

2019/20 MID-YEAR PERFORMANCE ASSESSMENTS
R MADIMUTSA - DIRECTOR TECHNICAL AND INFRASTRUCTURE - SECTION 56 MANAGER
CITY OF MATLOSANA
MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR
Assessment Rating of: DIRECTOR TECHNICAL AND INFRASTRUCTURE
Name: Mr. R MADIMUTSA
Cycle: 2019/07/01 to 2019/12/31

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	84.0%	3.0	2.5
2	Municipal Institutional Development and Transformation	4.6%	3.0	0.1
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	0.0%	0.0	0.0
5	Good Governance & Public Participation	11.4%	3.0	0.3

	100%	100
KPA weight		80%
KPA SCORE		80%
FINAL SCORE		80%

	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%	2	0.1666
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%	3	0.2499
8	Planning and Organising	8.3%	3	0.2499
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%	2	0.1666
		100%		96
CCR weight				20%
CCR SCORE				19%
FINAL SCORE				99%

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

	KRA	WEIGHT	RATING	SCORE
1	Basic Service Delivery and Infrastructure Development	84.0%	3.0	2.5
2	Municipal Institutional Development and Transformation	4.6%	3.0	0.1
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	0.0%	0.0	0.0
5	Good Governance & Public Participation	11.4%	3.0	0.3

	100%	100
KPA weight		80%
KPA SCORE		80%
FINAL SCORE		80%

	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%	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%	3	0.2499
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				101%

SUMMARY OF FINAL SCORE ACHIVED		
PARTICULARS		WEIGHT
1	KPA'S	80%
2	CCR'S & COC'S	20%
3		
TOTAL		100%
		100.0%

EXTRACT OR CLAUSE 11.2 OF PERFORMANCE AGREEMENT	SCORE RANGE	% BONUS
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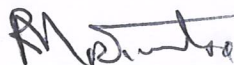
<p>Performance A performance bonus ranging from 5% to 14% of the all-inclusive remuneration package may be paid to an employee in recognition of outstanding performance. In determining the performance bonus the relevant percentage is based on the overall rating, calculated by using the applicable assessment-rating 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 1 415 047.00	0%

R 0.00



Mr. R MADIMUTSA

DIRECTOR TECHNICAL AND INFRASTRUCTURE

31/03/2020



Mr. TSR NKHUMISE

CHAIRPERSON OF THE ASSESSMENT PANEL

31/03/2020