

2019/20 MID-YEAR PERFORMANCE ASSESSMENTS				
BB CHOCHÉ - DIRECTOR PLANNING AND HUMAN SETTLEMENTS - SECTION 56 MANAGER				
CITY OF MATLOSANA				
MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR				
Assessment Rating of: DIRECTOR PLANNING AND HUMAN SETTLEMENTS				

Name: Mr. BB CHOCHÉ

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	33.3%	2.0	0.7
2	Municipal Institutional Development and Transformation	11.1%	2.7	0.3
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	11.1%	4.3	0.5
5	Good Governance & Public Participation	44.4%	2.2	1.0

	100%	81
KPA weight		80%
KPA SCORE		65%
FINAL SCORE		65%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	3	0.2499
2	People Management and empowerment	8.3%	3	0.2499
3	Programme and Project management	8.3%	3	0.2499
4	Financial Management	8.3%	2	0.1666
5	Change Leadership	8.3%	2	0.1666
6	Governance Leadership	8.3%	3	0.2499
7	Moral	8.3%	3	0.2499
8	Planning and Organising	8.3%	3	0.2499
9	Analysis and Innovation	8.3%	3	0.2499
10	Knowledge and Information Management	8.3%	2	0.1666
11	Communication	8.3%	4	0.3332
12	Results and Quality focus	8.3%	3	0.2499
		100%		142
CCR weight				20%
CCR SCORE				28%
FINAL SCORE				93%

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

Name: Mr. BB CHOCHÉ

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	33.3%	2.0	0.7
2	Municipal Institutional Development and Transformation	11.1%	2.7	0.3
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KPA SCORE		65%
FINAL SCORE		65%

	CMC & COC	WEIGHT	RATING	SCORE
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12	Results and Quality focus	8.3%	3	0.2499
		100%		142
CCR weight				20%
CCR SCORE				28%
FINAL SCORE				93%

SUMMARY OF FINAL SCORE ACHIVED		
PARTICULARS		
		WEIGHT
		SCORE
1	KPA'S	80%
2	CCR'S & COC'S	20%
3		
TOTAL		100%
		92.9%

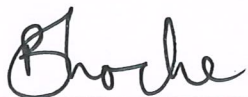
EXTRACT OR CLAUSE 11.2 OF PERFORMANCE AGREEMENT	SCORE RANGE		% BONUS
<p>Performance A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is 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 31
December 2019:

Salary		% Bonus
R	1 415 047.00	0%

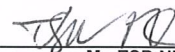
R 0.00



Mr. BB CHOCHÉ

DIRECTOR PLANNING AND HUMAN SETTLEMENTS

31/03/2020



Mr. TSR NKHUMISE

CHAIRPERSON OF THE ASSESSMENT PANEL

31/03/2020