



**PERFORMANCE MANAGEMENT SYSTEMS FOR PUBLIC SERVICE  
EMPLOYEES ON SALARY LEVELS 1-12 AND OFFICE BASED EDUCATORS  
FOR 2026/2027 PERFORMANCE ASSESSMENT CYCLE.**

**2026 ANNUAL MANAGEMENT PLAN**

<b>NO.</b>	<b>ACTION</b>	<b>RESPONSIBILITY</b>	<b>DATE</b>
1.	Submission of Annual Performance Appraisals 2025/2026	All employees	17 April 2026
2.	Submission of 2026/2027 Performance Agreements	All employees	17 April 2026
3.	IRC sitting for the validation of Performance Appraisals 2025/2026 and Performance Agreements 2026/2027	Districts Directors, Directors/ Chief Directors and DDG's	13 May 2026
4.	Pre- Moderation - eThekwini Cluster	District Directors, Directors and Chief Directors	19 May 2026
5.	Pre- Moderation - Pietermaritzburg Cluster	District Directors, Directors and Chief Directors	22 May 2026
6.	Pre- Moderation - uKhahlamba Cluster	District Directors, Directors and Chief Directors	26 May 2026
7.	Pre- Moderation - Zululand Cluster	District Directors, Directors and Chief Directors	28 May 2026
8.	Moderation: Curriculum Management and Delivery Branch	DDG: Curriculum	04 June 2026
9.	Moderation: Finance Branch	DDG: Finance	09 June 2026
10.	Moderation: IDS Branch	DDG: IDS	11 June 2026
11.	Moderation: Corporate Management Branch	DDG: Corporate Management	23 June 2026
12.	Central Moderation Committee	All DDGs and HOD	30 June 2026
13.	Submission of Memo for Approval of Performance Incentives	Director: Performance Management	24 June 2026
14.	Payment of Pay Progression for Public Service Employees and Office Based Educators	Director: Performance Management	1 July 2026
15.	Submission of Half Yearly/ Mid-term Reviews	All supervisors and individual employees	09 October 2026



**KWAZULU-NATAL PROVINCE**

**EDUCATION**  
REPUBLIC OF SOUTH AFRICA