

**APPROVED IDP/BUDGET 2018/2019 PROCESS PLAN**

# 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

## APPROVED IDP/BUDGET 2018/2019 PROCESS PLAN

### TABLE OF CONTENT

CHAPTER/SUB CHAPTER	PAGE NO
Chapter 01:Table of Content	01
Section 01: Introduction	02
Section02:Organisational Arrangements	03-04
Section03:Rolesand Responsibilities	05-06
Section 04:Public Participation	07-08
Section 05:Binding Principles and Legislations	09-12
Section06:Mechanisms and Procedures for Alignment	13
Section07: 2018/2019 DRAFT IDP/Budget Review Action Plan	14-15

## APPROVED IDP / BUDGET PROCESS PLAN FOR 2018 /2019

### SECTION ONE

#### 1.1 INTRODUCTION

Municipalities are required to develop the road map with time schedule of key deadlines in line with the Municipal Finance Management Act No 21 (1)(b) and 53(1)(b). The Municipal Mayor should then table the process in the council meeting for approval. The plan shall serve as the activity plan for the development and implementation of the municipal programs. In order to ensure certain minimum quality standards of the Integrated Development Plan (IDP), and a proper coordination between and within spheres of government, the preparation of the process plan has been regulated in the Municipal Systems Act, Chapter 5 Section 28(1), 2000. The preparation of a process plan, which is in essence the IDP Process set out in writing, requires the adoption by Council.

The plan has to include the following:

- A programme specifying the time frames for the different planning steps;
- Appropriate mechanisms, processes and procedures for consultation and participation of local communities, organs of state, traditional authorities, and other role players in the IDP drafting process;
- An indication of the organizational arrangements for the IDP process;
- Binding plans and planning requirements, i.e. policy and legislation; and
- Mechanisms and procedures for vertical and horizontal alignment.

## **SECTION TWO: ORGANISATIONAL ARRANGEMENTS**

### **2.1 IDP/BUDGET REVIEW STEERING COMMITTEE**

1. The IDP/Budget Steering Committee acts as a support to the IDP Representative Forum, making technical decisions and inputs, to the Municipal Manager and the IDP Manager. This committee will be reconstituted for the IDP preparation process.

#### **Institutional Arrangements:**

- The IDP/Budget Steering Committee meeting shall be chaired by the Municipal Manager and in his /her absence by the IDP Manager or one of the Senior managers appointed.
- Members of the IDP/Budget Steering Committee will comprise the Senior Management of the Municipality, the staff responsible for the preparation of the IDP, PMS, Research personnel and Budget, all unit managers and any other member as the Municipal Manager/ IDP Manager may deem fit.

#### **2.1.1 TERMS OF REFERENCE FOR THE IDP/BUDGET STEERING COMMITTEE**

The terms of reference for the IDP Steering Committee are as follows:

- Provide terms of reference for the various planning activities associated with the IDP;
- Commission research studies as may be required;
- Considers and comments on:
  - Inputs from various units and research institutions.
  - Inputs from provincial sector departments and CBO and NGOs
  - IDP RF members.
- Processes, summarize and document outputs;
- Makes content and technical recommendations.

#### **2.1.2 THE IDP MANAGER AND RESPONSIBILITIES**

Amongst others, the following responsibilities have been allocated to the IDP Manager for the IDP Process:

- To ensure that the Process Plan is finalized and adopted by Council;
- To adjust the IDP Process Plan according to the proposals of the Executive Committee.
- To identify additional role-players to sit on the IDP Representative Forum;
- To ensure the continuous participation of role players;
- To monitor the participation of role players;
- To ensure appropriate procedures are followed;
- To ensure documentation is prepared properly;
- To carry out the day-to-day management of the IDP process;
- To respond to comments and questions
- To co-ordinate the inclusion of Sector Plans into the IDP documentation;

- To co-ordinate the inclusion of the Performance Management System (PMS) into the IDP;
- To submit the reviewed IDP to the relevant authorities.

The IDP/Budget Representative Forum is a forum that represents all stakeholders and is as inclusive as possible. The meeting of the forum is held prior to the adoption of the IDP in which the Mayor presents possible intervention to issues raised during consultation period.

### **2.3.1 COMPOSITION OF THE IDP REPRESENTATIVES FORUM**

The membership of the Forum shall be constituted as follows:

- Members of the Executive Committee
- Head of departments/Senior Officials of Sector Departments
- Officials who serve on the IDP/Budget Steering Committee
- Traditional Leaders
- Representative of municipal wide organised groups
- Advocates for unorganised groups
- Community Representatives (NGOs/CBOs and Youth Organisations)
- Businesses and Academic Institutions.
- Farmers Unions
- Mining Houses

### **2.3.2 TERMS OF REFERENCE FOR THE IDP REPRESENTATIVE FORUM**

- Represent the interest of their constituents through the IDP process
- Form a structural link between the municipality and the public by informing interest groups, communities and organisations on relevant planning activities and their outcomes
- Provide an organisational mechanism for discussion, negotiation and decision making between the stakeholders
- Analyse and integrate issues, determine priorities, strategies, projects and programmes and identify budget requirements
- Discuss and comment on the draft IDP/Budget
- Monitor performance of the planning and implementation process.

### **Code of Conduct for IDP Representative Forum Members**

- Represent the interest of the constituencies
- Attend all meeting as scheduled (frequency and attendance)
- Members understanding their roles and responsibilities in respect of their constituencies.
- Feed back to constituencies

## SECTION THREE: ROLES AND RESPONSIBILITIES

### 3.1 ROLE PLAYERS

The Municipality confirms the identification of the following role players as their stakeholders in the IDP/Budget Review Process:

#### **Internal Role-players**

- Council
- Executive Committee
- Municipal Manager
- Senior Management
- IDP Manager;
- Budget Manager
- IDP/ Budget Steering Committee
- Municipal officials

#### **External Role-players**

- Government Sector Departments;
- Planning professionals/facilitators (Consultants); and
- Civil Society/Representative Forum e.g. NGOs, CBOs, Traditional Leaders, Businesses, Academic Institutions and Special Focus Grouping
- Mining Houses
- Traditional Leaders
- Farmers Unions

### 3.2. ROLES AND RESPONSIBILITIES

The main roles and responsibilities allocated to each of the internal and external role players relating specifically to the IDP Review Process are set out in the table below.

#### 3.2.1 INTERNAL ROLES AND RESPONSIBILITIES

STRUCTURES	ROLES AND RESPONSIBILITIES
Council	<ul style="list-style-type: none"> <li>▪ Make final decisions.</li> <li>▪ Consider and adopt process plan.</li> <li>▪ Consider, adopt and approve the IDP/Budget before the start of the financial year.</li> <li>▪ Council to approve unforeseen and unavoidable expenses.</li> </ul>
Executive Committee	<ul style="list-style-type: none"> <li>▪ Implement the decisions of the council</li> <li>▪ Coordinates the portfolio committee meetings</li> <li>▪ Heads/ Chairs the portfolio committee meetings</li> <li>▪ Make executive decisions on particular matters as delegated by council</li> </ul>
Mayor	<ul style="list-style-type: none"> <li>▪ Manage the drafting of the IDP review.</li> <li>▪ Assign responsibilities in this regard to the Municipal Manager.</li> <li>▪ Submit the Municipal Process Plan to the Council for adoption;</li> <li>▪ Submit the draft reviewed IDP to the Council for adoption and approval;</li> <li>▪ The responsibility for managing the draft of the IDP is assigned to the office of the Municipal Manager;</li> </ul>
Municipal Manager	<ul style="list-style-type: none"> <li>▪ Municipal Manager has the following responsibilities, that are assigned to the IDP Manager</li> <li>▪ Preparation of the Process Plan;</li> <li>▪ Day to day management and coordination of the IDP process in terms of the time, resources and people, and ensuring:               <ul style="list-style-type: none"> <li>▪ The involvement of all relevant role-players, especially officials' management officials; to ensure that;</li> <li>▪ The timeframes are being adhered to;</li> <li>▪ That the planning process is horizontally and vertically aligned and complies with national and provincial requirements;</li> </ul> </li> <li>▪ Those conditions for participation are provided and those outcomes are documented.</li> </ul>
IDP Manager	<ul style="list-style-type: none"> <li>▪ Day to day management of the process. Co-ordination and facilitation of IDP Review Process.</li> </ul>
IDP Steering Committee	<ul style="list-style-type: none"> <li>▪ Assist and support the Municipal Manager/ IDP Manager</li> <li>▪ Information 'GAP' identification</li> <li>▪ Oversee the alignment of the planning process internally with those of the local municipality areas.</li> </ul>

Municipal Officials	<ul style="list-style-type: none"> <li>▪ Provide technical/sector expertise</li> <li>▪ Prepare selected Sector Plans</li> </ul>
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### 3.2.2 EXTERNAL ROLES AND RESPONSIBILITIES

ROLE PLAYER	ROLES AND RESPONSIBILITIES
Sector Department Officials	<ul style="list-style-type: none"> <li>▪ Provide sector information</li> <li>▪ Alignment of budgets with the IDP</li> <li>▪ Provide sector budget</li> <li>▪ Provide professional and technical support</li> </ul>
Planning Professionals/Service Providers	<ul style="list-style-type: none"> <li>▪ Methodological guidance and training</li> <li>▪ Facilitation of planning workshops</li> <li>▪ Drafting sector plans</li> <li>▪ Assist with Performance Management System</li> <li>▪ Documentation of IDP</li> </ul>
IDP Representative Forum	<ul style="list-style-type: none"> <li>▪ Representing interest and contributing knowledge and ideas</li> </ul>

## SECTION: 04

### 4.1 FUNCTIONS AND CONTEXT OF PUBLIC PARTICIPATION

Chapter 4 of the Municipal Systems Act, 2000 section 17(2) stipulates that a municipality must establish appropriate mechanisms, processes and procedures to enable the local community to participate in the affairs of the municipality. Four major functions can be aligned with the public participation process namely:

- Needs identification;
- Identification of appropriateness of proposed solutions;
- Community ownership and buy-in; and
- Empowerment.

#### 4.1.1 MECHANISMS FOR PARTICIPATION

The following mechanisms for participation will be utilized:

##### **Media**

Newspaper and newsletter will be used to inform the community of the progress of the IDP.

##### **Radio Slots**

The community radio station will be utilized to make public announcements where necessary.

## **The Municipal Website**

The Municipal website will also be utilized to communicate and inform the community. Copies of the IDP and Budget will be placed on the website for people and service providers to download

### **4.1.2. PROCEDURES FOR PARTICIPATION**

The following procedures for participation will be utilized:

#### **IDP Representative Forum (IDP Representatives Forum meetings)**

This forum represents all stakeholders and is inclusive as possible. Efforts will be made to bring additional organizations into the IDP RF and ensure their continued participation throughout the process.

#### **Public Consultation Meetings**

The municipality will be hosting public consultation with all stakeholders to publicize the Draft IDP and Budget. The venues for these meetings will be publicized through the media and posters.

#### **Ward Based Planning**

Ward-based planning is a form of participatory planning which has been designed to promote community action and link to the IDP. The process enables the various wards to have their own plans that would be incorporated within the IDP

## **SECTION FIVE: BINDING PLANS AND LEGISLATIONS**

### **5.1 BINDING PLANS AND LEGISLATIONS**

National legislation can be distinguished between those that deal specifically with municipalities. The Municipal Structures and Systems Acts are specific to municipalities. The Municipal Systems Act has specific chapters dedicated to IDPs and is the driving piece of legislation for the development of IDPs.

National legislations contain various kinds of requirements for municipalities to undertake planning. Sector requirements vary in nature in the following way:

- Legal requirements for the formulation of sector plans (e.g. Water Services Development Plan).
- A requirement that planning be undertaken as a component of, or part of, the IDP (like a housing chapter plan).
- Links between the IDP and budget process as outlined in the Municipal Finance Management Act.
- Legal compliance requirement (such as principles required in the Development Facilitation Act-DFA and the National Environmental Management Act-NEMA).



### LIST OF NATIONAL AND PROVINCIAL BINDING LEGISLATIONS

<b>Category of Requirements</b>	<b>Sector Requirement</b>	<b>National Department</b>	<b>Legislation/Policy</b>
<b>Legal requirements for a local plan</b>	Water Services Development Plan	Department of Water and Environmental Affairs	Water Services Act( NO 108 of 1997)
	Integrated Transport Plan	Department of Transport	National Transport Bill
	Waste Management Plan	Department of Water and Environmental Affairs	White Paper on Waste Management
	Spatial planning requirements	Department of Rural Development and Land Reform	Spatial Planning and Land Use Management Act(No16 of 2013)
<b>Requirement for sector planning to be incorporated into IDP</b>	Housing strategy	Department of Human Settlements	Housing Act (Chapter 4, Section 9)
	Local Economic Development Strategy	Department of Cooperative Governance and Traditional Affairs	Municipal Systems Act( No 32 of 2000)
	Integrated Infrastructure Planning	Department of Cooperative Governance and Traditional Affairs	Municipal Finance Management Act (No 56 of 2003)
	Spatial Development Framework	Department of Rural Development and Land Reform, and Department of Cooperative Governance and Traditional Affairs	Municipal Systems Act and Spatial Planning and Land Use Management Act ( No 16 of 20123)
	Integrated Energy Plan	Department of Energy	White Paper on Energy Policy, December 1998
	SPLUMA	Department of Rural Development and Land Reform, and Department of Cooperative Governance and Traditional Affairs	Municipal Systems Act and Spatial Planning and Land Use Management Act
<b>Requirement that IDP complies with</b>	National Environmental Management Act (NEMA) Principles	Department of Water and Environmental Affairs	National Environment Management Act (107 of 1998)
	Environmental Implementation Plans	Department of Water and Environmental Affairs	National Environment Management Act ( No 107 Of 1998)
	Development Facilitation Act (DFA) Principles	Department of Rural Development and Land Reform	Development Facilitation Act
	Environmental Implementation Plans (EIPs)	Department of Water and Environmental Affairs	National Environment Management Act (107 of 1998)

	Environmental Management Plans (EMPs)	Department of Water and Environmental Affairs	National Environment Management Act (107 of 1998)
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### LIST OF RELEVANT POLICIES AND PROGRAMMES

POLICY/PROGRAMMES	RESPONSIBLE DEPARTMENT	SUBJECT MATTER
<b>Reconstruction &amp; Development Programme (RDP)</b>	Office of the Presidency	Development planning and service delivery Local Economic Development.
<b>Growth, Employment &amp; Redistribution Strategy (GEAR)</b>	Office of the Presidency	A (macro-economic) strategy for rebuilding and restructuring the economy. Contents include fiscal policy; monetary and exchange rate policy; trade, industrial and small enterprise policies; social and sectoral policies; public investment and asset restructuring; employment, wages and training; and policy coordination.
<b>Integrated Sustainable Rural Development Strategy (ISRDS)</b>	Office of the Presidency	The ISRDS is designed to realize a vision that will attain socially cohesive rural communities with viable institutions, sustainable economies and universal access to social amenities, able to attract and retain a skilled and knowledgeable people, who are equipped to contribute to growth and development.
<b>Urban Development Framework</b>	Department of Human Settlements	Seeks to accommodate the growth and job creation orientation of GEAR with the more re-distributive and >people development= association of the RDP. It does so through the accommodation of the need to stimulate local economic development and enhanced global competitiveness of South African cities.

POLICY/PROGRAMMES	RESPONSIBLE DEPARTMENT	SUBJECT MATTER
<b>Rural Development Framework (RDF)</b>	Department of Rural Development and Land Reform	The RDF asserts a powerful poverty focus. It describes how government working with rural people aims to achieve a rapid and sustained reduction in rural poverty.
<b>The New Growth Path Framework</b>		There is growing consensus that creating decent work, reducing inequality and defeating poverty can only happen through a new growth path founded on a restructuring of the South African economy to improve its performance in terms of labour absorption as well as the composition and rate of growth. To achieve that step change in growth and transformation of economic conditions requires hard choices and a shared Determination as South Africans to see it through.
<b>Local Agenda (LA 21)</b>	Department of Agriculture, Forestry and Fisheries & Department of Water and Environmental Affairs	Blueprint for Sustainable Development. Delivering basic environmental, social and economic services. Local level planning. Sustainable development of local urban settlements and communities.
<b>Limpopo Employment, Growth and Development Plan (LEGDP)</b>	Office of the Premier	Placing the economy on a new growth path capable of delivering decent work and sustainable livelihoods on a scale that will enable us to achieve the target of halving unemployment by 2014.
<b>Blouberg Growth and Development Strategy( Vision 2040)</b>	Office of the Mayor	Growing the economy of the Blouberg municipality and reducing poverty to seven percent by 2040. Creating employment-taking advantage of the competitive edges in the municipality.
<b>Limpopo Development Plan</b>	Office of the Premier	Placing the economy on a new growth path capable of Delivering decent jobs and sustainable livelihood.
<b>National Development Plan</b>	Office of the Presidency	The thrust of the National Development Plan is to Eliminate poverty and reduce inequality by 2030.

## **SECTION SIX: MECHANISM AND PROCEDURE FOR ALIGNMENT**

### **6.1 ALIGNMENT OF THE IDP, BUDGET AND PERFORMANCE MANAGEMENT PROCESSES**

Every attempt has been made in this Process Plan to align the IDP and Budget preparation process, and the Performance Management System (PMS) review.

#### **6.1.1 HORIZONTAL AND VERTICAL ALIGNMENT**

Alignment is at two levels, i.e. horizontal and vertical. Largely the two levels influence each other. Though one can be done independent from each other, if the with national and provincial policies and strategies so that it is considered for the allocation of departmental budgets and conditional grants. The District IDP should reflect the integrated planning in its IDP in which both locals and sector departments' plans find and aligned expression in the document.

#### **6.1.2. MANAGEMENT OF ALIGNMENT**

For both alignment types, horizontal and vertical, the main responsibility lies with the District Municipality. The role of the Municipal Manager/IDP Manager is of utmost importance. IDP unit and external facilitators could be used to support the alignment process. However, the provincial department of local government and office of the Premier play an important role as co-coordinator to ensure alignment above District level and between districts, sector departments and parastatals within the Province.

#### **6.1.3. MONITORING**

The District Mayor's IGR Forum will monitor and ensure the implementation of the District IDP Framework and each Council will monitor and ensure the implementation of local process plans. The Department of Cooperative; and Office of the Premier will ensure support on the co-ordination and alignment of provincial and national departments and role players.

**SECTION SEVEN: 2018/2019 IDP/BUDGET REVIEW ACTION PROGRAMME**  
**7.1. IDP/BUDGET REVIEW PROCESS PLAN 2018/2019**

<b>KEY PROGRAMMES</b>	<b>ACTIVITY</b>	<b>RESPONSIBLE COMMITTEE/PERSON</b>	<b>TIMELINES</b>
<b>PROCESS PLAN</b>	SUBMISSION OF DRAFT PROCESS PLAN TO COUNCIL FOR APPROVAL	MAYOR	31 JULY 2018
<b>IDP/BUDGET STRATEGIC PLAN</b>	MAPPING OUT THE OPERATIONAL STRATEGY	MUNICIPAL MANAGER	16-17 AUGUST 2018
<b>ANNUAL FINANCIAL STATEMENTS</b>	SUBMISSION OF ANNUAL FINANCIAL STATEMENTS TO AG AND TREASURY	CHIEF FINANCE OFFICER	31 AUGUST 2018
<b>ANNUAL PERFORMANCE REPORT</b>	TABLING OF ANNUAL PERFORMANCE REPORT TO COUNCIL	MAYOR	31 AUGUST 2018
<b>ANNUAL PERFORMANCE REPORT</b>	SUBMISSION OF ANNUAL PERFORMANCE REPORT TO AG AND CoGHSTA	MUNICIPAL MANAGER	14 SEPTEMBER 2018
<b>IDP REPRESENTATIVES FORUM</b>	FIRST IDP/BUDGET REPRESENTATIVES FORUM MEETING	IDP MANAGER	04 OCTOBER 2018
<b>TRADITIONAL LEADERS</b>	MEETING WITH TRADITIONAL LEADERS	IDP MANAGER	10 OCTOBER 2018
<b>IDP/BUDGET STEERING COMMITTEE MEETING</b>	FIRST QUARTER STEERING COMMITTEE MEETING	IDP MANAGER	16 OCTOBER 2018
<b>INSTITUTIONAL PERFORMANCE REVIEW SESSIONS</b>	FIRST QUARTER IDP PERFORMANCE REVIEW SESSION	MUNICIPAL MANAGER	25-26 OCTOBER 2018
	SECOND QUARTER IDP STEERING COMMITTEE MEETING	IDP MANAGER	15 JANUARY 2019
	SECOND QUARTER IDP PERFORMANCE REVIEW SESSION	MUNICIPAL MANAGER	25-26 JANUARY 2019
	THIRD QUARTER IDP STEERING COMMITTEE MEETING	IDP MANAGER	16 APRIL 2019
	THIRD QUARTER IDP PERFORMANCE REVIEW SESSION	MUNICIPAL MANAGER	25-26 APRIL 2019
	FOURTH QUARTER IDP STEERING COMMITTEE MEETING	IDP MANAGER	17 JULY 2019

	FOURTH QUARTER IDP PERFORMANCE REVIEW SESSION	MUNICIPAL MANAGER	25-26 JULY 2019
<b>ANNUAL REPORT</b>	TABLING OF DRAFT ANNUAL REPORT TO COUNCIL 2017/2018	MAYOR	31 JANUARY 2019
<b>SECTION 72 REPORT</b>	TABLING OF THE SECTION 72 REPORT TO COUNCIL	MAYOR	31 JANUARY 2019
<b>ADJUSTMENT BUDGET</b>	TABLING OF THE ADJUSTMENT BUDGET 2018/2019	MAYOR	31 JANUARY 2019
<b>IDP/BUDGET PUBLIC CONSULTATION</b>	MEETING WITH TRADITIONAL AUTHORITIES	MAYOR	09 APRIL 2019
	MEETING WITH ALLDAYS RATE PAYERS ASSOCIATION	MAYOR/EXCO	15 APRIL 2019
	MEETING WITH FARMERS UNIONS	MAYOR/EXCO	24 APRIL 2019
	CLUSTER A CONSULTATIVE MEETING	MAYOR/EXCO	02 MAY 2019
	CLUSTER B CONSULTATIVE MEETING	MAYOR/EXCO	07 MAY 2019
	CLUSTER C CONSULTATIVE MEETING	MAYOR/EXCO	09 MAY 2019
	CLUSTER D CONSULTATIVE MEETING	MAYOR/EXCO	13 MAY 2019
	CLUSTER E CONSULTATIVE MEETING	MAYOR/EXCO	15 MAY 2019
<b>IDP REPRESENTATIVES FORUM</b>	IDP/BUDGET 2019/2020 REPRESENTATIVES FORUM MEETING	IDP MANAGER	16 MAY 2019
<b>ANNUAL REPORT PUBLIC CONSULTATIONS</b>	CLUSTER A CONSULTATIVE MEETING	MPAC	13 FEBRUARY 2019
	CLUSTER B CONSULTATIVE MEETING	MPAC	19 FEBRUARY 2019
	CLUSTER C CONSULTATIVE MEETING	MPAC	21 MARCH 2019

<b>APPROVAL OF ANNUAL REPORT 2017/2018</b>	TABLING OF ANNUAL REPORT TO COUNCIL	MPAC	29 MARCH 2019
<b>APPROVAL OF DRAFT IDP/BUDGET 2019/2020</b>	TABLING OF THE DRAFT IDP/BUDGET 2019/2020 COUNCIL	MAYOR	29 MARCH 2019
<b>APPROVAL OF FINAL DRAFT IDP/BUDGET 2019/2020</b>	TABLING OF THE FINAL DRAFT IDP/BUDGET 2019/2020 TO COUNCIL	MAYOR	30 MAY 2019
<b>SUBMISSION OF OVERSIGHT REPORT TO MEC COGHSTA</b>	SUBMISSION OF OVERSIGHT REPORT TO MEC (COGHSTA)	MUNICIPAL MANAGER	12 APRIL 2019
<b>SUBMISSION OF DRAFT IDP/BUDGET 2019/2020 TO MEC AND TREASURY</b>	SUBMISSION OF DRAFT IDP/BUDGET TO MEC AND TREASURY	MUNICIPAL MANAGER	12 APRIL 2019
<b>APPROVAL OF THE SDBIP</b>	SDBIP IS SUBMITTED TO THE MAYOR FOR APPROVAL	MUNICIPAL MANAGER	27 JUNE 2019
<b>SUBMISSION OF SDBIP 2019/2020</b>	SDBIP IS SUBMITTED TO MEC (COGHSTA)	MUNICIPAL MANAGER	28 JUNE 2019
<b>PERFORMANCE AGREEMENTS AND PLANS</b>	MUNICIPAL MANAGER SIGNS WITH MAYOR, SECTION 57 MANAGERS SIGN WITH MUNICIPAL MANAGER UNIT MANAGERS SIGN WITH DEPARTMENTAL HEADS AND OFFICERS SIGN WITH UNIT MANAGERS	MAYOR	14 JUNE 2019
		MUNICIPAL MANAGER	18 JUNE 2019
		SECTION 57 MANAGERS	28 JUNE 2019
		UNIT MANAGERS	28 JUNE 2019
<b>SUBMISSION OF PERFORMANCE AGREEMENTS</b>	PERFORMANCE AGREEMENTS OF THE MUNICIPAL MANAGER AND SECTION 56 MANAGERS ARE SUBMITTED TO MEC (COGHSTA)	MUNICIPAL MANAGER	12 JULY 2019