

2018/19 ANNUAL PERFORMANCE ASSESSMENT

MM MOLAWA - DIRECTOR COMMUNITY DEVELOPMENT- SECTION 56 MANAGER

CITY OF MATLOSANA

ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: DIRECTOR COMMUNITY DEVELOPMENT

Name: Mrs. MM MOLAWA

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

| | KRA | WEIGHT | RATING | SCORE |
|--------------------|--|--------|--------|-------------|
| 1 | Basic Service Delivery and Infrastructure Development | 12.9% | 3.0 | 0.4 |
| 2 | Municipal Institutional Development and Transformation | 16.1% | 3.0 | 0.5 |
| 3 | Local Economic Development | 0.0% | 0.0 | 0.0 |
| 4 | Municipal Financial Viability and management | 3.2% | 1.9 | 0.1 |
| 5 | Good Governance & Public Participation | 67.7% | 3.1 | 2.1 |
| | | 100% | | 101 |
| KPA weight | | | | 80% |
| KPA SCORE | | | | 81% |
| FINAL SCORE | | | | 102% |

| | 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% | 2 | 0.1666 |
| 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% | 2 | 0.1666 |
| 12 | Results and Quality focus | 8.3% | 2 | 0.1666 |
| | | 100% | | 104 |
| CCR weight | | | | 20% |
| CCR SCORE | | | | 21% |
| FINAL SCORE | | | | 102% |

ASSESSMENT PANEL

CITY OF MATLOSANA

ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: ASSESSMENT PANEL

Name: Mrs. MM MOLAWA

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

| | KRA | WEIGHT | RATING | SCORE |
|--------------------|--|--------|--------|-------------|
| 1 | Basic Service Delivery and Infrastructure Development | 12.9% | 3.0 | 0.4 |
| 2 | Municipal Institutional Development and Transformation | 16.1% | 3.0 | 0.5 |
| 3 | Local Economic Development | 0.0% | 0.0 | 0.0 |
| 4 | Municipal Financial Viability and management | 3.2% | 1.9 | 0.1 |
| 5 | Good Governance & Public Participation | 67.7% | 3.1 | 2.1 |
| | | 100% | | 101 |
| KPA weight | | | | 80% |
| KPA SCORE | | | | 81% |
| FINAL SCORE | | | | 102% |

| | 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% | 2 | 0.1666 |
| 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% | 2 | 0.1666 |
| 12 | Results and Quality focus | 8.3% | 2 | 0.1666 |
| | | 100% | | 104 |
| CCR weight | | | | 20% |
| CCR SCORE | | | | 21% |
| FINAL SCORE | | | | 102% |

| SUMMARY OF FINAL SCORE ACHIVED | | | |
|--------------------------------|---------------|-------------|---------------|
| PARTICULARS | | WEIGHT | SCORE |
| 1 | KPA'S | 80% | 80.8% |
| 2 | CCR'S & COC'S | 20% | 20.8% |
| 3 | | | |
| TOTAL | | 100% | 101.6% |

| 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 | 5% |
| | 133 | 6% |
| | 134.0 | 7% |
| | 137 | 8% |
| | 138.0 | 9% |
| | 141 | 10% |
| | 142.0 | 11% |
| | 145 | 12% |
| | 146.0 | 13% |
| | 149 | 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 1 166 093.00 | 0% |


R 0.00



Mrs. MM MOLAWA

DIRECTOR COMMUNITY DEVELOPMENT

05/03/2020



Mr. TSR NKHUMISE

CHAIRPERSON OF THE ASSESSMENT PANEL