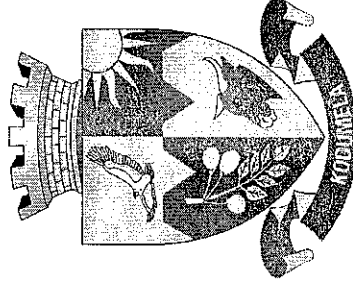


Performance Plan Corporate Services SDBIP 2021/22

Blouberg Municipality



VISION

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

MISSION

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

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1. TABLE OF ACRONYMS AND ABBREVIATIONS

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	Service Delivery and Budget Implementation Plan
SG	General Plan
SPE	Spatial Planning and Environment
TBC	To be Confirmed
WAC	Ward AIDS Council
WSP	Workplace Skills Plan

MS R.S

2. APPROVAL OF REVISED PERFORMANCE PLAN 2021/22 FOR DIRECTOR CORPORATE SERVICES

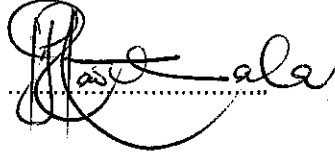
The 2021/22 Revised Performance plan for Director Corporate Services has been duly signed and approved both the Director Corporate Services and the Municipal Manager of Blouberg Local Municipality as follows:

Signed by:

Director Corporate services

Ramothwala RJ

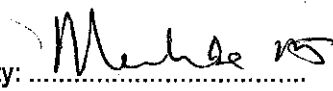
Date: 28/07/2021



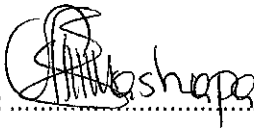
Municipal Manager of Blouberg Local Municipality:

Machaba Junias

Date: 28-07-2021



Witness 1:



Date:

28/07/2021

Witness 2:

Date:

28/07/2021

3. INTRODUCTION AND BACKGROUND

After approval of IDP/Budget 2021/22, the Municipality has developed and approved the Service Delivery Budget Implementation Plan 2021/22 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 2021/22 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 2021/22.

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. KEY PERFORMANCE AREA 2 MUNICIPAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT

INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT														
BUILDING A CAPABLE AND DEVELOPMENTAL STATE														
ADMINISTRATIVE AND FINANCIAL CAPABILITY														
PROJECT DETAILS					KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
Project /SDBIP KPI No	PROJECT	PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
TOD 01	Employee wellness	Conducting employee wellness	improve employees health and well-being, optimize performance and productivity	BLM	Reports on the employee wellness conducted	Two Reports on employee wellness conducted	Two Reports on employee wellness conducted by June 2022	N/A	N/A	N/A	Report on the employee wellness conducted	R 80 000.00	Report and attendance registers	Corporate services
TOD 09	Licenses	Network Maintenance and Purchase of Server	To enhance municipal network connectivity	BLM	Number Network Maintenance reports compiled and New Server	New Indicator	Four Network Maintenance reports compiled and two New Server	One network maintenance report compiled and	One network maintenance report	One network maintenance report	One network maintenance report	R 1,659,000	PoP	Corporate services

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INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT																
KPA																
NDP		BUILDING A CAPABLE AND DEVELOPMENTAL STATE														
OUTCOME 9		ADMINISTRATIVE AND FINANCIAL CAPABILITY														
		PROJECT DETAILS				KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY	
Project /SDBIP KPI No	PROJECT	PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION					Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)				
						Procurement by June 2022		Procurement by June 2022	two Servers procured	completed	completed	completed				
TOD 10	IT Software and Licensing	Renewal of software and licenses	To enhance municipal network connectivity	BLM	Number software and licences purchased and renewed	Software and licenses purchased (3) and renewed(5) by June 2022	New Indicator		N/A	Software and licenses purchased(3) and renewed(5) by June 2022	N/A	N/A	N/A	R700,000.00	PoP	Corporate services
TOD 11	Rental of Office Equipment	Rental	improve institutional capacity	BLM	Number reports on office equipment rental and maintenance	Four reports on office equipment rental and maintenance	Four reports compiled	Four reports on office equipment rental and maintenance	One reports on office equipment rental	One reports on office equipment rental	One reports on office equipment	One reports on office equipment		R1000 000.00		Corporate services

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INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT													
KPA	BUILDING A CAPABLE AND DEVELOPMENTAL STATE												
NDP	ADMINISTRATIVE AND FINANCIAL CAPABILITY												
OUTCOME 9	ADMINISTRATIVE AND FINANCIAL CAPABILITY												
PROJECT DETAILS				KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
Project /SDBIP KPI No	PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
				compiled by June 2022		compiled by June 2022	and maintenance completed	and maintenance completed	rental and maintenance completed	rental and maintenance completed			
TOD 23	Vehicle Tracking	To improve and maintain Municipal fleet	BLM	Number of the vehicles fitted with tracking devices	New Indicator	Functional vehicle tracking system	N/A	Functional vehicle tracking system	N/A	N/A	R318 000.00	Report	Corporate services
TOD 24	Wet Fuel	To improve and maintain Municipal fleet	BLM	Report on the use of wet fuel by June 2022	Four reports compiled	Four on the use of wet fuel management by June 2022	One on the use of wet fuel management	One on the use of wet fuel management	One on the use of wet fuel management	One on the use of wet fuel management	R3 000,00	Report	Corporate services

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INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT															
BUILDING A CAPABLE AND DEVELOPMENTAL STATE															
ADMINISTRATIVE AND FINANCIAL CAPABILITY															
OUTCOME 9		PROJECT DETAILS				KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
Project /SDBIP KPI No	PROJECT	PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION											
TOD 42	Occupational Health and safety	Provision of health and safety kits	To provide a safe and healthy working environment	BLM	Number of Fire extinguishers serviced and summary of laws by June 2022	New Indicator	80 Fire Extinguishers and 14 Hose reel to be serviced and 15 OHS Laws summary procured by June 2022	15 OHS Laws summary procured	N/A	N/A	80 Fire Extinguishers and 14 Hose reel to be serviced	R50 000.00	Service Certificate	Corporate services	
TOD 43	Uniform & protective clothing	Purchasing of Uniform and protective clothing	To protect employees from exposure to work place hazards and the risk of injuries	BLM	Number of employees provided with protective clothing Bu June 2022	90 employees provided with PPE	90 employees provided with protective clothing Bu June 2022	Appointment of services provider	Procurement of uniform	N/A	N/A	R742 000.00	Collection register	Corporate services	

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INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT														
NDP		BUILDING A CAPABLE AND DEVELOPMENTAL STATE												
OUTCOME 9		ADMINISTRATIVE AND FINANCIAL CAPABILITY												
Project /SDBIP KPI No		PROJECT DETAILS			KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
		PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
TOD 44	OHS	Maintenance of she bins	To provide discreet and hygiene way to dispose of feminine hygiene waste	BLM	Number report on health and hygiene equipment purchased and maintenance report compiled by June 2022	New indicator	Four health and hygiene equipment purchased and maintenance report compiled by June 2022	Four Health and hygiene equipment purchased and maintenance report compiled	Maintenance report compiled	Maintenance report compiled	Maintenance report compiled	R300 000.00	PoP and Maintenance Report	Corporate services
TOD 45	Fleet Management	Fleet procurement	To improve and maintain Municipal fleet	BLM	Number vehicles procured	One vehicle purchased	Two vehicles procured	-	Two vehicles procured	-	-	R1300,000.00	Report	Corporate services

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INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT														
BUILDING A CAPABLE AND DEVELOPMENTAL STATE														
ADMINISTRATIVE AND FINANCIAL CAPABILITY														
OUTCOME 9														
PROJECT DETAILS					KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
Project /SDBIP KPI No	PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION	Q1 (Jul-Sep)				Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)				
TOD 46	Data line	Data line installation	To enhance municipal network connectivity	BLM	Number data line maintenance reports compiled by June 2022	New Indicator	Four data line maintenance reports compiled by June 2022	One data line maintenance reports compiled	One data line maintenance reports compiled	One data line maintenance reports compiled	One data line maintenance reports compiled	R900 000.00	Report	Corporate services
TOD 48	Clocking System	Maintenance of Clocking system	To enhance human resource management and development	BLM	Number face recognition device purchased and quarterly maintenance reports compiled by June 2022	New Indicator	Purchase of face recognition device and four quarterly maintenance reports by June 2022	Face recognition device purchased and one quarterly maintenance report	one quarterly maintenance report compiled	one quarterly maintenance report compiled	one quarterly maintenance report compiled	R126 000.00	PoP Maintenance Report	Corporate services

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INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT															
BUILDING A CAPABLE AND DEVELOPMENTAL STATE															
ADMINISTRATIVE AND FINANCIAL CAPABILITY															
KPA															
NDP															
OUTCOME 9															
		PROJECT DETAILS				KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
Project /SDBIP KPI No	PROJECT	PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION					Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
									completed						
TOD 49	Fleet Management	To manage and keep municipal fleet in good condition	To improve and maintain Municipal fleet	BLM	Number fleet management reports compiled by June 2022		Four fleet management reports compiled by June 2022	One fleet management reports completed	One fleet management reports completed	One fleet management reports compiled	One fleet management reports compiled	One fleet management reports compiled	R650 000	Fleet management Report	Corporate services
TOD 50	Air Conditioners	To install the new air conditioners	Promote and maintain a healthy work environment	BLM	Number report on maintenance of air conditioners Compiled by June 2022	64 new air conditioners installed	Four reports on maintenance of air conditioners Compiled by June 2022	One report on maintenance of air conditioners Completed	One report on maintenance of air conditioners Completed	One report on maintenance of air conditioners Completed	One report on maintenance of air conditioners Completed	One report on maintenance of air conditioners Completed	R 83 000	Maintenance Report	Corporate services

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INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT														
KPA		BUILDING A CAPABLE AND DEVELOPMENTAL STATE												
NDP		ADMINISTRATIVE AND FINANCIAL CAPABILITY												
OUTCOME 9		ADMINISTRATIVE AND FINANCIAL CAPABILITY												
Project /SDBIP KPI No	PROJECT	PROJECT DETAILS			KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
		PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
TOD 56	Training	To conduct employees training	to improve skills and maximize productivity	BLM	Number of employees trained by June 2022	15 Employees trained by June 2021	10 Employees trained by June 2022	N/A	training 10 Officials	N/A	N/A	R400 000	Training Report	Corporate services
TOD 57	Training Councilors	To conduct councilors training	To improve skills and maximize productivity	BLM	Number of training sessions conducted	44 Councilors trained	44 Councilors trained by June 2022	payment of outstanding training debt	44 Councilors trained		training 5 councilors	R700 000	Training Report	Corporate services
TOD 58	Ward Committee Training	To conduct training of the newly appointed ward committees	To improve public participation	BLM	Number of training conducted	01 Training conducted	Ward committee training	N/A	N/A	01 Ward committee training conducted	N/A	R400 000	Reports	Corporate services

INSTITUTIONAL TRANSFORMATION AND ORGANISATIONAL DEVELOPMENT														
BUILDING A CAPABLE AND DEVELOPMENTAL STATE														
ADMINISTRATIVE AND FINANCIAL CAPABILITY														
Project /SDBIP /KPI No		PROJECT DETAILS			KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
		PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
TOD 60	Consumables	To compensate for the injuries on duty	To provide for occupational injuries, death and diseases	BLM	Percentage consumables purchased by June 2022	New Indicator	100 % consumables purchased by June 2022	N/A	100 % consumables purchased	N/A	N/A	R800 000	PoP and Reports	Corporate services
TOD 63	Furniture	Purchase of furniture	Promote and maintain a healthy work environment	BLM	Percentage furniture purchased by June 2022	New Indicator	100 % furniture purchased by June 2022	N/A	100 % furniture purchased	N/A	N/A	R133,000.00	PoP	Corporate services
TOD 64	Computer equipment	Purchase of Laptops		BLM	Number Laptops purchased by June 2022	New Indicator	Four Laptops purchased by June 2022	Four Laptops purchased	N/A	N/A	N/A	R100,00	PoP	Corporate services

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6.2. GOOD GOVERNANCE AND PUBLIC PARTICIPATION

GOOD GOVERNANCE AND PUBLIC PARTICIPATION														
ACTIVE ENGAGEMENT OF CITIZENS IN THEIR OWN DEVELOPMENT														
DEEPEN DEMOCRACY THROUGH A REFINED WARD COMMITTEE MODEL (OUTPUT 5)														
KPA														
NDP														
OUTCOME 9														
Project /SDBIP KPI No		PROJECT DETAILS			KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
		PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
GGD 02	Professional Bodies	Membership Fees	To improve skills and maximize productivity	BLM	Percentage Payment of Membership Fees to professional bodies June 2022	100% membership fees paid	100 % Payment of Membership Fees to professional bodies June 2022	N/A	N/A	N/A	Payment of Membership Fees	-R1,611,200		Corporate services
GGD 08	Remuneration to ward Committees	Payment of stipends for Ward Committees	To improve public participation	BLM	Number Ward Committee members receiving monthly stipends reports compiled	220 Ward Committee members receiving monthly stipend	220 Ward Committee members receiving monthly stipend	220 Ward Committee members receiving monthly stipend	220 Ward Committee members receiving monthly stipend	220 Ward Committee members receiving monthly stipend	220 Ward Committee members receiving monthly stipend	R5,200,000	Reports	Corporate services

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GOOD GOVERNANCE AND PUBLIC PARTICIPATION														
ACTIVE ENGAGEMENT OF CITIZENS IN THEIR OWN DEVELOPMENT														
DEEPEN DEMOCRACY THROUGH A REFINED WARD COMMITTEE MODEL (OUTPUT 5)														
Project /SDBIP KPI/No	PROJECT	PROJECT DETAILS			KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
		PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
									stipend			stipend		
GGD 09	MPAC Expenses	Coordination of MPAC programmes	To improve public participation	BLM	Number MPAC programs coordinated by June 2022	5 programmes coordinated	5 Coordination of MPAC programs coordinated by June 2022		N/A	N/A	5 Coordination of MPAC programs coordinated by June 2022	R106,000.00		Corporate services
GGD 10	Bursary Fund for Non Employees	Advertisement and selection of recipients	To improve skills and maximize productivity	BLM	# of students awarded bursaries	Mayor's bursary scheme	Two bursary awarded by June 2022	N/A	advertisement and selection	awarding bursaries	N/A	R90 000.00		Corporate services

GOOD GOVERNANCE AND PUBLIC PARTICIPATION																	
ACTIVE ENGAGEMENT OF CITIZENS IN THEIR OWN DEVELOPMENT																	
DEEPEN DEMOCRACY THROUGH A REFINED WARD COMMITTEE MODEL (OUTPUT 5)																	
KPA																	
NDP																	
OUTCOME 9																	
Project /SDBIP KPI No	PROJECT	PROJECT DESCRIPTION	PROJECT DETAILS		KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY			
			STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)						
GGD 11	Employees Bursary	Support to employees	To improve skills and maximize productivity	BLM	Numbers of employee awarded bursary	2021 Bursary scheme	Maintaining of 6 employees currently on bursary scheme	N/A	N/A	Payment to higher institution	N/A	R350 000.00	Report	Corporate services			
GGD 12	Compensation Fund	Registration with the compensation fund	To provide for occupational injuries, death and diseases	BLM	Percentage compensation fund payment made by June 2022	100% payment done	100% compensation fund made 2022	N/A	N/A	100% compensation fund payment made.	N/A	R561,800.00	Report	Corporate services			
GGD 18	Telecommunication line	Installation of telecommunication line	Enhanced communication	BLM	Number telephone handsets and telephone lines replaced By June 2022	New indicator	90 telephone handsets and 90 telephone lines replaced By June 2022	90 telephone handsets and 90 telephone	N/A	N/A	N/A	R1,500,000	Report	Corporate services			

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GOOD GOVERNANCE AND PUBLIC PARTICIPATION														
ACTIVE ENGAGEMENT OF CITIZENS IN THEIR OWN DEVELOPMENT														
DEEPEN DEMOCRACY THROUGH A REFINED WARD COMMITTEE MODEL (OUTPUT 5)														
		PROJECT DETAILS			KEY PERFORMANCE INDICATOR	2020/21 BASELINE/ STATUS QUO	2021/22 ANNUAL TARGET/ PERFORMANCE INDICATOR	QUARTERLY PROJECTIONS				BUDGET	PORTFOLIO OF EVIDENCE	RESPONSIBILITY
Project /SDBIP KPI No	PROJECT	PROJECT DESCRIPTION	STRATEGIC OBJECTIVE	LOCATION				Q1 (Jul-Sep)	Q2 (Oct-Dec)	Q3 (Jan-Mar)	Q4 (Apr-Jun)			
									one lines replaced					
GGD 23	Ward Committees Conference	Coordination and support	To improve public participation	BLM	Coordination, support to Ward Committees Conference	Cluster conferences conducted	Coordination, support to Ward Committees Conference		N/A	01 Ward committee conference	N/A	R500 000.00	Report	Corporate services

7. CORE MANAGERIAL COMPETENCY

CORE MANAGERIAL COMPETENCIES(CMC)	INDICATE CHOICE	WEIGHT	CURRENT LEVEL(1-5)	DESIRED LEVEL
Strategic Capability and Leadership	X	10	4	5
Programme and Project Management	X	5	4	5
Financial Management(compulsory)	X	10	4	5
Change Management	X	10	4	5
Knowledge Management	X	10	4	5
Service Delivery Innovation				
Problem Solving and Analysis	X	10	4	5
People and Diversity Management	X	10	4	5
Client Orientation and Customer Focus(compulsory)	X	5	4	5
Communication	X	10	4	5
Accountability and Ethical Conduct	X	10	4	5
People management and Empowerment (compulsory)	X	10	4	5
Total:		100		

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