

ANNUAL PERFORMANCE MANAGEMENT SYSTEM FRAMEWORK

PHASE	ORGANISATIONAL ACTIVITY	INDIVIDUAL ACTIVITY	TIME-FRAME	RESPONSIBILITY
PLANNING	Development of Service Delivery Implementation Plan	N. Pillay E. Sweeney M. Matthys	July	Municipal Manager Managers PMS Manager
	Performance Agreements of Section 57 Managers	N. Pillay M. Matthys	July	Mayor Municipal Manager Managers PMS Manager
	Performance Plans with Snr Management	N. Pillay M. Matthys	July/Aug	Municipal Manager PMS Manager
MONITOR, MEASURE & REVIEW	Monthly Monitoring	N. Pillay M. Matthys	Monthly	Municipal Manager Managers PMS Manager
	Quarterly Review/s	Mayor N. Pillay M. Matthys	September December March	Mayor Municipal Manager Managers PMS Manager
	Annual Performance Appraisal	Mayor N. Pillay M. Matthys	June	Mayor Municipal Manager Managers PMS Manager
	Reward and Recognition	Mayor N. Pillay	June	Mayor Municipal Manager Managers
REPORTING	Quarterly Report/s	N. Pillay M. Matthys	September December March	Municipal Manager Managers PMS Manager
	Annual MDM Performance Report	M. Matthys	June	Municipal Manager PMS Manager
IMPROVEMENT	Performance Improvement Plans	N. Pillay M. Matthys	June	Municipal Manager Managers PMS Manager