



ANNEXURE B: PERSONAL DEVELOPMENT PLAN 2025/26

DIRECTOR: MUNICIPAL PLANNING:

Skills /Performance Gap(in order of priority)	Outcomes Expected (measurable indicators: quantity, quality and time frames)	Suggested training and / or development activity	Suggested mode of delivery	Suggested Time Frames	Work opportunity created to practice skill /development area	Support Person
Leadership and Strategic Management	Improved leadership, decision-making, staff performance management	Executive Leadership Development Programme	Accredited Training Programme	June – December 2026	Lead department, mentor managers and drive implementation of key municipal projects	Municipal Manager
Municipal Financial Management and Budgeting	Improved financial planning, budgeting and compliance with the MFMA	Certificate: Municipal Finance Management Programme	Formal Accredited Training	July 2026 – March 2027	Participate in municipal budgeting, IDP and SDBIP alignment, capital project budgeting, expenditure monitoring and financial reporting processes	Municipal Manager

Thus done and signed at Blm on this 30 day of April 2026

AS WITNESSES:

1. [Signature]

2. [Signature]

AS WITNESSES:

1. [Signature]

2. [Signature]

EMPLOYEE

1. [Signature]

MUNICIPAL MANAGER

RAMOTHWALA REFILWE
2. [Signature]