

# 2019/20 MID-YEAR PERFORMANCE ASSESSMENTS

## TSR NKHUMISE - MUNICIPAL MANAGER- SECTION 82 MANAGER

CITY OF MATLOSANA

MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR

Assessment Rating of: MUNICIPAL MANAGER

Name: Mr. TSR NKHUMISE

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	9.5%	2.3	0.2
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	4.8%	2.3	0.1
5	Good Governance & Public Participation	85.7%	2.0	1.7

		100%		68
KPA weight				80%
KPA SCORE				54%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	2	0.1666
2	People Management and empowerment	8.3%	3	0.2499
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%	3	0.2499
11	Communication	8.3%	2	0.1666
12	Results and Quality focus	8.3%	2	0.1666
		100%		112
CCR weight				20%
CCR SCORE				22%
FINAL SCORE				77%

## EXECUTIVE MAYOR

CITY OF MATLOSANA

MID-YEAR PERFORMANCE ASSESMENT: 2019/20 FINANCIAL YEAR

Assessment Rating of: EXECUTIVE MAYOR

Name: Mr. TSR NKHUMISE

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	9.5%	2.0	0.2
3	Local Economic Development	0.0%	0.0	0.0
4	Municipal Financial Viability and management	4.8%	2.0	0.1
5	Good Governance & Public Participation	85.7%	2.0	1.7

		100%		67
KPA weight				80%
KPA SCORE				53%

	CMC & COC	WEIGHT	RATING	SCORE
1	Strategic Capability and Leadership	8.3%	2	0.1666
2	People Management and empowerment	8.3%	3	0.2499
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%	3	0.2499
11	Communication	8.3%	2	0.1666
12	Results and Quality focus	8.3%	2	0.1666
		100%		112
CCR weight				20%
CCR SCORE				22%
FINAL SCORE				76%

SUMMARY OF FINAL SCORE ACHIVED		
PARTICULARS		WEIGHT
1	KPA'S	80%
2	CCR'S & COC'S	20%
3		
TOTAL		100%
		76.4%

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:

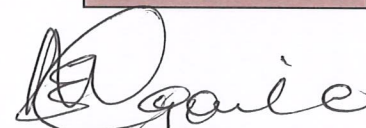
All inclusive salary as on 31  
December 2019:

Salary	% Bonus
R 1 428 016.00	76%

R 0.00



Mr. TSR NKHUMISE  
MUNICIPAL MANAGER  
31/03/2020



Cllr ME KGAILE  
EXECUTIVE MAYOR  
31/03/2020