

**2018/19 ANNUAL PERFORMANCE ASSESSMENT**

**LL FOURIE - DIRECTOR LOCAL ECONOMIC DEVELOPMENT - SECTION 56 MANAGER**

CITY OF MATLOSANA

3RD QUARTER PERFORMANCE ASSESSMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: LL FOURIE

Name: Mr. LL FOURIE

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	0.0%	0.0	0.0
2	Municipal Institutional Development and Transformation	16.0%	3.0	0.5
3	Local Economic Development	20.0%	3.3	0.7
4	Municipal Financial Viability and management	24.0%	2.5	0.6
5	Good Governance & Public Participation	40.0%	2.9	1.2
		100%		97
KPA weight				80%
KPA SCORE				77%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	2	0.1666
2	People Management and empowerment	8.3%	1	0.0833
3	Programme and Project management	8.3%	1	0.0833
4	Financial Management	8.3%	1	0.0833
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%	3	0.2499
12	Results and Quality focus	8.3%	3	0.2499
		100%		96
CCR weight				20%
CCR SCORE				19%

**96%**

**ASSESSMENT PANEL**

CITY OF MATLOSANA

3RD QUARTER PERFORMANCE ASSESSMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: ASSESSMENT PANEL

Name: Mr. LL FOURIE

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	0.0%	0.0	0.0
2	Municipal Institutional Development and Transformation	16.0%	3.0	0.5
3	Local Economic Development	20.0%	2.8	0.6
4	Municipal Financial Viability and management	24.0%	2.4	0.6
5	Good Governance & Public Participation	40.0%	2.8	1.1
		100%		91
KPA weight				80%
KPA SCORE				73%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	2	0.1666
2	People Management and empowerment	8.3%	1	0.0833
3	Programme and Project management	8.3%	1	0.0833
4	Financial Management	8.3%	1	0.0833
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%	3	0.2499
12	Results and Quality focus	8.3%	3	0.2499
		100%		96
CCR weight				20%
CCR SCORE				19%

**92%**

SUMMARY OF FINAL SCORE ACHIVED			
PARTICULARS		WEIGHT	SCORE
1	KPA'S	80%	75.1%
2	CCR'S & COC'S	20%	19.2%
3			
<b>TOTAL</b>		<b>100%</b>	<b>94.3%</b>

EXTRACT OR CLAUSE 11.2 OF PERFORMANCE AGREEMENT	SCORE RANGE	% BONUS
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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 2017:

Salary	% Bonus
R 394 049.00	0%

R 0.00



Mr. LL FOURIE

DIRECTOR LOCAL ECONOMIC DEVELOPMENT

02/09/2020



Mr. TSR NKHUMISE

CHAIRPERSON OF THE ASSESSMENT PANEL

02/09/2020