

2019/20 MID-YEAR PERFORMANCE ASSESSMENTS				
LJ NKHUMANE - DIRECTOR PUBLIC SAFETY - SECTION 56 MANAGER				
CITY OF MATLOSANA				
MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR				
Assessment Rating of: DIRECTOR PUBLIC SAFETY				

Name: Mr. LJ NKHUMANE

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	20.0%	2.6	0.5
2	Municipal Institutional Development and Transformation	10.0%	3.0	0.3
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	30.0%	4.4	1.3
5	Good Governance & Public Participation	40.0%	2.8	1.1

	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%	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%	2	0.1666
12	Results and Quality focus	8.3%	1	0.0833
		100%		75
CCR weight				20%
CCR SCORE				15%
FINAL SCORE				102%

	100%	109
KPA weight		80%
KPA SCORE		87%
FINAL SCORE		87%

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

Name: Mr. LJ NKHUMANE

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	20.0%	2.6	0.5
2	Municipal Institutional Development and Transformation	10.0%	3.0	0.3
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	30.0%	4.4	1.3
5	Good Governance & Public Participation	40.0%	2.8	1.1

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	2	0.1666
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4	Financial Management	8.3%	1	0.0833
5	Change Leadership	8.3%	2	0.1666
6	Governance Leadership	8.3%	2	0.1666
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%	2	0.1666
11	Communication	8.3%	2	0.1666
12	Results and Quality focus	8.3%	1	0.0833
		100%		87
CCR weight				20%
CCR SCORE				17%
FINAL SCORE				104%

	100%	109
KPA weight		80%
KPA SCORE		87%
FINAL SCORE		87%

SUMMARY OF FINAL SCORE ACHIVED		
PARTICULARS		WEIGHT
1	KPA'S	80%
2	CCR'S & COC'S	20%
3		
TOTAL		100%
		103.2%

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 employee 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
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Mr. LJ NKUMANE  
DIRECTOR PUBLIC SAFETY  
31/03/2020



Mr. TSR NKHUMISE  
CHAIRPERSON OF ASSESSMENT PANEL  
31/03/2020