

PERFORMANCE PLAN FOR DIRECTOR MUNICIPAL PLANNING 2025-26

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

TABLE OF CONTENTS

Item No	CONTENTS
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
CMP	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
FM	Financial Viability and Management
FY	Financial Year
GGPP	Good Governance and Public Participation
GP	General Plan
HAST	HIV And AIDS STI and TB
IP	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
MG	Municipal Infrastructure Grant
MM	Municipal Manager
MPAC	Municipal Public Account Committee
MAS	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

Dm

PMU	Project Management Unit
RA	Registering Authority
R & S	Roads and Storm Water division
SCM	Supply Chain Management
SLP	Social and Labour Plan
SOBIP	Service Delivery and Budget Implementation Plan
SG	General Plan
SPE	Spatial Planning and Environment
TBC	To be Confirmed
MAC	Ward AIDS Council
MSP	Workplace Skills Plan

1. DEFINITIONS OF CONCEPTS

1.1. **Accounting Officer** in relation to a municipality means a municipal official referred to in section 60 of the Municipal Finance Management Act and has the same meaning as Municipal Manager

1.2. **Chief Financial Officer** means a person who is designated in terms of section 80(2) (a) of the Municipal Finance Management Act

1.3. **Financial year** means the financial year of a municipality commencing on 1 July each year and ending on 30 June of the following year

Mayor means the mayor of a municipality as elected in terms of the Municipal Structures Act

Senior Manager means a municipal manager or acting municipal manager appointed in terms of section 57 of the Municipal systems Act, and includes a manager directly accountable to a municipal manager in terms of section 56 of the Act

Internal street refers to

#####

Access road refers to

1.5.

2

APPROVAL OF PERFORMANCE PLAN 2025-26 FOR DIRECTOR MUNICIPAL PLANNING

The 2025-26 Performance plan for Director Municipal Planning has been duly signed and approved by both the Director Municipal Planning and Municipal Manager of Blouberg Local Municipality as follows:

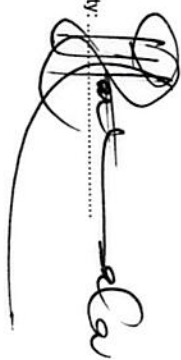
Signed by:
Director Municipal Planning
Dimakatso Makofane

Date: 30/04/2026

Municipal Manager of Blouberg Local Municipality:

Date: 30/04/2026

Witness 1:


1. INTRODUCTION AND BACKGROUND

After approval of IDP/Budget 2025-26 the Municipality has developed and approved the Service Delivery Budget Implementation Plan 2025-26 in terms of Section 539(1) (c) and 69(3). It is a plan that outlines how the Municipality will implement the IDP/Budget 2025-26 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.

1. INDIVIDUAL PERFORMANCE ASSESSMENTS

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

2. AMENDMENTS TO THE PERFORMANCE PLAN

The performance plan will be amendment in line with any revision of the SDBIP 2025-26. 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

KPA	LOCAL ECONOMIC DEVELOPMENT
-----	----------------------------

[illegible]

Project Details

Project Details																
Project/KPI Number	Project Name	Project Description (major activities)	Strategic Objective	Location	Key Performance Indicator	2024-25 Baseline	2025-26 Annual Revised Target		Quarterly Projections				2025-26 Revised Budget	Portfolio of evidence	Responsible Department	
							2025-26 Annual Target		Q1	Q2	Q3	Q4	2025-26 Budget			
SPR 10	Supplementary Valuation roll	Completion	To improve on land use management	BLM	Number of supplementary valuation roll completed by June 2025	1 supplementary valuation roll completed by June 2025	1 supplementary valuation roll completed by June 2025	N/A	N/A	Submission of properties to the valuer	Adverts	Council approval	R 800 000	R300 000	Council resolution	Economic Development and Planning
SPR 16	Township Establishment Ext 11	Township development	To improve on land use management	BLM	Number township establishment project completed by June 2025	Lapout plan approved EIA done & draft application report received	1 township establishment project completed at Township Establishment Ext 11 by June 2025	N/A	EIA and Tribunal approved	Approval of general plan	Registration of township	Council approval	R800 000	R490 000	Final Township establishment report	Economic Development and Planning

C

Core Managerial Competency

CORE MANAGERIAL COMPETENCIES(CMC)		INDICATE CHOICE	WEIGHT	CURRENT LEVEL(1-5)	DESIRED LEVEL
Strategic Capability and Leadership	X	10	3	4	
Programme and Project Management	X	10	3	4	
Financial Management(compulsory)	X	10	3	3	
Change Management	X	10	3	4	
Knowledge Management	X	10	4	5	
Service Delivery Innovation	X	10	4	5	
Problem Solving and Analysis	X	10	3	4	
People and Diversity Management					
Client Orientation and Customer Focus(compulsory)	X	10	4	4	
Communication					
Accountability and Ethical Conduct					
People management and Empowerment (compulsory)		20	5	5	
TOTAL		100			