

2016/2017 REVISED PERFORMANCE PLAN

CHIEF FINANCIAL OFFICER

B.B. SITHOLE

k.s
RM BBS
EO

ANNEXURE A: PERFORMANCE PLAN

DEVELOPMENTAL OBJECTIVES (INCORPORATING THE IDP)

Toward the achievement of its long-term vision, and as informed by the priority issues confirmed through the situational analysis, the municipality has brought a set of brought development objectives to create a sense of focus around key priority issues. These development objectives are aimed at bridging the gap between the current priorities or challenges and the municipality's long-term vision by offering a high level of what needs to be achieved in a short to medium.

The following are the developmental objectives that the municipality has set:

- 1) To improve the organisational development capacity of the municipality in order to render effective service delivery
- 2) To enhance revenue and to ensure financial viability and sustainability.
- 3) To reduce infrastructure and service backlogs and to establish a high quality environment with the associated physical infrastructure.
- 4) To improve the quality of life of the community by providing them, with water supply, sanitation, roads as well as amenities such community halls and basic recreational facilities.
- 5) To improve the quality of life of the community through providing them with community facilities and containing the HIV/Aids epidemic in the area.
- 6) To ensure that residents live within a safe environment by illuminating strategic nodal point.
- 7) To utilise the municipal area's agricultural potential to the maximum
- 8) To promote local economic development and growth through the identification and facilitation of economic opportunities, tourism and mining.
- 9) To deepen democracy and strengthen democratic institutions through active public participation

AR
BBS
RM
ED
KES

KPA: BASIC SERVICE DELIVERY

| KPA | BASIC SERVICE DELIVERY | | | | | | | | | | | | | | |
|--------|--|-----------------------------|--------------------------------|-----------|---|-------------------------------|---|---|--|--|--|--|--|------------------------------|-------------------------------------|
| | PROJEC T CODE | STRATE GIC OBJECTI VE | PROJECT NAME DESCRIPTION | WEIGHTING | KEY PERFOR MANCE INDICATOR | BASELI NE 2015/201 6 | REVISED ANNUAL TARGET 2016/201 7 | ADJUST ED ANNUA L BUDGE T (INPUT INDICA TOR) | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | OUTCOM E INDICAT OR | PORTF OLIO OF EVIDEN CE |
| | | | | | | | | | Q1 | Q2 | Q3 | Q4 | | | |
| DB1015 | To enhance revenue and to ensure financial viability and sustainability. | | Implementab on Indigent | 4 | Percentage of households earning less than R1100 per month with access to free basic services | 0 | 100% of households earning less than R1100 per month with access to free basic services by 30 June 2017 | In house | 100% of Households earning less than R1100 per month with access to free basic services on a monthly basis | 100% of Households earning less than R1100 per month with access to free basic services on a monthly basis | 100% of Households earning less than R1100 per month with access to free basic services on a monthly basis | 100% of Households earning less than R1100 per month with access to free basic services on a monthly basis | 100% of Households earning less than R1100 per month with access to free basic services on a monthly basis | Improve service delivery | Indigent report |

K.S. RM BBS
JP EO

KPA: MUNICIPAL TRANSFORMATION AND INSTITUTIONAL DEVELOPMENT

| KPA: MUNICIPAL TRANSFORMATIONS AND INSTITUTIONAL DEVELOPMENT | | | | | | | | | | | | |
|--|--|-----------|---------------------------------|-------------------------|---|---|-------------------------|-------------------------|-------------------------|-------------------------|---------------------------|-----------------------|
| PROJECT CORE OBJECTIVE | STRATEGIC PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMER CHANGE INDICATOR | BASELINE 2016/2017 | REVISED ANNUAL TARGET 2016/2017 | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | OUTCOME INDICATOR | PORTFOLIO OF EVIDENCE |
| | | | | | | Q1 | Q2 | Q3 | Q4 | | | |
| DCS013 | To improve the organisational development and capacity of the municipality in order to render effective service delivery | 2 | Number of LLF meetings attended | 3 LLF meetings attended | 6 LLF meetings attended by 30 June 2017 | 0 | 2 LLF meetings attended | 2 LLF meetings attended | 2 LLF meetings attended | 6 LLF meetings attended | Improve working relations | Attendance register |

K.S.
RM BBS
EO

KPA: MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT

| KPA | MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT | | | | | | | | | | PORTFOLIO OF EVIDENCE | |
|--------------|--|-----------|--|---|--|--|---|--------------|--------------------------------------|---|---------------------------|-----------------------------------|
| | PROJECT DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET (INPUT INDICATOR) | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | | OUTPUT INDICATOR |
| PROJECT CODE | STRATEGIC OBJECTIVE | | | | | | Q1 | Q2 | Q3 | Q4 | | |
| DBT001 | To enhance revenue and to ensure financial viability and sustainability. | 6 | Number of approved 2016/2017 adjusted budgets | 1 Approved 2015/2016 adjusted budget | 1 Approved 2016/2017 adjusted budget by 31 January 2017 | in house | 0 | 0 | 1 Approved 2016/2017 adjusted budget | 0 | Improve service delivery | Council resolution |
| DBT002 | To enhance revenue and to ensure financial viability and sustainability. | 4 | Number of completed and approved MTREF budget and related policies for 2017/2018 | 1 Approved MTREF Budget and budget related policies for 2016/2017 | 1 Approved MTREF Budget and budget related policies for 2017/2018 by 31 May 2017 | in house | 0 | 0 | 0 | 1 Approved MTREF Budget and budget related policies for 2017/2018 | Improve service delivery | Approved MTREF Council resolution |
| DBT003 | To enhance revenue and to ensure financial viability and sustainability. | 1 | Amount of own revenue collected within the 2016/2017 financial year | R21,129,642 Own revenue collected | (R36 591) Total revenue collected excluding capital transfer by 30 June 2017 | In house | 9 243 897.75 | 9 243 897.75 | 9 243 897.75 | 9 243 897.75 | Decreasing doubtful debts | 71 Monthly reports |

K.S.

LM BBS
EO

| KPA | MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT | | | | | | | | | | PORTFOLIO OF EVIDENCE | | | |
|--------------|--|--------------------------|-----------|-------------------------------------|--------------------|---------------------------------|--|---|--------------|--------------|-----------------------|------------------|---|--------------------|
| | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET INPUT INDICATOR | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | OUTCOME INDICATOR | |
| PROJECT CODE | | | | | Q1 | Q2 | Q3 | Q4 | | | | | | |
| | | | | follows:- | | | | | | | | | | |
| | | | 1 | 1. Property Rates (14 868 601)) | R944 088 | In house | 3 717 150.25 | 3 717 150.25 | 3 717 150.25 | 3 717 150.25 | 3 717 150.25 | 3 717 150.25 | Achieve acceptable collection level of all amounts billed | 71 Monthly reports |
| | | | 1 | 2. Service charges (R 1 112 386) | R2 317 876 | In house | 278 096.50 | 278 096.50 | 278 096.50 | 278 096.50 | 278 096.50 | 278 096.50 | Achieve acceptable collection level of all amounts billed | 71 Monthly reports |
| | | | 1 | 3. Investment Revenue (R 3 395 588) | R1 981 794 | In house | 848 897 | 848 897 | 848 897 | 848 897 | 848 897 | 848 897 | Achieve acceptable collection level of all amounts billed | 71 Monthly reports |
| | | | 1 | 4. Other own Revenue (R 17 599 016) | R15 879 674 | In house | 4 399 754 | 4 399 754 | 4 399 754 | 4 399 754 | 4 399 754 | 4 399 754 | Achieve acceptable collection level of all amounts billed | 71 Monthly reports |

[Handwritten signature]
 RM BBS
 EO


| KPA | MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT | | | | | | | | | | | | | | |
|--------|--|---------------------------------|--------------------------|---|-----------------------------------|--|---------------------------------|--|--|--|--|--|---------------------------|---|------------------------------------|
| | PROJECT CODE | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET (INPUT INDICATOR) | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | OUTPUT INDICATOR | OUTCOME INDICATOR | PORTFOLIO OF EVIDENCE | |
| | | | | | | | | | Q1 | Q2 | Q3 | Q4 | | | |
| | | | | 1 | | R484 586 035 | Transfers (R 453 690 000) | In house | 191 355 000 | 165 698 000 | 96 637 000 | | Decreasing doubtful debts | Achieve acceptable collection level of all amounts billed | 71 Monthly reports |
| DBT004 | To enhance revenue and to ensure financial viability and sustainability. | Section 71 Monthly Reports | 6 | Number of Section 71 reports submitted to the Executive Mayor, National treasury and Provincial treasury within 10 working days after the end of each month | 12 Section 71 reports | 12 Section 71 reports submitted by 30 June 2017 | In house | 3 Section 71 reports submitted | 3 Section 71 reports submitted | 3 Section 71 reports submitted | 3 Section 71 reports submitted | 3 Section 71 reports submitted | 12 Monthly reports | Improve service delivery | Proof of submission and 12 reports |
| DBT005 | To enhance revenue and to ensure financial viability and sustainability. | Supply Chain Management Reports | 6 | Number of Supply Chain Management Reports submitted to council | 4 Supply chain management reports | 4 Supply chain management reports submitted to Council by 30 June 2017 | In house | 1 Supply chain management report submitted | 1 Supply chain management report submitted | 1 Supply chain management report submitted | 1 Supply chain management report submitted | 1 Supply chain management report submitted | 4 SCM reports | Improve service delivery | 4 Reports and council resolutions |

Handwritten notes:
 K.S.
 JP
 RM
 BBS
 60

| KPA | MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT | | | | | | | | | | | PORTFOLIO OF EVIDENCE | | | | | |
|---------|--|--|-----------------------------|-----------|---|----------------------------------|--|--|--|---------------------------------|---------------------------------|---------------------------------|---------------------------------|---------------------------|--|--|--|
| | PROJECT CODE | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | | OUTPUT INDICATOR | OUTCOME INDICATOR | | | |
| | | | | | | | | ADJUSTED ANNUAL BUDGET INPUT (INDICATOR) | Q1 | Q2 | Q3 | | | | Q4 | | |
| | | ty. | | | | | | | | | | | | | | | |
| DBT006 | | To enhance revenue and to ensure financial viability and sustainability. | Budget Statements | 6 | Number of budget statements submitted to council | 4 Budget statements | 4 Budget statements submitted to council by 30 June 2017 | In house | 1 Budget statement submitted | 1 Budget statement submitted | 1 Budget statement submitted | 1 Budget statement submitted | 4 Quarterly financial statement | improve services delivery | Council resolution and reports | | |
| _DBT007 | | To enhance revenue and to ensure financial viability and sustainability. | Bank reconciliations | 6 | Number of monthly bank reconciliation submitted to council | 12 Bank reconciliation submitted | 12 Bank reconciliation submitted to council by 30 June 2017 | In house | 3 Bank reconciliation submitted | 3 Bank reconciliation submitted | 3 Bank reconciliation submitted | 3 Bank reconciliation submitted | 12 Bank reconciliation | improve services delivery | 12 Bank reconciliation and proof of submission | | |
| DBT008 | | To enhance revenue and to ensure financial viability and sustainability. | Annual Financial Statements | 6 | Number of Annual Financial Statements compiled and submitted to the Auditor General | 1 Annual Financial Statement | 1 Annual Financial Statement submitted to the AG by 31 August 2017 | In house | 1 Annual Financial Statement submitted to the AG | 0 | 0 | 0 | 1 Annual Financial Statement | improve services delivery | Annual Financial Statement | | |

Handwritten notes:
 ✓ K.S.
 P AM BBS EO

| MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT | | | | | | | | | | | | | | | |
|--|--|--------------------------|-----------|--|---|---|--|---|---|----------------------------------|--|------------------|--|---|-------------------------|
| KPA | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET (INPUT INDICATOR) | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | OUTCOME INDICATOR | PORTFOLIO OF EVIDENCE | |
| | | | | | | | | Q1 | Q2 | Q3 | Q4 | | | | |
| DBT009 | To enhance revenue and to ensure financial viability and sustainability. | Audit Action Plan | 5 | Number of audit action plans developed and implemented | 1 Audit action plan developed and implemented | 1 Audit action plan developed and implemented by 31 December 2016 | In house | 0 | 1 Audit action plan developed and implemented | 0 | 0 | 0 | 1 Audit action plan | Addressed queries for a clean audit outcome | Audit action plan |
| DBT010 | To enhance revenue and to ensure financial viability and sustainability. | Asset Verification | 5 | Number of Asset verification sessions conducted | 2 Assets verification sessions conducted | 2 Assets verification sessions conducted by 30 June 2017 | In house | 0 | 1 Assets verification sessions conducted | 0 | 1 Assets verification sessions conducted | 0 | 2 Assets verification sessions conducted | Updated assets register | Verification reports |
| DBT011 | To enhance revenue and to ensure financial viability and sustainability. | Stocktaking | 6 | Number of stocktaking sessions conducted | 2 Stocktaking sessions conducted | 2 Stocktaking sessions conducted by 30 June 2017 | In house | 0 | 0 | 1 Stocktaking sessions conducted | 1 Stocktaking sessions conducted | 0 | 2 Stocktaking sessions conducted | Updated inventory register | Report |
| DBT012 | To enhance revenue and to | Asset Register | 4 | Number of Asset Registers updated | 1 Updated Asset Register | 1 updated Asset Register by 30 June | In house | 0 | 0 | 0 | 1 Updated Asset Register | 0 | 1 Updated Asset Register | Updated register for annual financial | Assets register and AFS |

 KS JP RM BBS ISO

| MUNICIPAL FINANCIAL VIABILITY AND MANAGEMENT | | | | | | | | | | | | | | | | | |
|--|--------------------------|--|-----------|--|-------------------------|---|--|---|---|---|---|---------------------|---------------------|-----------------------|--|--|--|
| KPA | PROJECT NAME/DESCRIPTION | STRATEGIC OBJECTIVE | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET INPUT INDICATOR | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | OUTCOME INDICATOR | PORTFOLIO OF EVIDENCE | | | |
| | | | | | | | | Q1 | Q2 | Q3 | Q4 | | | | | | |
| | | ensure financial viability and sustainability. | | | | 2017 | | | | | | | | | | | |
| DBT013 | Data Cleansing | To enhance revenue and to ensure financial viability and sustainability. | 6 | Percentage of data cleansing process completed | 0 | 100% of the data cleansing process completed by 30 June 2017 | in house | 25% of the data cleansing process completed | 25% of the data cleansing process completed | 25% of the data cleansing process completed | 100% of the data cleansing process completed | Achieve clean audit | Achieve clean audit | Data cleansing report | | | |
| DBT014 | Valuation Roll | To enhance revenue and to ensure financial viability and sustainability. | 6 | Percentage of valuation roll implemented | Valuation Roll in place | 100% of the valuation roll implemented on a monthly basis by 30 June 2017 | R 100 000 | 100% of the valuation roll implemented (R 25 000) | 100% of the valuation roll implemented (R 25 000) | 100% of the valuation roll implemented (R 25 000) | 100% of the valuation roll implemented (R 25 000) | Achieve clean audit | Achieve clean audit | Valuation roll report | | | |

JP RM BBS
K-5
ES

KPA: GOOD GOVERNANCE AND PUBLIC PARTICIPATION

| KPA PROJECT CODE | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET (INPUT INDICATOR) | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | PORTFOLIO OF EVIDENCE |
|------------------|--|-------------------------------|-----------|---|----------|---|--|---|----|----|----|------------------|---|
| | | | | | | | | Q1 | Q2 | Q3 | Q4 | | |
| MM008 | To deepen democracy and strengthen democratic institutions through active public participation | Quarterly performance reports | 2 | Number of performance reports submitted to Performance Unit | 4 | 4 | In house | 1 | 1 | 1 | 1 | 4 | Performance reports |
| | | | | | 4 | Performance reports submitted to Performance Unit by 30 June 2017 | In house | 1 | 1 | 1 | 1 | 4 | Improved performance and service delivery |
| | | | | | | | | 1 | 1 | 1 | 1 | 4 | Performance reports submitted |
| | | | | | | | | 1 | 1 | 1 | 1 | 4 | Performance reports submitted |
| | | | | | | | | 1 | 1 | 1 | 1 | 4 | Performance reports submitted |

[Handwritten signature]
 KS
 JP RM BBS
 EO

| MPA PROJECT CODE | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | GOOD GOVERNANCE AND PUBLIC PARTICIPATION | | | | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | OUTPUT INDICATOR | PORTFOLIO OF EVIDENCE |
|------------------|--|--|-----------|---|--------------------|---|--|--|----|----|---|--------------------------------|---|------------------------------|
| | | | | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET (INPUT INDICATOR) | Q1 | Q2 | Q3 | Q4 | | | |
| MM009 | To deepen democracy and strengthen democratic institutions through active public participation | Submission of SDBIP to Executive Mayor | 2 | Number of SDBIP departmental meeting attended within 14 days after the approval of the budget | 2015/2016 SDBIP | 1 2017/2018 SDBIP departmental meeting attended within 14 days after the approval of the budget by 30 June 2017 | In house | 0 | 0 | 0 | 1 2017/2018 SDBIP departmental meeting attended within 14 days after the approval of the budget | Approved SDBIP | Improved performance and service delivery | Attendance register |
| MM011 | To deepen democracy and strengthen democratic institutions through | Performance Agreements | 2 | Number of signed performance agreements for section 56 | 0 | 1 Signed performance agreement for section 56 Managers | In house | 1 Signed performance agreement for section 56 Managers | 0 | 0 | 0 | 1 Signed performance agreement | Improved performance and service delivery | Signed performance agreement |

KS
RM BBS
EO

| KPA | PROJECT CODE | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | OUTCOME INDICATOR | PORTFOLIO OF EVIDENCE | |
|-------|--------------|--|------------------------------------|-----------|---|--------------------|---|---|-------------------------------------|---|---|---|---|---------------------------|---------------------|
| | | | | | | | | Q1 | Q2 | Q3 | Q4 | | | | |
| | | active public participation | | | Managers | | by 30 July 2016 | | | | | | | | |
| MM016 | | To deepen democracy and strengthen democratic institutions through active public participation | Audit Committee Meetings | 2 | Number of Audit Committee meetings attended | 0 | 4 Audit Committee meetings attended by 30 June 2017 | 1 Audit Committee meetings attended | 1 Audit Committee meetings attended | 1 Audit Committee meetings attended | 1 Audit Committee meetings attended | 4 Audit Committee meetings attended | Effective and accountable organization | Attendance registers | |
| MM029 | | To deepen democracy and strengthen democratic institutions through active public participation | Risk Management Committee Meetings | 2 | Number of risk management committee meetings attended | 0 | 4 Risk management committee meetings attended by 30 June 2017 | 1 Risk management committee meetings attended | 0 | 1 Risk management committee meetings attended | 1 Risk management committee meetings attended | 2 Risk management committee meetings attended | 4 Risk management committee meetings attended | Effective risk management | Attendance register |

KS
 PR RM SBS
 EO

| KPA PROJECT CODE | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/2016 | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET INPUT INDICATOR | QUARTERLY PERFORMANCE TARGET AND BUDGET | | | | OUTPUT INDICATOR | OUTCOME INDICATOR | PORTFOLIO (G.O.F) EVIDENCE | | |
|------------------|--|--|-----------|---|--------------------|---|--|---|----|----|----|---|---|---|------------------------------------|---------------------|
| | | | | | | | | Q1 | Q2 | Q3 | Q4 | | | | | |
| MIM030 | To deepen democracy and strengthen democratic institutions through active public participation | Anti-fraud and corruption awareness campaign | 2 | Number of anti-fraud and corruption awareness campaign attended | 0 | 2 Anti-fraud and corruption awareness campaign attended by 30 June 2017 | In house | 0 | 0 | 0 | 0 | 1 Anti-fraud and corruption awareness campaign attended | 1 Anti-fraud and corruption awareness campaign attended | 2 Anti-fraud and corruption awareness campaign attended | Prevention of fraud and corruption | Attendance register |

KPA: LOCAL ECONOMIC DEVELOPMENT

KPA LOCAL ECONOMIC DEVELOPMENT

[Handwritten signatures and initials]
 K.S. ZP KM BBS EO

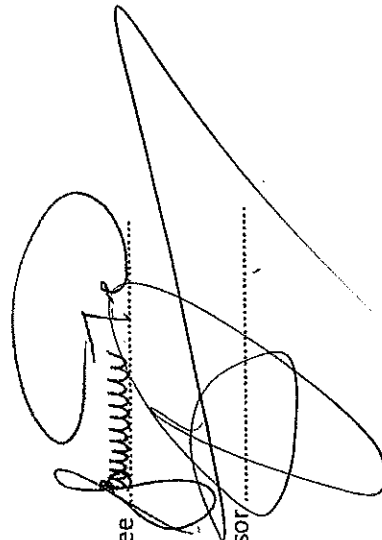
| PROJECT NAME | STRATEGIC OBJECTIVE | PROJECT NAME/DESCRIPTION | WEIGHTING | KEY PERFORMANCE INDICATOR | BASELINE 2015/16 | REVISED ANNUAL TARGET 2016/2017 | ADJUSTED ANNUAL BUDGET (INPUT INDICATOR) | QUARTERLY PERFORMANCE AND BUDGET | | | | OUTPUT INDICATOR | OUTCOME INDICATOR | PORTFOLIO OF EVIDENCE |
|--------------|---|--------------------------|-----------|---------------------------------------|------------------|---|--|----------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|---|-----------------------|
| | | | | | | | | Q1 | Q2 | Q3 | Q4 | | | |
| LED005 | To promote local economic development and growth through the identification and facilitation of economic opportunities, tourism and mining. | LED forum meetings | 2 | Number of LED forum meetings attended | 0 | 4 LED forum meetings attended by 30 June 2017 | In house | 1 LED forum meetings attended | 1 LED forum meetings attended | 1 LED forum meetings attended | 1 LED forum meetings attended | 4 LED forum meetings attended | Participation of community in development | Attendance register |

KJ
 JP RM BBS
 EO

ANNEXURE B

PERSONAL DEVELOPMENT PLAN FOR: BONGUMUSA BENEDICT SITHOLE

| No. | Competency to be addressed | Work opportunity created to practice skill/development area | Suggested training and development activity | Time frame | Expected outcome |
|-----|-------------------------------|---|---|--------------|----------------------------------|
| | Advanced financial management | Enhanced financial skills | Financial management course | 30 June 2017 | Financial knowledge |
| | Project management | Enhanced projects management skills | Projects management course | 30 June 2017 | Knowledge in projects management |



Signature of the employee

Signature of the Supervisor