2018/19 ANNUAL PERFORMANCE ASSESSMENT

TSR NKHUMISE - MUNICIPAL MANAGER- SECTION 82 MANAGER

CITY OF MATLOSANA

ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: MUNICIPAL MANAGER

Name: Mr. TSR NKHUMISE Cycle: 2018/07/01 to 2019/06/30

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	2.3%	3.2	0.1
2	Municipal Institutional Development and Transformation	7.0%	2.9	0.2
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	90.7%	3.0	2.7
		100%		100
KPA	weight	100%		100 80%

CMC & COC	WEIGHT	RATING	SCORE
Strategic Capability and Leadership	8.3%	2	0.1666
People Management and empowerment	8.3%	3	0.2499
Programme and Project management	8.3%	2	0.1666
Financial Management	8.3%	2 .	0.1666
Change Leadership	8.3%	2	0.1666
Governance Leadership	8.3%	2	0.1666
Moral	8.3%	3	0.2499
Planning and Organising	8.3%	2	0.1666
Analysis and Innovation	8.3%	2	0.1666
Knowledge and Information Management	8.3%	3	0.2499
Communication	8.3%	2	0.1666
Results and Quality focus	8.3%	2	0.1666
	100%		112
weight			20%
SCORE			22%
	Strategic Capability and Leadership People Management and empowerment Programme and Project management Financial Management Change Leadership Governance Leadership Moral Planning and Organising Analysis and Innovation Knowledge and Information Management Communication Results and Quality focus	Strategic Capability and Leadership People Management and empowerment Programme and Project management Financial Management Change Leadership B.3% Governance Leadership Moral Planning and Organising Analysis and Innovation Knowledge and Information Management Communication Results and Quality focus 8.3% 100% weight	Strategic Capability and Leadership 8.3% 2 People Management and empowerment 8.3% 3 Programme and Project 8.3% 2 Financial Management 8.3% 2 Change Leadership 8.3% 2 Governance Leadership 8.3% 3 Planning and Organising 8.3% 3 Planning and Organising 8.3% 2 Analysis and Innovation 8.3% 2 Knowledge and Information 8.3% 3 Communication 8.3% 2 Results and Quality focus 8.3% 2

SECTION 54A AND 56 MANAGERS

CITY OF MATLOSANA

FINAL SCORE

ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR

Assessment Rating Calculator: ASSESSMENT PANEL

Name: Mr. TSR NKHUMISE Cycle: 2019/01/01 to 2019/03/31

	WEIGHT	RATING	SCORE
ry and opment	2.3%	3.1	0.1
ıl	7.0%	2.7	0.2
elopment	0.0%	0.0	0.0
iability and	0.0%	0.0	0.0
Public	90.7%	3.0	2.7
	100%		99
			80%
KPA SCORE			80%
		10070	10070

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	2	0.1666
2	People Management and empowerment	8.3%	3	0.2499
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%	3	0.2499
11	Communication	8.3%	2	0.1666
12	Results and Quality focus	8.3%	2	0.1666
		100%		112
	weight			20%
CCR	SCORE			22%

SUMMARY OF FINAL SCORE ACHIVED					
PARTICULARS	WEIGHT	SCORE			
1 KPA'S	80%	80%			
2 CCR'S & COC'S	20%	22%			
3					
TOTAL	100%	102.2%			

EXTRACT OR CLAUSE 11.2 OF PERFORMANCE AGREEMENT	SCORE RANGE		% BONUS
Performance A performance bonus ranging from 5% to 14% of	130.0	133	5%
the all-inclusive remuneration package may be paid to an	134.0	137	6%
employee in recognition of outstanding performance. In			7%
letermining the performance bonus the relevant percentage is	138.0	141	
based on the overall rating, calculated by using the applicable	142.0	145	8%
ssessment-rating calculator; provided that:	146.0	149	9%
1.2.1 a score of 130% to 149% is awarded a performance onus ranging from 5% to 9%; and	150.0	153	10%
1.2.1 a score of 150% and above is awarded a performance	153.0	156	11%
bonus ranging from 10% to 14%.	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	1 428 016.00	0%		

R 0.00

Mr. TSR NKHUMISE

MUNICIPAL MANAGER

23/03/2020

CIIr. ME KGAILE

CHAIRPERSON OF THE ASSESSMENT PANEL

08/09/2020