

2018/19 ANNUAL PERFORMANCE ASSESSMENT

TO SEKGALA - ACTING CHIEF FINANCIAL OFFICER- SECTION 56 MANAGER

CITY OF MATLOSANA

ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: ACTING CHIEF FINANCIAL OFFICER

Name: Mrs. TO SEKGALA

Cycle: 2018/07/01 to 2019/06/30

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	16.0%	3.5	0.6
2	Municipal Institutional Development and Transformation	6.0%	2.9	0.2
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	36.0%	2.6	0.9
5	Good Governance & Public Participation	42.0%	2.7	1.1
		100%		94
KPA weight				80%
KPA SCORE				75%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	2	0.1666
2	People Management and empowerment	8.3%	2	0.1666
3	Programme and Project management	8.3%	2	0.1666
4	Financial Management	8.3%	2	0.1666
5	Change Leadership	8.3%	1	0.0833
6	Governance Leadership	8.3%	2	0.1666
7	Moral	8.3%	3	0.2499
8	Planning and Organising	8.3%	2	0.1666
9	Analysis and Innovation	8.3%	2	0.1666
10	Knowledge and Information Management	8.3%	2	0.1666
11	Communication	8.3%	1	0.0833
12	Results and Quality focus	8.3%	2	0.1666
		100%		96
CCR weight				20%
CCR SCORE				19%

FINAL SCORE 94%

ASSESSMENT PANEL

CITY OF MATLOSANA

ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: ASSESSMENT PANEL

Name: Mrs. TO SEKGALA

Cycle: 2018/07/01 to 2019/06/30

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	16.0%	3.0	0.5
2	Municipal Institutional Development and Transformation	6.0%	2.9	0.2
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	36.0%	2.5	0.9
5	Good Governance & Public Participation	42.0%	2.6	1.1
		100%		88
KPA weight				80%
KPA SCORE				71%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	2	0.1666
2	People Management and empowerment	8.3%	2	0.1666
3	Programme and Project management	8.3%	2	0.1666
4	Financial Management	8.3%	2	0.1666
5	Change Leadership	8.3%	1	0.0833
6	Governance Leadership	8.3%	2	0.1666
7	Moral	8.3%	3	0.2499
8	Planning and Organising	8.3%	2	0.1666
9	Analysis and Innovation	8.3%	2	0.1666
10	Knowledge and Information Management	8.3%	2	0.1666
11	Communication	8.3%	1	0.0833
12	Results and Quality focus	8.3%	2	0.1666
		100%		96
CCR weight				20%
CCR SCORE				19%

FINAL SCORE 90%

SUMMARY OF FINAL SCORE ACHIVED			
PARTICULARS		WEIGHT	SCORE
1	KPA'S	80%	72.7%
2	CCR'S & COC'S	20%	19.2%
3			
TOTAL		100%	91.8%

EXTRACT OR CLAUSE 11.2 OF PERFORMANCE AGREEMENT	SCORE RANGE	% BONUS
-------------------------------------------------	-------------	---------

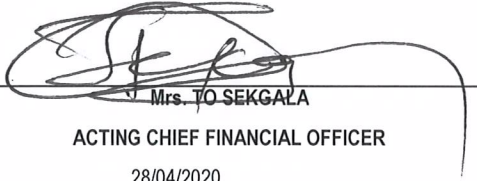
Performance A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating calculator; provided that: 11.2.1 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and 11.2.1 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.	130.0	133	5%
	134.0	137	6%
	138.0	141	7%
	142.0	145	8%
	146.0	149	9%
	150.0	153	10%
	153.0	156	11%
	156.0	159	12%
	159.0	162	13%
	162.0	167	14%


The incumbent qualifies for 0% bonus which amounts to R0.00 and is calculated as follows:

All inclusive salary as on 30 June 2019:

	Salary	% Bonus
R	414 711.00	0%

R 0.00


 Mrs. TO SEKGALA
 ACTING CHIEF FINANCIAL OFFICER
 28/04/2020


 Mr. TSR NKHUMISE
 CHAIRPERSON OF THE ASSESSMENT PANEL
 02/09/2020