

2019/20 MID-YEAR PERFORMANCE ASSESSMENTS				
LL FOURIE - DIRECTOR LOCAL ECONOMIC DEVELOPMENT - SECTION 56 MANAGER				
CITY OF MATLOSANA				
MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR				
Assessment Rating of: DIRECTOR LOCAL ECONOMIC DEVELOPMENT				

Name: Mr. LL FOURIE

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	0.0%	0.0	0.0
2	Municipal Institutional Development and Transformation	20.0%	3.0	0.6
3	Local Economic Development	25.0%	1.2	0.3
4	Municipal Financial Viability and management	30.0%	1.2	0.4
5	Good Governance & Public Participation	25.0%	2.4	0.6

	100%	62
KPA weight		80%
KPA SCORE		50%
FINAL SCORE		50%

	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%	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%	3	0.2499
12	Results and Quality focus	8.3%	3	0.2499
		100%		96
	CCR weight			20%
	CCR SCORE			19%
	FINAL SCORE			69%

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

Name: Mr. LL FOURIE

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	0.0%	0.0	0.0
2	Municipal Institutional Development and Transformation	20.0%	3.0	0.6
3	Local Economic Development	25.0%	1.2	0.3
4	Municipal Financial Viability and management	30.0%	1.1	0.3
5	Good Governance & Public Participation	25.0%	2.4	0.6

	100%	61
KPA weight		80%
KPA SCORE		49%
FINAL SCORE		49%

	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%	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%	3	0.2499
12	Results and Quality focus	8.3%	3	0.2499
		100%		96
	CCR weight			20%
	CCR SCORE			19%
	FINAL SCORE			68%

SUMMARY OF FINAL SCORE ACHIVED			
PARTICULARS		WEIGHT	SCORE
1	KPA'S	80%	49%
2	CCR'S & COC'S	20%	19%
3			
TOTAL		100%	68.4%

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 September 2019:

Salary	% Bonus
R 1 188 638.00	0%

R 0.00

Mr. LL FOURIE

DIRECTOR LOCAL ECONOMIC DEVELOPMENT

31/03/2020

Mr. TSR NKHUMISE

CHAIRPERSON OF ASSESSMENT PANEL

31/03/2020