

2019/20 MID-YEAR PERFORMANCE ASSESSMENTS
MM MOLAWA - DIRECTOR COMMUNITY DEVELOPMENT - SECTION 56 MANAGER
CITY OF MATLOSANA
MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR
Assessment Rating of: DIRECTOR COMMUNITY DEVELOPMENT
Name: Mrs. MM MOLAWA
Cycle: 2019/07/01 to 2019/12/31

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	9.5%	2.0	0.2
2	Municipal Institutional Development and Transformation	14.3%	3.5	0.5
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	4.8%	3.4	0.2
5	Good Governance & Public Participation	71.4%	2.8	2.0

	100%	95
KPA weight		80%
KPA SCORE		76%
FINAL SCORE		76%

	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%	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%	2	0.1666
11	Communication	8.3%	2	0.1666
12	Results and Quality focus	8.3%	2	0.1666
		100%		104
	CCR weight			20%
	CCR SCORE			21%
	FINAL SCORE			97%

ASSESSMENT PANEL
CITY OF MATLOSANA
MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR
Assessment Rating of: ASSESSMENT PANEL
Name: Mrs. MM MOLAWA
Cycle: 2019/07/01 to 2019/12/31

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	9.5%	2.0	0.2
2	Municipal Institutional Development and Transformation	14.3%	3.7	0.5
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	4.8%	3.4	0.2
5	Good Governance & Public Participation	71.4%	2.9	2.1

	100%	98
KPA weight		80%
KPA SCORE		79%
FINAL SCORE		79%

	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%	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%	2	0.1666
11	Communication	8.3%	2	0.1666
12	Results and Quality focus	8.3%	2	0.1666
		100%		104
	CCR weight			20%
	CCR SCORE			21%
	FINAL SCORE			100%

SUMMARY OF FINAL SCORE ACHIVED		
PARTICULARS		WEIGHT
1	KPA'S	80%
2	CCR'S & COC'S	20%
3		
TOTAL		100%
		98.2%

EXTRACT OR CLAUSE 11.2 OF PERFORMANCE AGREEMENT	SCORE RANGE	% BONUS
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<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 1 267 315.00	0%

R 0.00



Mrs. MM MOLAWA
DIRECTOR COMMUNITY DEVELOPMENT
31/03/2020



Mr. TSR NKHUMISE
CHAIRPERSON ON THE ASSESSMENT PANEL
31/03/2020