BLOUBERG MUNICIPALITY



PERFORMANCE PLAN

DIRECTOR: CORPORATE SERVICES

MAGABANE TG

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		duman duman Resource Development
Development of WSP, Present it to LLF, Present it to management and submit it to LGSETA	Skills Audit Form to employees for completion, Consolidate the form and submit to training committee, Training committee approve, submit to MM for signing off and submit to	Disseminate the strategy to relevant stakeholders to solicit inputs, consolidation of the inputs, submission to Executive for council approval and implementation of the strategy
		To address the retention of skilled personnel, address work place skills gaps and also promote community skills development
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To develop WSP and submit to LGSETA BY 30 April 2015	trained	Conginal Kepimeasur able Dijective Conjective To review the retention strategy
	æ	Annual Baseline Sup) Farget Sup) Retention Retentio 1st Draft of Strategy n Retention Strategy due for review
WSP approved	Work skills plan	Baseline PAL TRANS Retentio n Strategy due for review
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N/A	25	AND ORGANISATIONAL DEVELOPMENT: WEIGHT=49 Final Retention N/A Strategy submitted to Council for approval
Draft WSP and consultatio n with Unions	25	OWAL DEVELO
1 WSP developed and submitted to Dept of Labour	23	G44Apr Juni NA
OPEX	R1,108,76 0	Budget OPEX
WSP Document and Acknowled gement of receipt by the LGSETA	Training Report	Retention strategy document and Council resolution for approval
6	တ	6 Weight

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Support	Programme	Expenses	Advertisement s	Participation	Project
Development of schedule of meetings, issue to all	of schedule of meetings, issue to all relevant stakeholders, development of documentation with invitation for a meeting, distribution, reminders and meeting	payment roll for ward committees	Securing slots on radios and magazines	public meeting in all the 21 wards (Report back meetings).	Project Description
			affairs.	and encourage participation of stakeholders and communities in the municipal	Objectives
26.		24.	2 23	22	No No
No of Council meetings coordinated	oversight meetings coordinated	committee members paid stipend.	% municipal events publicized	Coordinate meetings of stakeholder s and communitie s as per approved schedule of meetings.	KPIMeasu Annual arget arget objective KPA
4	4	210	100%	84 meetings per year for all 21 wards(4 meetings per year per each ward)	Annual arget KFA 5 : GG
Council Calendar	Approved Schedule of meetings.	210	100%	Schedule of meetings	nual Baseline Q1(July-Sep) Q2(Oct Q3(Jan Q4) get Dec) Mar Jun KPA 5 : GOOD GOVERNANCE AND PUBLIC PARTICIPATION -WEIGHT= 40
		210	100%	To hold Ward public meeting in all the 21 wards (Report back meetings)	Q1(July-Sep)
		Payment of 210 stipends.	100%	To hold Ward public meeting in all the 21 wards (Report back meetings).	Dec)
		Payment of 210 stipends.	100%	To hold Ward Ward public meeting in the 21 wards (Report back meetings).	Mar) Mar)
		Payment of 210 stipends.	100%	To hold Ward Ward public meetings in all the 21 wards (Report back meetings)	Q4(Apr. Jun)
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Attendan ce Registers Reports/	Attendan ce registers, minutes & Reports	Proof of payment/ payment roll for Ward Committe	Proof of advert	Attendan ce Registers Schedule of meetings Quarterly Reports	Budget Partfolio of Exidenc
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