# PERFOMANCE PLAN FOR DIRECTOR ED & PLANNING 2019/20

### Blouberg Municipality



VISION

MISSION

A participatory municipality that turns prevailing challenges into opportunities for growth and development through optimal utilization of available resources

To ensure delivery of quality services through community participation and creation of an enabling environment for economic growth and job creation

### TABLE OF CONTENTS

Item No	CONTENT/S	PAGE/S	
1.	TABLE OF ACRONYMS AND ABBREVIATIONS	03	<del></del> -
2.	APPROVAL OF THE PERFORMANCE PLAN 2019/20 FOR MUNICIPAL MANAGER	04	
3.	INTRODUCTION	05	
4.	INDIVIDUAL PERFORMANCE ASSESSMENTS	05	-
5.	AMENDMENTS TO THE PERFORMANCE PLAN	05	
6.	PERFORMANCE PLAN IN TERMS OF SDBIP 2019/20	06-17	
7.	CORE MANAGERIAL COMPETENCIES	18	

### 1. TABLE OF ACRONYMS AND ABBREVIATIONS

r <del></del>	
AG	Auditor-General
ATR	Annual Training Report
B2B	Back to Basics
BSID	Basic Services and Infrastructure Development
BLM	Blouberg Local Municipality
CDM	Capricorn District Municipality
CWP	Community Works Programme
DMP	Disaster Management Plan
DoE	Department of Energy
DoHS	Department of Human Settlement
EDP	Economic Development & Planning Department
EMP	Environmental Management Plan
EPWP	Expanded Public Works Programme
FBW	Free Basic Water
FVM	Financial Viability and Management
FY	Financial Year
GGPP	Good Governance and Public Participation
GP	General Plan
HAST	HIV And AIDS STI and TB
IDP	Integrated Development Plan
IGR	Intergovernmental Relation
INST	Institutional
LED	Local Economic Development
mSCOA	Municipal Standard Chart of Accounts
MFMA	Municipal Finance Management Act, No, 56 of 2003
MIG	Municipal Infrastructure Grant
MM	Municipal Manager
MPAC	Municipal Public Account Committee
MTAS	Municipal Turn Around Strategy
MSIG	Municipal Systems Improvement Grant
MTOD	Municipal Transformation and Organisational Development
MW	Municipal Wide
N/A	Not applicable
OPEX	Operational Expenditure
PIA	Project Implementing Agent
PMS	Performance Management System
PMU	Project Management Unit
RA	Registering Authority
R&S	Roads and Storm Water division
SCM	Supply Chain Management
SLP	Social and Labour Plan
SDBIP	
SG	Service Delivery and Budget Implementation Plan General Plan
<u>50</u> SPE	
TBC	Spatial Planning and Environment
WAC	To be Confirmed Ward AIDS Council
WSP	
	Workplace Skills Plan

### 2. APPROVAL OF PERFORMANCE PLAN 2019/20 FOR MUNICIPAL MANAGER

The 2019/20 Performance plan for Municipal Manager has been duly signed and approved both the Director ED and Planning and the Municipal Manager of Blouberg Local Municipality as follows:

Signed by:	
Director ED & Planning	
Humbelani Charity Mapholi	
Date 31 (07/2019	
·	
Municipal Manager of Blouberg Local Municipality:	Molho
Machaba Junias	
Date: 31-67-2019	
Witness 1: Leeyel	Date 7/67/2019
THE ROOM TO	.1
Witness 2:	Date: 3/07/2019

### 3. INTRODUCTION AND BACKGROUND

After approval of IDP/Budget 2019/20, the Municipality has developed and approved the Service Delivery Budget Implementation Plan 2019/20 in terms of Section 539(1) (c) (ii) and 69(3). It is a plan that outlines how the Municipality will implement the IDP/Budget 2019/20 with clear monthly and quarterly targets.

It is based on the above important plans that Performance Plans for the Municipal Manager and Managers reporting to the Municipal manager are developed and signed.

### 4. INDIVIDUAL PERFORMANCE ASSESSMENTS

The individual performance assessments will be conducted in accordance Municipal Performance Framework. A panel will be constituted to conduct assessments.

### 5. AMENDMENTS TO THE PERFORMANCE PLAN

The performance plan will be amendment in line any revision of the SDBIP 2019/20.

In a case of any revision of the SDBIP that affects the performance plan, a revised version of the performance plan should developed and approved accordingly

## 6. QUARTERLY PROJECTION OF SERVICE DELIVERY TARGETS AND PERFORMANCE INDICATORS PER VOTE

## 6.1. ECONOMIC DEVELOPMENT AND PLANNING

														_			100	, or	KP			<b>5</b>		CHESTON		NUP	
															Summit	LED				PROJECT				NE V			
					-		_		•	•					LED summit	Hosting of			DESCRIPTION	PROJECT		PROJEG DETAILS					
			_				_		initiatives	LED	SMMEs and	support	investors to	with potential	relationships	To build			577989	PROJECT		AIIS		INSTRUCT		NOISNVAXE	
		_														BLM				LOCATION				<b>HOWOF</b>		0F11HE E0	
							-				_			June 2020	summits held by	Number of				\$200	INDICATION	DESCRIPTION		SIMPLEMENTATION OF COMMUNITY WORKS PROGRAMME TOUTPUT 3		EXPANSION OF THE ECONOMY AND MAKING GROWTH INCLUSIVE	
	-						_									New indicator						2018/19		PROGRAMME (		G GROWTH INC	
														•	held by June 2020	01 LED summit			Vollecian	PERFORMANCE	ANNUALSIAKCE	2019/20		OUTPULS)		USIVE	
								-				allon.	opoonio	specific	tion of	Prepara		Sep)									
ngs	meeti	PSC	nate	coordi		(PSC)	mittee	Com	gn	Steen		Proje		nt of		Establ		Dec)	9.6			RIERLY					
	event	#	summ	E	na of	Hosti	SLA	and	er er	provid	TD	Servic	2	÷ ;	ntmen	Appoi		Mar)		ă,		QUARTERLY PROJECTIONS					
		_													ξ -	(4)		(un)	04						1		
														000,00	7 900,	R ANN						BUDGET				100 miles	
	Pictures	report and	LED summit	provider	SELVICE	Sopries of	letter of	Appointment	Advert	Adioat	reports	BEC & BAC	iit ieport,	establishine	ortablishmo	CDEC DCC		W		EVIDENCE	OF.	PORTFOLIO	S - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -			10000000000000000000000000000000000000	
				_					ng .	Planni	and	pment	Develo	2 8	Econo					T	NSIBIL	RESPO	**				

	NDP OUTCOMES SUBIP PROJECT IKPI No
	NDP OUTCOMES OUTCOMES OUTCOMES
	D N
Α.	70
	B
	EXEANSION OF THE ECONOMIC DEVELOPMENTATION OF THE ECONOMIC DEVELOP
	CRO Q
	PIG 91
	LOG IMP
	ERO SELECTION
	LOCAHECONOMIC DEVELOPMENT  EXPANSION OF THE ECONOMY AND MAKING GROWTH INCLUSIVE  IMPLEMENTATION OF COMMUNITY WORKS PROGRAMME (OUTBUES)  PROJECT DETAILS  PROJECT LOCATION  PROJECTIVE  OBJECTIVE  LOCATION  PROJECT  OBJECTIVE  INDICATOR  PROJECT  OBJECTIVE  INDICATOR  PROJECT  OBJECTIVE  INDICATOR  PROJECT  OBJECTIVE  OB
n.	MOMY AND MAKING ( MOMY AND MAKING ( MINDICATOR  ANDICATOR
	NEW TEAT
	2 G G
	ATU GRA
	PROGRAMME (OF STATUS QUO
	58 145 6
	OUTRUITATION OF THE PERFORMANCE INDICATOR.
ł	
	a con
	Sep) 12 Q
	2 2
and facilit facilit reme procu reme nt proce ss.(S CM cm proce sses)	ERLY Octo
	Y
	QUARTERLY PROJECTIONS  QUARTERLY PROJECTIONS  QUARTERLY PROJECTIONS  (Qci Qci Qci Qci Qci Qci Qci Qci Qci Qci
CONTROL OF THE PROPERTY OF THE	
	ON STATE
	ONS (Apr.
	S
	BUDGET
	PORTIFOLIO OF EVIDENCE
	E S
	M. E.
	(1) 1
	RESPO
	EB I
p.com	**************************************

\_

. . .

LED3	LED2	NDP OUTG
Tourism developm ent and Coordinat ion	Flea Markets	KPA  NDP  OUTCOME 9  SUBIP PROJECT  KPI  NO
Provide support to tourism activities within the Municipality. Coordination of shows	Hosting flea markets exhibition s sessions.	PROJECTALLS PROJECTALLS PROJECTALLS PROJECTAL
To promote tourism potential of Blouberg Municipality	To show case the handwork and artefacts of the locals	
BLM	Senwabar wana	IOMIC DEVEL OF THE EGOI ATION OF CO
Number of tourism events conducted by June 2020	Number of flea markets exhibitions conducted by June 2020	LOCAL ECONOMIC DEVELOPMENT  EXPANSION OF THE ECONOMY AND MAKING GROWTH INCLUSIVE  IMPLEMENTATION OF COMMUNITY WORKS PROGRAMMETOUTHOUT 3  INDICATION  BROJECTIVE  LOCATION  PERFORMANCE INDICATION  STATUS QUO INDICATION  INDI
Tourism month launch during 2018/19	SMMEs' Database in place by June 2019	S'GROWITHING PROGRAMME! 2018/19 BASELINE! STATUS QUO
4 quarterly tourism events coordinated by June 2020	4 flea markets exhibitions conducted by June 2020	USIVE 2019 20 2019 20 ANNUAL TARGETT PERFORMANCE INDICATOR
1 tourism roadsho w	1 flea markets exhibitio n conduct ed	Sep).
1 touris m roads	1 flea marke ts exhibi tion condu cted	QUARTERLY PROJECTIONS  1 92 93 (Jan (Ap) 1 Dec) Marj Jun
touris m roads how	1 flea marke ts exhibi tion condu cted	RoJECHI Mari
touri sm road sho	1 flea mark ets exhii bitio n cond ucte d	OAS (Apr.
R106	R100 000	BUDGET
Reports and Council Resolution	Reports, pictures and Attendance registers	Por Hollo OF EVIDENCE
Econo mic Develo pment and Planni ng	Econo mic Develo pment and Planni	RESPO NSIBILI

	SDBIP KPI No		KPA NDP
Developm ent and Coordinat ion	SDBIP PROJECT KPI No	A STATE OF	
building for SMME	PROJECT	PROJECT DETAILS	
provide support to SMME's	PROJECT OBJECTIVE	TAILS	LOCAL ECONOMIC DEVELORMENT EXPANSION OF THE ECONOMY AND
BLM	LOCATION	HONOFCO	OMIC DEVEL
04 capacity building sessions for SMME's conducted by June 2020	INDICATOR	AILS PERFORMANCE BASELINE ANNUAL PERFORMANCE BASELINE ANNUAL	LOCAL ECONOMIC DEVELORMENT  EXPANSION OF THE ECONOMY AND MAKING GROWTHING LUSIVE
4 SMME's trained by June 2019	STATUSQUO	ROGRANME ( 2018/19 BASELINE)	*GROWTHING
04 capacity building sessions for SMME's conducted by June 2020	PERFORMANCE INDICATOR	OUTEUT 3) 4 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2 2	LUSIVE **
capacity building session s	QII (Jul- Sep)	QUAR	7) 7) 1)
capac ity buildi ng sessi ons	Q2 (Oct.	QUARTERLY PROJECTIONS	
capac ity buildi ng sessi ons	(Jan- Mar)	OIT DELICON	
capa city build ing sessions	(Apr		
OPEX		BUDGET	
Attendance Registers SMME Capacity building re Reports	EVIDENCE	PORTEQUO OF	
Econo mic Develo pment and Planni ng	FA P	RESPO	

## 6.2. BUDGET & TREASURY FINANCIAL VIABILITY AND MANAGEMENT

34 34	OUTCOME 9  KURINO
Municipal property disposal in Alldays and Senwabarwa na	ME 9
Advertisement and disposal of sites at Alldays Extension 2 and Senwabarwan a Ext 5	BUILDING OF HEY ADMINISTRATIVE / ADMINISTRATIVE / PROJECT DETAILS PROJECTS / DESCRIPTION TO SERVICE OF THE SERV
To raise revenue through sale of sites	BUILDING OF KEY CAPABILITIES (HUMAN) PHYSICAL & INSTADMINISTRATIVE AND FINANCIAL CAPABILITY (OUTPUT 6)  PROJECT DETAILS  PROJECTOR  OBJECTIVE  DESCRIPTION  OBJECTIVE  OBJECTIVE
Alldays and Senwaba rwana	CAPABILITY LOCATION
R amount collected through sale of sites at Alldays and Senwabarwana June 2020	BUJEDING OF KEY CAPABILITY I GUTPUT 6)  ADMINISTRATIVE AND FINANCIAL CAPABILITY (GUTPUT 6)  PROJECT DETAILS  PROJECTS FROJECTS FROJECTS FOCATION  OBJECTIVE FROJECTS FOCATION  OBJECTIVE FROM OBJECTIVE  PROJECTS FOR FOLLOW OBJECTIVE  PROJECTS FOR FOLLOW OBJECTIVE  OBJECTIVE  OBJECTIVE  OBJECTIVE  REFERENCE OF THE OBJECTIVE  OBJECT
New indicator	ONAL)  2018/19  BASEENE: STATUS QUO
R2M collected from sale of sites at Alldays and Senwabarwana by June 2020	2019/20 ANNUAL TARGET PERFORMANCE INDICATOR
Adver tisem ent of sites	QUA Sep)
Dispo sal of land	QUARTERLY PROJECTIONS
N/A	ROJECIIII
N/A	
OPEX	BUDGET
Advert and land disposal register	PORTIFOLIO OF EVIDENCE
Econo mic develo pment and plannin g	RESPO NSIBILI TY

## 6.3. GOOD GOVERNANCE AND PUBLIC PARTICIPATION

13	12	NDP OUTCOME 9  KPI NO P
Development and approval of IDP 2020/21	Development of IDP/budget Review Process plan	IME 9 PROJECT
Development approval of Draft and Final IDP/Budget 2020/21	Development and approval of IDP Process plan by Council.	GOOD GOVERNA ACTIVE ENGAGE DEEPENDE MOC PROJECT DEVAILS PROJECT
To review and approve IDP/Budget that is aligned to the budget for 2020/21	To ensure proper coordination of IDP/Budget review process	GOOD GOVERNANGE AND PUBLIC PARTICIPATION  ACTIVE ENGAGEMENT OF CHIZENS IN THE ROWN DEEPENDEMOCRACY THROUGH A REFINED WARD PROJECT DEVAILS PEROJECT OBJAILS OBJECTIVE OBJECTIVE
BLM	BLM	BLIC PARTING A REFINITION
Number draft and final IDP/Budget 2020/21	Number IDP/Budget Process plan developed and approved by June 2020	GOOD GOVERNANCE AND PUBLIC PARTICIPATION  ACTIVEENGAGEMENTROSCUTZENSINTHEIROWNIDEVEEOPMENT  DEEPENDEMOCRACY THROUGH A REFINED WARD COMMITTEE MODEL (OUTP  PROJECT DEFAILS PROJECT PROJECT LOCATION INDICATOR OUT ON THE PROJECT OBJECTIVE OB
2019/20 IDP/Budg et approved	2018/19 Process plan Developed and approved	OPMENT INTELMODE STATUS FROM FROM FROM FROM FROM FROM FROM FROM
2020/21 draft and final IDP/Budget approved	One 2019/20 IDP/Budget Process plan by June 2020	L (OUTPUT 5)  - 2019/20 - ANNUAL TARGET/ PERFORMANCE INDIGATOR
N/A	2018/ 19 IDP/B udget Proce ss plan	Sep)
N/A	N/A	QUARTERLY PROJECTIONS QQ2 QGct (Ap) Dec) Mar) Jun
Draft IDP/Bu dget 2020/2 1 comple ted and submitt ed to Counci	N/A	PROJECT Q3. ((Jan:
Final IDP submitt ed to Counci I for approv	N/A	ONS (Apr.
R 70	OPEX	Budge LT
Draft and Final IDP 2020/21 and , Council resolution	Approved Process plan and Resolution	BUDGE   PORTIFOLIO   FUDENCE
Econo mic Develo pment and Planni	Econo mic Develo pment and Planni	RESPO NSIBILI

37			KPI NO.	<u>@utcome</u> 9	Ady Vay
session		*****	PROJECT	OME9	
Appointment or service provider and conducting of the		DESCRIPTION	PROJECT DETAILS	DHERENDEMO	GOOD GOVER
l o improve municipal strategic planning		100	PROJECT	CRACYTHROU	GOOD GOVERNANGE ANDIPUBLIC PARTICIPATION
BLM			TOCATION I	GHAIREE	BLIC PART
Number retreat session conducted by June 2020			REREORIMANCE INDICATOR	DEEPEN DEMOCRACY THROUGH A REFINED WARD COMMITTEE MODELL (OUTPU	GOOD GOVERNANGE AND EUBLIC PARTICIPATION ACTIVE ENGAGEMENT OF GITIZENS IN THEIR OWN DEVELOPMENT
Indicator		GOC.	- 68	THE MODE	JPMENT:
One IDP retreat session conducted by June 2020		NOCATOR	2019/20 + ANNUAL TARGET/	<u>ட்(onieni s)</u>	
retrea t sessi on condu cted		Cul- Sep)	, joj	Ė	
N/A		Dec)	QUARTERLY PROJECTIONS		
N/A	I for adoptio n by 31 March 2020	(Jan- Mar)	PROJECI		
N/A	Service of the servic	Q4 (Apr- Jun)	ONS.		
R 300 000			BUDGE		
Appointment letter and Retreat session report			BUDGE RORTEOLIO T OF S		
Econo mic Develo pment and plannin g			RESPO NSIBILI		

### 6.4. SPATIAL PLANNING AND ENVIRONMENT

	-	_						SPE2							<u> </u>	SPE1			<b>1</b> 2	Š		OUTCOME'9	NUP	KPA
			7	Township	Senwaparwan	Register in	Township	Opening of					•	un .	establishment	Township		44.0	RROJECI			)ME9		
		Senwabarwan	of continued	Proclamation	compilation of	provider and	service	Appointment of			2000	Townshins	proclaimed	t of newly	Establishmen	The	Section of the second	No.			PROJECT DETAILS	ACTION SUPPO	ACTIVE ENGAG	SPATIAL AND ENVIRONMENT
	5 Township	na Extension	Senwahanwa	Proclamatio	the	phase 1 of	report on	To compile a	145 LS)	and Bochem	na Alldavs	(Senwahanna	settlements	irhan	rural and	To formalizo		OBJECTIVE	PROJECT		ILS .	ACTION SUPPORTIVE TO HUMAN SETTLEMENT (OTTPIT I)	ACTIVE ENGAGEMENT OF CITIZENS INVITHEIR OWN DEVELOPMENT	NVIRONMENT
								型 <b>S</b>			i	145	Bochem	Alldave and	Senwabarw	Conunction			NOTATION			SETTLEMENT	NS INTHEIRO	
		by Julie 2020	a Extension 5	Senwabarwan	of .	proclamation	phase 1 of the	Report on			June ZUZU	reports by 30	project phase	establishment	3 Township	37				EINDICATOR	MEN MEN	OUTBILLA	HINGOEVER	
						Plan	General	7 *						Indicator	New				QUO	SULVAIS!	2018/19		T.	
			June 2020	Extension 5 by 30	Senwabarwana	proclamation of	of the			June 2020	Bochem 145) by	Alldays and	(Senwabarwana,	lownships	3 Proclaimed			· · · · · · · · · · · · · · · · · · ·	INDICATOR	PERFORMANCE	2019/20			
4	Appoin	phase 1.	ō,	report	ment	assess	ation of	<u>-</u>		project	the	4 of	phase	on	Report		Sep)	-lub)	01		no 💉			
				phase	on i	report	Progre	7							N/A		Dec)	[0ct-	92		ARTEREY			
			_	phase	on .	report	Progre	1	project	the	5 of	4 and	phase	음	Report	Page 1	Mar)	(Jane	03		QUARTER BY PROJECTIONS			
		-	_	phase	on i	report	Progr		projec t	the	6 of	5 and	phase	ê	Repor		Jun)	(Apr	04		SNO			The state of the s
		_				2.00	R296,63							00	R 720				035 W43 80		BUDGET			Antico (Note and Resident Confession)
wana	Senwabar	on of	the	phase 1 of	Report on	in jeller	Appointme				projects	the	phases of	on 6	Reports				EVIDENCE	0 OF	PORTFOLI RESPO			and the state of t
		ng	Planni	and	Develo	mic	Econo		ng	Planni	and	pment	Develo	mic.	Econo						RESPO			

Econo mic Develo pment and Planni ng	Suppleme ntary Valuation roll and Council resolution	R600 000	Appro val of suppl ement ary valuat ion	Adverti se and facilitat e the objecti on proces s	Prepar e and sign design ation letter munici pal valuer	N/A	1 Supplementary Valuation roll developed and approved by June 2020	General valuation Roll in place 2018/19 actual performan ce	Number supplementary valuation roll developed and approved as at June 2020	BLM	To have an updated valuation roll for proper billing as per Municipal Property Rates Act.	Appointment and monitoring of service provider	Supplementary valuation Roll	ယ လ က
	Extension 5					tment of service provide						a Extension 5 Township		
RESPO	PORTFOLL O'OF EVIDENCE	BUDGET		PROJECTION OF COMMENT ( Jan-	OUARTERLYPRQJECTIONS    COct (Jan (Ap. )   Dec)   Mar)   Jul	(Jul. 100)	2019/20 ANNUAL TARGET! BEREGRIMANCE INDICATOR	2018/19 BASEEINE FISTATUS QUQ	PER-ORMANG EINDICATOR	LOCATION	UES SEROJECTIVE	PROJECT DETAILS PROJECT PROJECT DESCRIPTION	PROJECT	
						1100			SPATIAL AND ENVIRONMENT ACTIVE ENGAGEMENT OF CITIZENS IN THEIR OWN DEVELOPMENT ACTION SUBPORTIVE TO HUMAN SETTLEMENT (QUIPUT 1)	ENS IN THEIR	NVIRONMENT EMENT OF GITIZ RITYETTO HUMA	SPATIAL AND ENVIRONMENT ACTIVE ENGAGEMENT OF CITIZENS IN THEIR OWN DEVELO ACTION SUBPORTIVE TO HUMAN SETTLEMENT (OUTPUT?)	OME 9	NDP OUTCOMES

2) 4 T	NDP OUTCOMES ING
Procurement of land survey office and site equipment	ME9
Procurement of land survey office and site equipment	SPATIAL AND ENVIRONMENT ACTIVE ENGAGEMENT OF GH ACTION SUBPORTIVE TO HUN ACTION SUBPORTIVE TO HUN PROJECT DETAILS  PROJECT PROJECT DESCRIPTION OBJECTIVE
To ensure that all Survey office and site equipment function efficiently for effective service delivery	SPATIAL AND ENVIRONMENT  ACTIVE ENCAGEMENT OF CHIZENS INTHEIR OWN DEVELOR CONTROL OF CHIZENS INTERIOR CONTROL OF CHIZENS INTHEIR OWN DEVELOR CONTROL OF CHIZENS INTO
BLM	NSIM]HER O
Number of land <b>Survey</b> office and site equipment purchased by June 2020	SPATIALIAND ENVIRONMENT  ACTIVE ENCAGEMENT OF CHIZENSIN THEIR OWN DEVELOPMENT ACTION SUPPORTIVE TO RUMAN SETTIFEMENT QUITPUT)  PROJECT DETAILS:  PROJECT PROJECT FOROJECT LOCATION  ORJECTIVE COCATION  ORJECTIVE
New indicator	NE 2018/19 BASEEINE 1STATUS QUO
Nine land ssurvey office and site equipment purchased or repaired by June 2020	2019/20 ANNUAL TARGETI PERFORMANGE INDICATOR
Nine Land Surve y Office and site equipm ent purcha sed.	\$28 J
N/A	QUARTERLY PROJECTIONS  Q2 Q3 Q4  Q6ct (Jan (A)  Dec) Mar) Ju
N/A	ROJECTI (Jana
N/A	July July July July July July July July
R100, 000.00	Bugget
Reports on procureme nt process and pictures of equipment purchased	RORIFOLI O OF EVIDENCE
Econo mic Develo pment and Planni	TRESPO NSIBILI

### **CORE MANAGERIAL COMPETENCY**

construction of the constr	arancz	Writei#hi	(448/44/(669) (344/44/669)	013811: @ [010] AVE.[1]
Strategic Capability and Leadership	X	10	4	4
Programme and Project  Management	Х	20	5	5
Financial Management(compulsory)	X	15	3	4
Change Management				
Knowledge Management	X	10	5	4
Service Delivery Innovation				
Problem Solving and Analysis	X	10	4	5
People and Diversity Management				
Client Orientation and Customer Focus(compulsory)	Х	15	4	4
Communication				
Accountability and Ethical Conduct				
People management and Empowerment (compulsory)	Х	20	5	5
Total:	1	100		