

**2018/19 ANNUAL PERFORMANCE ASSESSMENT**  
**LJ NKUMANE - DIRECTOR PUBLIC SAFETY- SECTION 56 MANAGER**

**CITY OF MATLOSANA**  
**ANNUAL PERFORMANCE ASSESSMENT: 2018/19 FINANCIAL YEAR**  
**Assessment Rating of: DIRECTOR PUBLIC SAFETY**

**Name: Mr. LJ NKUMANE**  
**Cycle: 2018/07/01 to 2019/06/31**

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	16.6%	3.2	0.5
2	Municipal Institutional Development and Transformation	8.3%	3.0	0.2
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	25.0%	3.6	0.9
5	Good Governance & Public Participation	49.9%	2.9	1.4
		100%		104
KPA weight				80%
KPA SCORE				83%
FINAL SCORE				98%

	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%	1	0.0833
5	Change Leadership	8.3%	1	0.0833
6	Governance Leadership	8.3%	1	0.0833
7	Moral	8.3%	2	0.1666
8	Planning and Organising	8.3%	1	0.0833
9	Analysis and Innovation	8.3%	2	0.1666
10	Knowledge and Information Management	8.3%	1	0.0833
11	Communication	8.3%	2	0.1666
12	Results and Quality focus	8.3%	1	0.0833
		100%		75
CCR weight				20%
CCR SCORE				15%
FINAL SCORE				98%

**ASSESSMENT PANEL**

**CITY OF MATLOSANA**  
**ANNUAL PERFORMANCE ASSESSMENT: 2018/19 FINANCIAL YEAR**  
**Assessment Rating of: ASSESSMENT PANEL**

**Name: Mr. LJ NKUMANE**  
**Cycle: 2018/07/01 to 2019/06/31**

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	16.6%	3.1	0.5
2	Municipal Institutional Development and Transformation	8.3%	3.0	0.2
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	25.0%	3.1	0.8
5	Good Governance & Public Participation	49.9%	3.0	1.5
		100%		101
KPA weight				80%
KPA SCORE				81%
FINAL SCORE				96%

	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%	1	0.0833
5	Change Leadership	8.3%	1	0.0833
6	Governance Leadership	8.3%	1	0.0833
7	Moral	8.3%	2	0.1666
8	Planning and Organising	8.3%	1	0.0833
9	Analysis and Innovation	8.3%	2	0.1666
10	Knowledge and Information Management	8.3%	1	0.0833
11	Communication	8.3%	2	0.1666
12	Results and Quality focus	8.3%	1	0.0833
		100%		75
CCR weight				20%
CCR SCORE				15%
FINAL SCORE				96%

SUMMARY OF FINAL SCORE ACHIVED			
PARTICULARS		WEIGHT	SCORE
1	KPA'S	80%	82%
2	CCR'S & COC'S	20%	15%
3			
TOTAL		100%	97.2%

EXTRACT OR CLAUSE 11.2 OF PERFORMANCE AGREEMENT	SCORE RANGE	% BONUS
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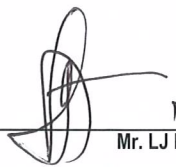
Performance A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating 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 2019:

Salary	% Bonus
R 1 160 707.00	0%

**R 0.00**

  
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 Mr. LJ NKUMANE  
 DIRECTOR PUBLIC SAFETY  
 02/09/2020

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