



**ANNEXURE B: PERSONAL DEVELOPMENT PLAN 2022/23**

**MUNICIPAL MANAGER: RAMOTHWALA R.J**

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 skills Development area	Support Person
PEOPLE MANAGEMENT	Management of personnel in work place	National Diploma in HR	Part time course	Two years	Municipal Manager	All directors
STRATEGIC DIRECTION & LEADERSHIP	Leadership skills	Certificate in Strategic Leadership	Part time course	One year	Municipal Manager	All Directors
FINANCIAL MANAGEMENT	Management of Finance for Non financial managers	Public and/or Municipal Finance management	Part time course	One year	Municipal Manager	CFO
KNOWLEDGE & INFORMATION MANAGEMENT	Knowledge of confidential information management both electronic and manual	Certificate in Information Management	Part time course	One year	Municipal Manager	IT & Records and HR Divisions

Thus done and signed at Senwabarwana on this 31 day of July 2022

AS WITNESSES:

1. [Signature]

2. [Signature]

[Signature]  
EMPLOYEE

AS WITNESSES:

1. [Signature]

2. [Signature]

Thamaga mn  
CLLR MARIA THAMAGA  
MAYOR OF BLOUBERG MUNICIPALITY