

## Annexure A

### Performance Plan

#### Mopani District Municipality



**Name: M.T.Maake**

**Position: Municipal Manager**

**Accountable to: Executive Mayor**

**Plan Period: 01.07.2011 – 30.04.2012**

The *main parts* to this Performance Plan are:

1. Performance Plan Overview
2. Strategy Map
3. A statement about the *Purpose* of the Position;
4. A performance scorecard per Key Performance Area (KPA's), IDP Objectives, Performance Indicators (KPIs), KPI Weightings (per Objective), Targets (quarterly), evidence required
5. Competencies
6. Summary Scorecard
7. Rating Scales
8. Assessment Process
9. Approval of Personal Performance Plan