

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				80%
KPA SCORE				80%
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%	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
CCR weight				20%
CCR SCORE				22%
FINAL SCORE				102%

SECTION 54A AND 56 MANAGERS

CITY OF MATLOSANA
ANNUAL PERFORMANCE ASSESMENT: 2018/19 FINANCIAL YEAR
Assessment Rating Calculator: ASSESSMENT PANEL

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	2.3%	3.1	0.1
2	Municipal Institutional Development and Transformation	7.0%	2.7	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%		99
KPA weight				80%
KPA SCORE				80%
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%	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
CCR weight				20%
CCR SCORE				22%
FINAL SCORE				102%

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
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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	1 428 016.00	0%

R 0.00


 Mr. TSR NKHUMISE
 MUNICIPAL MANAGER
 23/03/2020


 Chair. ME KGAILE
 CHAIRPERSON OF THE ASSESSMENT PANEL
 08/09/2020