

BLOUBERG MUNICIPALITY



PERFORMANCE PLAN

SENIOR MANAGER INFRASTRUCTURE AND ENGINEERING SERVICES

TLHABANI H.B

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ANNEXURE A - PERFORMANCE PLAN 2013/14

SENIOR MANAGER: TECHNICAL SERVICES: Thabani B

KPA 1: Basic Service Delivery and Infrastructure Development

Project	Objectives	KPI No. 1/1/1	Physical Target	Q1	Q2	Q3	Q4	Remarks	Weight
Edenburg Sports Complex Phase 3	To provide Local communities with fully functional sporting facilities with 7 sporting codes	1	% of completion construction work	100% Complete CONSTRUCTION STAGE - Site Handover and Final Completion Stage - Practical Completion close up reports and as built drawings development	N/A	N/A	N/A	Completion Certificate and Site Visit Report	
Supply and installation of the pavilion seats for the Edenburg Sports Complex	To install seats for the concrete pavilion	2	No of seats installed on the existing concrete pavilion	Installation of 700 stadium pavilion seats	N/A	N/A	N/A	Completion Certificate and Site Visit Report	
Construction of Newbury Multipurpose Community Centre	To provide a municipal and other services point for the surrounding villages	3	% of completion of construction work	100% CONSTRUCTION PHASE - Roadwork, Handover, Envelope block COMPLETION STAGE - Practical Completion close up reports and as built drawings development	N/A	N/A	N/A	Completion Certificate and Site Visit Report	
Construction of Senebheana Internal Streets Phase 1	To provide Basic Infrastructure to the Senebheana community in order to enhance Service Delivery	4	No of internal streets paved with bitumen	100% Complete CONSTRUCTION STAGE - Site Handover, Site Establishment, Earthworks, Layerwork, Stormwater, Kerbing	N/A	N/A	N/A	Completion Certificate and Site Visit Report	
Construction of Senebheana Traffic Station Phase 1	To provide a fully functional traffic station for the Bloubaai Community, for improved traffic services	5	% of completion for construction work	Completion and handover of phase 1	N/A	N/A	N/A	Completion Certificate and Site Visit Report	
Construction of Senebheana Traffic Station Phase 2	To provide a fully functional traffic station for the Bloubaai Community, for improved traffic services	6	% of completion for construction work	100% Complete CONSTRUCTION STAGE - Site Handover and Establishment, Site Clearance, Earthworks, Foundations	87% Complete CONSTRUCTION STAGE - Clear, Brickwork, Services, Roadwork	100% Complete CONSTRUCTION STAGE - Practical Completion, Close-up Reports and As-Built Drawings Development	N/A	Completion Certificate and Site Visit Report	
Construction of eThekweni Creche	To provide the community of eThekweni with a fully functional Early Childhood Development Centre (ECDC)	7	% of construction and operational readiness of the ECDC	100% Complete CONSTRUCTION STAGE - Inception, Concept and Viability, Design Development, Tender Stage	81% Complete PLANNING STAGE - Site Handover and Establishment, Earthworks, Foundations, Paving	100% Complete CONSTRUCTION STAGE - Services, Brickwork and Roadwork	100% Complete CONSTRUCTION STAGE - Finishes and Playground	Completion Certificate and Site Visit Report	
Construction of Edendale Creche	To provide the community of Edendale with a fully functional Early Childhood Development Centre (ECDC)	8	% of construction and operational readiness of the ECDC	100% Complete CONSTRUCTION STAGE - Inception, Concept and Viability, Design Development, Tender Stage	81% Complete PLANNING STAGE - Site Handover and Establishment, Earthworks, Foundations, Paving	100% Complete CONSTRUCTION STAGE - Services, Brickwork and Roadwork	100% Complete CONSTRUCTION STAGE - Finishes and Playground	Completion Certificate and Site Visit Report	
Construction of Oorwa Creche	To provide the community of Oorwa with a fully functional Early Childhood Development Centre (ECDC)	9	% of construction and operational readiness of the ECDC	100% Complete CONSTRUCTION STAGE - Inception, Concept and Viability, Design Development, Tender Stage	81% Complete PLANNING STAGE - Site Handover and Establishment, Earthworks, Foundations, Paving	100% Complete CONSTRUCTION STAGE - Services, Brickwork and Roadwork	100% Complete CONSTRUCTION STAGE - Finishes and Playground	Completion Certificate and Site Visit Report	

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Construction of Phase Complete	10	To provide the community of Phase 10 with a new school building and playground.	11	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational readiness of the EDDC.	100% of construction and operational 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John



Bloubaerg Municipality

Approval of the Personal Performance Plan

The process followed ensures individual alignment to the strategic intent of the institution and give clear direction on what needs to be achieved through a self-directed approach to execute on the objectives, to build sound relationships, to develop human capital and to strengthen the organisation through excellent performance. This plan has derived from intense workshoping to ensure integration, motivation and self-direction. The employer and employee both have responsibilities and accountabilities in getting value from this plan. Neither party can succeed without the support of the other.

Undertaking of the employer / superior

On behalf of my organisation, I undertake to ensure that a work environment conducive for excellent employee performance is established and maintained. As such, I undertake to lead to the best of my ability, communicate comprehensively, and empower managers and employees. Employees will have access to ongoing learning, will be coached, and will clearly understand what is expected of them. I herewith approve this Performance Plan.

Signed and accepted by the Supervisor on behalf of Council:

DATE:

24/06/2013

Undertaking of the employee

I herewith confirm that I understand the strategic importance of my position within the broader organisation. I furthermore confirm that I understand the purpose of my position, as well as the criteria on which my performance will be evaluated twice annually. As such, I therefore commit to do my utmost to live up to these expectations and to serve the organisation, my superiors, my colleagues and the community with loyalty, integrity and enthusiasm at all times. I herby confirm and accept the conditions to this plan.

Signed and accepted by the Employee:

DATE:

24/06/2013



Blouberg Municipality

PURPOSE OF THE POSITION - SENIOR MANAGER: INFRASTRUCTURE AND ENGINEERING SERVICES

VISION

A Municipality that turns prevailing challenges into opportunities for growth and development through optimal utilisation 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

Purpose of the Position

The Director Technical Services is accountable and responsible for the following services:

1. Programme Management Unit (PMU for MIG) services which include the implementation and monitoring of all Civil Engineering and Building Projects funded from the Municipal Infrastructure Grant, Own funding and Capricorn District Municipality Grant. The scope extends to the Monitoring of Water and Sanitation projects implemented by the Capricorn District Municipality and other Sector Departments.
2. Electrical Services which include implementation and monitoring of Electricity projects and maintenance thereof. The scope extends to the monitoring of projects implemented by Eskom and/ or other Sector Departments.
3. Roads and Stormwater Maintenance Services which include the Maintenance of all Municipal Roads (surfaced and unsurfaced) and the stormwater structures thereof; that are within our area of jurisdiction.
4. Public Facilities Management and Maintenance Services which entails the Management and Maintenance of Parks, Cemeteries, Community Halls, Eldorado Sports Complex and Animals Pound
5. Maintenance of the Municipal Buildings Services for all Municipal Offices, including Satellite Offices.
6. Machinery and Equipments Management and Maintenance

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