

2019/20 MID-YEAR PERFORMANCE ASSESSMENTS				
TO SEKGALA - ACTING CHIEF FINANCIAL OFFICER- SECTION 56 MANAGER				
CITY OF MATLOSANA				
MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR				
Assessment Rating of: ACTING CHIEF FINANCIAL OFFICER				

Name: Mrs. TO SEKGALA

Cycle: 2019/07/01 to 2019/12/31

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	18.6%	3.5	0.7
2	Municipal Institutional Development and Transformation	4.7%	3.0	0.1
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	44.2%	2.7	1.2
5	Good Governance & Public Participation	32.6%	2.0	0.7

		100%		88
KPA weight				80%
KPA SCORE				70%
FINAL SCORE				

	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%	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%	1	0.0833
12	Results and Quality focus	8.3%	2	0.1666
		100%		67

CCR weight				20%
CCR SCORE				13%
FINAL SCORE				84%

MUNICIPAL MANAGER				
CITY OF MATLOSANA				
MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR				
Assessment Rating of: MUNICIPAL MANAGER				

Name: Mrs. TO SEKGALA

Cycle: 2019/07/01 to 2019/12/31

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	18.6%	3.2	0.6
2	Municipal Institutional Development and Transformation	4.7%	3.0	0.1
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	44.2%	2.7	1.2
5	Good Governance & Public Participation	32.6%	2.0	0.7

		100%		86
KPA weight				80%
KPA SCORE				69%
FINAL SCORE				

	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%	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%	1	0.0833
12	Results and Quality focus	8.3%	2	0.1666
		100%		67

CCR weight				20%
CCR SCORE				13%
FINAL SCORE				82%

SUMMARY OF FINAL SCORE ACHIEVED			
PARTICULARS		WEIGHT	SCORE
1	KPA'S	80%	75%
2	CCR'S & COC'S	20%	13%
3			
TOTAL		100%	88.7%

EXTRACT OR CLAUSE 11.2 OF PERFORMANCE AGREEMENT	SCORE RANGE		% BONUS
<p>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:</p> <p>11.2.1 a score of 130% to 149% is awarded a performance bonus ranging from 5% to 9%; and</p> <p>11.2.1 a score of 150% and above is awarded a performance bonus ranging from 10% to 14%.</p>	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 September 2019:

Salary	% Bonus
R 414 711.00	0%

R 0.00


 Mrs. TO SEKGAL
 ACTING CHIEF FINANCIAL OFFICER
 21/12/2019


 Mr. TSR NKHUMISE
 MUNICIPAL MANAGER
 21/12/2019