

2018/19 ANNUAL PERFORMANCE ASSESSMENT

R MADIMUTSA - DIRECTOR TECHNICAL AND INFRASTRUCTURE - SECTION 56 MANAGER

CITY OF MATLOSANA

ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: ASSESSMENT PANEL

Name: Mr. R MADIMUTSA

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	79.4%	3.0	2.4
2	Municipal Institutional Development and Transformation	3.2%	3.0	0.1
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	0.0%	0.0	0.0
5	Good Governance & Public Participation	19.9%	3.4	0.7
		103%		105
KPA weight				80%
KPA SCORE				84%
FINAL SCORE				84%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	3	0.2499
2	People Management and empowerment	8.3%	2	0.1666
3	Programme and Project management	8.3%	3	0.2499
4	Financial Management	8.3%	3	0.2499
5	Change Leadership	8.3%	3	0.2499
6	Governance Leadership	8.3%	3	0.2499
7	Moral	8.3%	3	0.2499
8	Planning and Organising	8.3%	3	0.2499
9	Analysis and Innovation	8.3%	3	0.2499
10	Knowledge and Information Management	8.3%	3	0.2499
11	Communication	8.3%	3	0.2499
12	Results and Quality focus	8.3%	3	0.2499
		100%		146
CCR weight				20%
CCR SCORE				29%
FINAL SCORE				113%

ASSESSMENT PANEL

CITY OF MATLOSANA

ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: ASSESSMENT PANEL

Name: Mr. R MADIMUTSA

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	80.0%	3.0	2.4
2	Municipal Institutional Development and Transformation	4.0%	3.0	0.1
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	0.0%	0.0	0.0
5	Good Governance & Public Participation	16.0%	3.3	0.5
		100%		102
KPA weight				80%
KPA SCORE				81%
FINAL SCORE				81%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	3	0.2499
2	People Management and empowerment	8.3%	2	0.1666
3	Programme and Project management	8.3%	3	0.2499
4	Financial Management	8.3%	3	0.2499
5	Change Leadership	8.3%	3	0.2499
6	Governance Leadership	8.3%	3	0.2499
7	Moral	8.3%	3	0.2499
8	Planning and Organising	8.3%	3	0.2499
9	Analysis and Innovation	8.3%	3	0.2499
10	Knowledge and Information Management	8.3%	3	0.2499
11	Communication	8.3%	3	0.2499
12	Results and Quality focus	8.3%	3	0.2499
		100%		146
CCR weight				20%
CCR SCORE				29%
FINAL SCORE				110%

SUMMARY OF FINAL SCORE ACHIVED			
PARTICULARS		WEIGHT	SCORE
1	KPA'S	80%	82.7%
2	CCR'S & COC'S	20%	29.2%
3			
TOTAL		100%	111.9%

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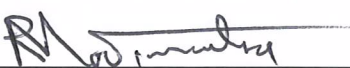
Performance A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating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

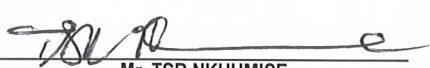
The incumbent qualifies for 0% bonus which amounts to R0.00 and is calculated as follows:

All inclusive salary as on 30 June 2019:

Salary	% Bonus
R 1 379 350.00	0%

R 0.00

 09/09/2020
 Mr. R MADIMUTSA
 DIRECTOR TECHNICAL AND INFRASTRUCTURE
 03/03/2020


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