

The Performance Management System

The Performance management system is prescribed by legislation. Performance management equips leaders, managers, workers and stakeholders with a set of tools and techniques for regularly planning, continuously monitoring and periodically measuring, reviewing and the reporting of the performance of the City in terms of indicators and targets for efficiency and effectiveness. It is against these measures that the community can monitor the municipality and its members. Performance management system provides a mechanism for managing expectations.

Develop IDP Strategic Focus Internal audit Areas **Planning Audit Committee** Develop strategic objectives Performance Auditor-General Develop KPIs and set targets Municipal Public Cascade the objectives, indicators Account Committee and targets throughout the municipality (MPAC) Monitoring, **Auditing and Performance** Measuring, oversight of **Evaluating and** Management **Performance** Reviewing **System Performance** An Annual Report to the Collect, collate and analyse relevant Council committees performance data and to the community for Reporting Evaluate planned targets against Performance actual achievements Quarterly reports at a Determine the reason for the corporate, directorate and variance department level to the relevant Council committees: Provide remedial action Performance assessment Review of strategic objectives, indicators and targets for major results of S57 appointees to organizational and budget Council annually changes.