planning abilities
Purpose/importance	To deliver integrated sustainable human settlements based on sound planning which will enable predictability on future housing developments
Source/collection of data	Operational plan
Method of calculation	Attendance register of training courses
Data limitations	None
Type of indicator	Process indicator
Calculation type	Non –accumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	Capacitated municipalities in terms of HSPs, SDFs and IDPs
Linkages to other plans	NDoHS
Indicator responsibility	Senior Manager: Integrated Planning

Indicator title	Number of research papers completed
Short definition	To provide information on international best practices in the housing sector in a manner that will impact intensively in the attainment of strategic priorities
Purpose/importance	To assist the Department to ensure the realization of developing integrated and sustainable human settlements in the housing delivery chain
Source/collection of data	Copy of completed research paper
Method of calculation	Cumulative
Data limitations	Lack of participation of relevant stakeholders
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	Formulation of the departmental housing policy/ policy guidelines envisaged to enable effective implementation of housing policy and the relevant legislative frameworks
Linkages to other plans	NDoHS
Indicator responsibility	Senior Manager: Product Development

Indicator title	Confirmed project pipeline based on IDPs and/or Housing Sector Plans (HSP)
Short definition	To identify and assess all viable housing projects to promote integration and sustainability
Purpose/importance	To deliver integrated sustainable human settlements based on sound planning and community facilitation
Source/collection of data	Project pipeline list
Method of calculation	Departmental Business Plan
Data limitations	Credibility of IDPs and/or Housing Sector Plans s
Type of indicator	Process
Calculation type	Non-Cumulative
Reporting cycle	Annual
New indicator	Yes
Linkages to other plans	Departmental Business Plan/IDP'S and Housing Sector plans
Desired performance	100% of target achieved
Indicator responsibility	Senior Manager: Integrated Planning

Indicator title	Number of projects aligned to Small Towns Regeneration Programme
Short definition	In compliance with the PGDP, the Small Towns Regeneration Programme seeks to provide for competitiveness to attract investment and retain current investors. The KZN Human Settlements seeks to support the programme by ensuring a good quality of life in settlements in which communities reside, as they seek to reside closer to job opportunities.
Purpose/importance	To promote sustainable development of small towns that have experienced an economic decline
Source/collection of data	HEAC approval of projects
Method of calculation	Departmental Business Plan
Data limitations	None
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	PGDP/IDP
Desired performance	100% of target achieved
Indicator responsibility	Senior Manager: Integrated Planning

Programme 3: Housing Development

Indicator title	Urban housing opportunities
Short definition	To provide for housing opportunities within the urban sector
Purpose/importance	To measure the impact of the provision of new housing within the urban sector
Source/collection of data	Form 4 & D6
Method of calculation	Total houses delivered on all projects the Province
Data limitations	Dependent on accurate reporting on PMU database
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Linkages to other plans	Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Number of additional restructuring zones declared by the National Minister of Human Settlements (Number: 6)
Short definition	To provide social housing opportunities in additional municipalities within KZN in order to achieve targets in the Rental Strategic Plan
Purpose/importance	To obtain approval of additional restructuring zones in 6 additional municipalities in order to expand the provision of social housing beyond Ethekwini and Msunduzi
Source/collection of data	National Minsters approval and gazette
Method of calculation	Number of restructuring zones approved
Data limitations	None
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	Business Plan and KZN Rental Strategic Plan
Desired performance	100 achievement of target
Indicator responsibility	Senior Manager: Social Housing

Indicator title	Number of new housing units completed in the province across all housing programmes being utilized by the Province
Short definition	To track the provision of new permanent houses provided per programme per municipality
Purpose/importance	To measure the impact of the provision of new housing against the housing demand
Source/collection of data	Form 4 & D6
Method of calculation	Total houses delivered on all projects the Province
Data limitations	Dependent on accurate reporting on PMU database
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Linkages to other plans	NDoHS indicator, Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Total no. of households connected to basic services as part of the Informal Settlements Upgrading Programme
Short definition	Provision of access to basic services through a phased approach to development within informal conditions
Purpose/importance	Increased access to basic services
Source/collection of data	Form 4 & Completion Certificate
Method of calculation	Percentage of progress on civil works converted to a number
Data limitations	Depends on accurate reporting on PMU database
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	NDoHS indicator
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Number of new sites connected to basic water and sanitation services as part of the Integrated Residential Development Programme
Short definition	Provision of access to basic services through a phased approach to development within informal conditions
Purpose/importance	Increased access to basic services
Source/collection of data	Form 4 & Completion Certificate
Method of calculation	Percentage of progress on civil works converted to a number
Data limitations	Depends on accurate reporting on PMU database
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	NDoHS indicator
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Total no. of emergency housing and other housing opportunities provided
Short definition	Total number of households assisted in term of EHP, CRU upgrades and rectification of stock
Purpose/importance	Provision of housing opportunities in terms of the programmes mentioned above
Source/collection of data	Form 4 & D6
Method of calculation	Total of all EHP, CRU upgrades and rectification projects
Data limitations	Depends on accurate reporting on PMU database
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Disaster Management Rehabilitation (inclusive of Sukuma Sakhe) Number of houses completed
Short definition	To provide housing opportunities to people affected by natural disasters as well as the most destitute people as identified for housing assistance in terms of the Provincial Operational Sukuma Sakhe Programme
Purpose/importance	To measure housing opportunities provided in terms of the above programmes
Source/collection of data	Form 4 and D6
Method of calculation	Total of all Disaster Management Rehabilitation and Operation Sukuma Sakhe projects
Data limitations	Depends on accurate reporting on PMU database
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Linkages to other plans	Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Rectification(1994-2002 stock) Number of Units rectified
Short definition	To rectify houses deemed to be unsafe and inhabitable that were built during the period 1994-2002 in line with policy prescripts
Purpose/importance	To track the number of houses rectified under this Programme
Source/collection of da ta	Form 4 and D6
Method of calculation	Number of houses built
Data limitations	Dependent on accurate reporting on PMU unit
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Linkages to other plans	Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Rural Housing (Inclusive of Farm Worker Programme): Number of houses completed
Short definition	To provide for housing units within the rural areas
Purpose/importance	To promote housing development in rural areas
Source/collection of data	Form 4 and D6
Method of calculation	Number of houses built
Data limitations	Dependent on accurate reporting on PMU unit
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Linkages to other plans	Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Number of targeted persons days of work
Short definition	Total no. of days worked by beneficiaries
Purpose/importance	To establish the duration of employment
Source/collection of data	MIS forms
Method of calculation	No of days the beneficiaries have worked divide by 230 (365 days – public holidays and week-ends)
Data limitations	Non-submission of MIS Forms
Type of indicator	Input
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	100%
Linkages to other plans	Departmental Business Plan
Indicator responsibility	Senior Manager: EPWP

Indicator title	Number of targeted work opportunities
Short definition	Work opportunities created
Purpose/importance	To monitor the number of work opportunities created
Source/collection of data	MIS form
Method of calculation	Paid work created for an individual on an EPWP project
Data limitations	Non-submission of reports
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	100%
Linkages to other plans	Departmental Business Plan
Indicator responsibility	Senior Manager: EPWP

Indicator title	Number of targeted FTE's (Full time Equivalent)
Short definition	Work opportunities in equivalence to full time employment
Purpose/importance	To establish the duration of employment if the beneficiaries were to work on full time basis
Source/collection of data	MIS form
Method of calculation	Person days of work divided by 230
Data limitations	Non-submission of MIS Forms
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	100%
Linkages to other plans	Departmental Business Plan
Indicator responsibility	Senior Manager: EPWP

Indicator title	Finance-Linked Subsidy subsidies: No. of houses
Short definition	Financial assistance to beneficiaries whose income is between R3, 501 -R15, 000 to own a house which is not more than R300, 000.
Purpose/importance	To target beneficiaries who may be prejudiced by financial institution in obtaining 100% loans.
Source/collection of data	Form 4 & HSS Report
Method of calculation	Number of Finance-Linked Subsidy houses
Data limitations	Nil
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	NDoHS indicator
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Finance-Linked Individual Subsidy : No. of sites released
Short definition	The release of vacant serviced sites to end users in order to create activity for self - build development and also involvement with financial institutions. The sites released will be accounted as finance linked individual subsidy.
Purpose/importance	To encourage self – build development and end user interaction with financial institutions.
Source/collection of data	Form 4 & HSS Report
Method of calculation	Number of sites released
Data limitations	nil
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Number of Hectares of well-located land/or released of residential development
Short definition	Provision of suitable land for housing delivery
Purpose/importance	To facilitate and expedite housing delivery
Source/collection of data	Memorandum of Agreement & Invoice
Method of calculation	No of hectares of land paid for
Data limitations	None
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	NDoHS indicator
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Indicator title	Integrated Residential Development Programme – No. of units
Short definition	To facilitate the development of integrated human settlements in well-located areas that provide convenient access to urban amenities, including places of employment. The Programme also aims at creating social cohesion.
Purpose/importance	To measure the impact of the provision of new housing against the housing demand
Source/collection of data	Form 4 & D6
Method of calculation	Total houses delivered on all projects the Province
Data limitations	Dependent on accurate reporting on PMU database
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Linkages to other plans	NDoHS indicator, Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	General Manager: Sustainable Human Settlements

Programme 4: Housing Asset Management and Property Management

Indicator title	Increase the transfer of EEDBS
Short definition	Number of departmental rental units transferred to qualifying tenants through the EEDBS
Purpose/importance	To promote home ownership
Source/collection of data	Title Deed and property register
Method of calculation	Cumulative
Data limitations	None
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Desired performance	100% of target achieved
Linkage to other plans	Departmental Business Plan
Indicator responsibility	Senior Manager: Property Management and Disposal

Indicator title	Number of rental units sold to beneficiaries
Short definition	Number of departmental rental units sold to qualifying tenants through the EEDBS
Purpose/importance	To promote home ownership
Source/collection of data	Title Deed
Method of calculation	Cumulative
Data limitations	None
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Desired performance	100% of target achieved
Linkage to other plans	NDoHS indicator
Indicator responsibility	Director: Property Management

Indicator title	Number of Departmental rental units transferred
Short definition	Number of Departmental rental units transferred to qualifying tenants
Purpose/importance	To promote home ownership
Source/collection of data	Title Deed
Method of calculation	Cumulative
Data limitations	Dependent on data received timeously to process transfers
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	NDoHS indicator
Desired performance	100% of target
Indicator responsibility	Director: Property Management

Indicator title	Number of debtors reduced per financial year
Short definition	Reduction of the number of debtors in the department's book through EEDBS
Purpose/importance	To promote home ownership
Source/collection of data	National Debtor System
Method of calculation	Cumulative
Data limitations	None
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	NDoHS indicator
Desired performance	100% of target
Indicator responsibility	Director: Property Management

Indicator title	Number of Land Parcels devolved to Municipalities in terms of Section 15 of the Housing Act, 1997
Short definition	Transfer of departmental vacant land to municipalities
Purpose/importance	To facilitate delivery of services at a local level
Source/collection of data	Property Register, devolvement agreement, title deed
Method of calculation	Cumulative
Data limitations	None
Type of indicator	Output
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	Yes
Linkages to other plans	No
Desired performance	100% of target
Indicator responsibility	Senior Manager: Property Management

Indicator title	Number of units maintained
Short definition	To undertake day to day maintenance repairs of and provide for security and cleaning of state financed residential properties
Purpose/importance	To ensure that state financed residential properties retain value
Source/collection of data	Job Cards
Method of calculation	
Data limitations	The non-timely submission of the job cards by the Agencies
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Linkages to other plans	Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	Senior Manager: Property Management

Indicator title	No. of Units Rectified and or upgraded for Pre-1994
Short definition	To facilitate the improvement of state financed residential properties created through State housing programme interventions during the pre-1994 housing dispensation
Purpose/importance	To improve the municipal engineering services and ensure that the affected residential properties comply with current building regulations and meet the minimum requirements for human occupation to facilitate transfer into ownership of the beneficiary
Source/collection of data	Completion Certificates
Method of calculation	
Data limitations	Non-timely submission of completion certificates by the municipalities
Type of indicator	Output indicator
Calculation type	Cumulative
Reporting cycle	Quarterly
New indicator	No
Linkages to other plans	Departmental Business Plan
Desired performance	100% of target achieved
Indicator responsibility	Senior Manager: Property Management