



ANNEXURE B: PERSONAL DEVELOPMENT PLAN 2026/27

DIRECTOR TECHNICAL SERVICES: TSEKA SOPHIA

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
Masters in Engineering	Application of Engineering theories	Training through University	Online/in-person	2 years	Application of Engineering theories to infrastructure projects	MM
Contract Management	Application of contract management-GCC 2025, Negotiations and dispute resolutions	Training through SAICE	Online/in-person	2 years	Management of contracts	MM

Thus done and signed at Bur 15 on this day of July 2026

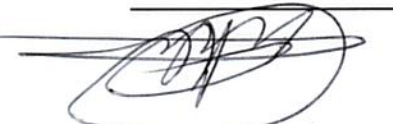
AS WITNESSES:

1. 

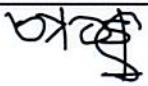
2. 

AS WITNESSES:

1. 

2. 

EMPLOYEE



MUNICIPAL MANAGER
RAMOTHWALA REFILWE

