



CONFIDENTIAL

**ANNUAL PERFORMANCE ASSESSMENT FORM FOR MUNICIPAL MANAGER AND SECTION 56 MANAGERS
FINANCIAL YEAR 2020/2021**

DETAILS OF INCUMBENT:

SURNAME AND INITIALS: MANQELE S.L.
JOB TITLE: DIRECTOR TECHNICAL & ENGINEERING SERVICES
DATE OF EMPLOYMENT: 2 MAY 2019
PERIOD OF EMPLOYMENT CONTRACT: 5 YEARS: 2 MAY 2019 – 30 APRIL 2024
PERIOD ASSESSED: 1 JULY 2020 – 30 JUNE 2021

PART 1: TO BE COMPLETED BY EMPLOYEE

This section has to be completed by the employee prior to the appraisal. If the space provided is insufficient, the comments can be included in an attachment.

1. During the past year my major accomplishments as they relate to my performance agreement were as follows:
 - Achieved 100% expenditure on the Municipal Infrastructure Grant (MIG).
 - Achieved 100% expenditure on the Water Services Infrastructure Grant (WSIG).
2. During the past year I was less successful in the following areas for the reasons stated:
 - 80% expenditure on the Integrated National Electrification Programme (INEP).

PART 2: PERFORMANCE ASSESSMENT

The Performance assessment is based on the Quarterly Performance Reports for the Business Units as well as the Department, as reflected in clause 4.2 of the performance agreement and performance plan.

The performance reports will therefore form the basis of the discussion and need to be submitted, together with the portfolio of evidence.

2.1 STANDARD RATING SCHEDULE

Standard Rating Schedule for Key Performance Areas (KPA) and Core Competency Requirements (CCRs)

Level	Terminology	Description	Rating				
			1	2	3	4	5
5	Outstanding performance	Performance far exceeds the standard expected of an employee at this level. The appraisal indicates that the Employee has achieved above fully effective results against all performance criteria and indicators as specified in the performance agreement (PA) and performance plan (PP) and maintained this in all areas of responsibility throughout the year.					
4	Performance significantly above expectations	Performance is significantly higher than the standard expected in the job. The appraisal indicates that the Employee has achieved above fully effective results against more than half of the performance criteria and indicators and fully achieved all others throughout the year.					
3	Fully effective or acceptable performance	Performance fully meets the standards expected in all areas of the job. The appraisal indicates that the Employee has fully achieved effective results against all significant performance criteria and indicators as specified in the PA and PP					
2	Performance not fully effective	Performance is below the standard required for the job in key areas. Performance meets some of the standards expected for the job. The review/ assessment indicates that the Employee has achieved below fully effective results against more than half the key performance criteria and indicators as specified in the PA and PP					
1	Unacceptable performance	Performance does not meet the standard expected for the job. The review/assessment indicates that the Employee has achieved below fully effective results against almost all of the performance criteria and indicators as specified in the PA and PP. The employee has failed to demonstrate the commitment or ability to bring performance up to the level expected in the job despite management efforts to encourage improvement					

2.2 KEY PERFORMANCE AREAS AS PER THE SDBIP
Rating by Employee and Supervisor of Key Performance Areas (KPA's)

Note: Weightings in the tables in this document must correspond to the weightings in the performance agreement for the specific financial year; projects reported on must correspond to those in the SDBIP.

KEY PERFORMANCE AREA		BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT					WEIGHTING = 93%		EVALUATION PANEL		
COMPLETED BY INCUMBENT		KEY PERFORMANCE INDICATOR	ANNUAL TARGET	ACTUAL ANNUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	RATING (1-5)	MOTIVATION FOR RATING		
AND/OR PROGRAMMES	Augmentation of Mashishing/Lydenburg Water Supply Scheme	Number of boreholes refurbished at Mashishing & Lydenburg	5 boreholes refurbished at Mashishing & Lydenburg by 30 June 2021	Achieved. 5 boreholes refurbished at Mashishing & Lydenburg	APR POE File	3	5 boreholes successfully refurbished. Three Water Carts were also purchased to supply water when there are breakdowns. The community has now reliable water supply.	4	The incumbent went extra miles by ensuring that the community is provided with clean water.	4	In agreement with Supervisor scoring
	Refurbishment of Water Treatment Works at Mashishing, Coromandel & Sabie	Number of WTW refurbished at Mashishing, Coromandel & Sabie	3 WTW refurbished at Mashishing (1), Coromandel (1) & Sabie (1) by 30 June 2021	Achieved	APR POE File	3	3 WTW successfully refurbished. Three Water Carts were also purchased to supply water when there are breakdowns. The	3	Achieved as per expectation	4	Support received from the EDM and the strategy curbing the disaster that could have

KEY PERFORMANCE AREA		BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT					WEIGHTING = 93%					
COMPLETED BY INCUMBENT		KEY PERFORMANC E INDICATOR	ANNUAL TARGET	ACTUAL ANNUAL PERFORMANC E	ANN NR	RATING (1 - 5)	MOTIVATION FOR RATING	RATING (1 - 5)	SUPERVISOR	MOTIVATION FOR RATING	RATING (1 - 5)	EVALUATION PANEL
PROGRAMMES AND/OR PROJECTS							community has reliable water supply.					happened
Refurbishment of 31 Boreholes in TCLM	Number of boreholes refurbished at Draaikraal, Shaga, Matibidi, Moremela, Orhigstad dam & Lydenburg	31 Boreholes refurbished at Mashishing, Draaikraal, Shaga, Matibidi, Moremela, Orhigstad dam & Lydenburg by 30 June 2021	Achieved. 31 Boreholes refurbished at Mashishing, Draaikraal, Shaga, Matibidi, Moremela, Orhigstad dam & Lydenburg	APR POE File	3	4	31 boreholes successfully refurbished. Three Water Carts were also purchased to supply water when there are breakdowns. The community has reliable water supply.	4	The community was also supported with distribution of water through local service providers. The procurement of fleet also contributed a lot	4	4	In agreement with Supervisor scoring
Installation of 25 new Boreholes at Thaba Chweu Local Municipality	Number of boreholes new boreholes drilled at Mashishing, Draaikraal, Shaga, Matibidi, Moremela,	25 boreholes new boreholes drilled at Mashishing, Draaikraal, Shaga,	Achieved. However, 12 boreholes were refurbished in the financial year 2020-2021.	APR POE File	3	4	12 new boreholes were drilled and equipped. Three Water Carts were also purchased to supply water when there are	4	Received support from Dept. of Human Settlement wherein they drilled and	4	4	In agreement with Supervisor scoring

KEY PERFORMANCE AREA		BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT					WEIGHTING = 93%				
COMPLETED BY INCUMBENT		KEY PERFORMANCE INDICATOR	ANNUAL TARGET	ACTUAL ANNUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	SUPERVISOR RATING (1-5)	EVALUATION PANEL RATING (1-5)	MOTIVATION FOR RATING	
PROGRAMMES AND/OR PROJECTS							community has reliable water supply.			happened	
Refurbishment of 31 Boreholes in TCLM	Number of boreholes refurbished at Draaikraal, Shaga, Matibidi, Moremela, Orhigstad dam & Lydenburg	31 Boreholes refurbished at Mashishing, Draaikraal, Shaga, Matibidi, Moremela, Orhigstad dam & Lydenburg by 30 June 2021	Achieved. 31 Boreholes refurbished at Mashishing, Draaikraal, Shaga, Matibidi, Moremela, Orhigstad dam & Lydenburg	APR POE File	3	4	31 boreholes successfully refurbished. Three Water Carts were also purchased to supply water when there are breakdowns. The community has reliable water supply.	4	4	The community was also supported with distribution of water through local service providers. The procurement of fleet also contributed a lot	In agreement with Supervisor scoring
Installation of 25 new Boreholes at Thaba Chweu Local Municipality	Number of boreholes new boreholes drilled at Mashishing, Draaikraal, Shaga, Matibidi, Moremela,	25 boreholes new boreholes drilled at Mashishing, Draaikraal, Shaga,	Achieved. However, 12 boreholes were refurbished in the financial year 2020-2021.	APR POE File	3	4	12 new boreholes were drilled and equipped. Three Water Carts were also purchased to supply water when there are	4	4	Received support from Dept. of Human Settlement wherein they drilled and	In agreement with Supervisor scoring

KEY PERFORMANCE AREA		BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT					WEIGHTING = 93%	
COMPLETED BY INCUMBENT		ANNUAL TARGET	ACTUAL ANNUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	RATING (1-5)	EVALUATION PANEL
PROGRAMMES AND/OR PROJECTS	Orhigstad dam, Brondal & Sipsop	Matibidi, Moremela, Orhigstad dam, Brondal & Sipsop by 30 June 2021				breakdowns. Local business man donated drilled boreholes to the municipality.		
Refurbishment of Waste Water Treatment Works (Sanitation Infrastructure) at Mashishing, Coromandel, Sabie & Graskop	Number of WWTW refurbished at Mashishing, Coromandel, Sabie & Graskop	4 WWTW refurbished at Mashishing (1), Coromandel (1), Sabie (1) & Graskop (1) by 30 June 2021	Mashishing Ext 2 sewer plant was successfully refurbished in the financial year 2020-2021. The Mashishing main sewer treatment plant was not fully refurbished due to the ongoing theft and vandalism. The scope of work covered the installation of a Clear-View fence, Miniature	APR POE File	3	The Coromandel sewer plant was refurbished by Ehlanzeni District Municipality. The Sabie and Graskop sewer plants were not refurbished due to the shortage of funding, however additional funding of R42 million was applied for from the Dept. of Water & Sanitation, anticipating approval of additional funding.	3	Standard achievement
						equipped new boreholes		
								Support received from the EDM and the strategy curbing the disaster that could have happened

KEY PERFORMANCE AREA		BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT					WEIGHTING = 93%		
COMPLETED BY INCUMBENT							SUPERVISOR		
PROGRAMMES AND/OR PROJECTS	KEY PERFORMANCE INDICATOR	ANNUAL TARGET	ACTUAL ANNUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	RATING (1-5)	MOTIVATION FOR RATING	
Designs for the refurbishment of De Clerq Street at Lydenburg	Number of designs crafted for the refurbishment of De Clerq street at Lydenburg	1 set of designs crafted for the refurbishment of De Clerq street at Lydenburg by 30 June 2021	substation and Lighting for the treatment plant. Achieved	APR POE File	3	One set of designs was developed for the refurbishment of De Clerq street in Lydenburg. Designs assist to ensure that project preparation is done up to design development stage as required by ECOSA. Support from Booysendal Mine through co-funding of the project was realised.	4	Further engagements with the mines through SLP was executed and received support in this regard	In agreement with Supervisor scoring
Designs for the refurbishment of Potgieter Street at	Number of Quarterly reports on repairs & maintenance of roads & storm	1 set of designs crafted for the refurbishment of Potgieter	Achieved	APR POE File	3	One set of designs were developed for the refurbishment of Potgieter street in Lydenburg.	4	Designs and construction of phase 1 was done by the Booysendal	In agreement with Supervisor scoring

KEY PERFORMANCE AREA			BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT				WEIGHTING = 93%	
COMPLETED BY INCUMBENT			ANNUAL TARGET	ANNUAL ACTUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	SUPERVISOR
PROGRAMMES AND/OR PROJECTS	KEY PERFORMANCE INDICATOR	ANNUAL TARGET	ANNUAL ACTUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	SUPERVISOR	EVALUATION PANEL
Lydenburg	water done at Lydenburg, Graskop & Sabie	street at Lydenburg by 30 June 2021				Designs assist to ensure that project preparation is done up to design development stage as required by ECISA. Support from Booysendal Mine through co-funding of the project was realised.	Mine as a support to the municipality	RATING (1-5)
Replacement of AC pipes at Sabie (Phase 1)	Number of km of AC pipes replaced at Sabie (Phase 1)	18 km of AC pipes replaced at Sabie (Phase 1) by 30 June 2021	Achieved. The Dept. of Water & Sanitation recommended that a new Water Cart be purchased with the allocated funds in order to cater or deal with the Covid-19 pandemic.	APR POE File	3	The Sabie AC Pipeline Replacement project is being implemented in the financial year 2021-2022 through funding from the Water Services Infrastructure Grant (WSIG) - R 25 million. The Water Cart is assisting in	Standard achievement	4
								Followed variation directive issued by DWS.

KEY PERFORMANCE AREA		BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT				WEIGHTING = 93%				
COMPLETED BY INCUMBENT						SUPERVISOR	EVALUATION PANEL			
PROGRAMMES AND/OR PROJECTS	KEY PERFORMANCE INDICATOR	ANNUAL TARGET	ACTUAL ANNUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	RATING (1-5)			
						MOTIVATION FOR RATING	MOTIVATION FOR RATING			
Replacement of AC pipes at Graskop (Phase 2)	Number of km of AC pipes replaced at Graskop (Phase 2)	19.3 km of AC pipes replaced at Graskop (Phase 2) by 30 June 2021	Achieved. 19.3 km of AC pipes replaced at Graskop	APR POE File	3	supplying water to communities when there are breakdowns. 19.3 km of AC pipelines successfully replaced at Graskop. As a result, there are no pipeline breakdowns, less water losses and less overtime claims at Graskop. Overtime was reduced and no complaints on water issues. There was a community retaliation in the implementation of the project and we has to find an amicably way to	4	Agreed on the scoring	4	In agreement with Supervisor scoring

KEY PERFORMANCE AREA		BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT					WEIGHTING = 93%			
COMPLETED BY INCUMBENT		KEY PERFORMANCE INDICATOR	ANNUAL TARGET	ACTUAL ANNUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	SUPERVISOR RATING (1-5)	EVALUATION PANEL RATING (1-5)	MOTIVATION FOR RATING
Electrification of households in Nkanini (Phase 2)	Number of households connected to Grid at Nkanini (phase 2)	117 households connected to Grid at Nkanini (phase 2) by 30 June 2021	Achieved. The MV & LV poles, transformers, split meters and key pads were installed. The testing, issuing of COCs and the energisation of the project was delayed by infighting among sub-contractors.	APR POE File	3	3	The project was energised in the financial year 2021-2022. The electrification backlog has been reduced and revenue enhancement improved at Nkanini.	Standard achievement	4	Community benefited in the project. Formalization of the area was also considered.
Reports on repairs & Maintenance of Traffic	Number of Quarterly reports on repairs & maintenance of	4 Quarterly reports on repairs & maintenance	Achieved. 4 Quarterly reports on repairs & maintenance of	APR POE File	3	3	All quarterly reports were submitted. More maintenance work still need to	Standard achievement	4	Procurement of equipment to address repairs and

KEY PERFORMANCE AREA		BASIC SERVICES AND INFRASTRUCTURE DEVELOPMENT					WEIGHTING = 93%	
COMPLETED BY INCUMBENT							SUPERVISOR	
PROGRAMMES AND/OR PROJECTS	KEY PERFORMANCE INDICATOR	ANNUAL TARGET	ACTUAL ANNUAL PERFORMANCE	ANN NR	RATING (1-5)	MOTIVATION FOR RATING	RATING (1-5)	MOTIVATION FOR RATING
lights, Streetlights & overhead lines	Traffic lights, Streetlights & overhead lines compiled	of Traffic lights, Streetlights & overhead lines compiled by 30 June 2021	Traffic lights, Streetlights & overhead lines compiled			be done to eradicate maintenance backlogs.		maintenance was executed. SMMEs benefited.
Upgrading of Leroro Stadium	Number of stadiums upgraded at Leroro	1 Stadium upgraded at Leroro by 30 June 2021	Achieved. 1 Stadium upgraded at Leroro. The artificial grass was delivered late from China due to delays caused by the Covid-19 restrictions.	APR POE File	3	The project was completed in the financial year 2021-2022. The stadium is being utilised by youth for sporting activities thereby assisting them to stay away from substance and drug abuse.	3	Standard achievement
							4	Addressed the socio-economic impact

KEY PERFORMANCE AREA COMPLETED BY INCUMBENT		FINANCIAL VIABILITY & MANAGEMENT					WEIGHTING = 7%			EVALUATION PANEL	
PROG AMES AND/OR PROJEC TS	KEY PERFO RMANC E INDICAT OR	ANNUA L TARGET	ACTUAL ANNUA L PERFO RMANC E	ANN NR	RATING (1-5)	MOTIVA TION FOR RATING	RATING (1-5)	MOTIVA TION FOR RATING	RATING (1-5)	MOTIVA TION FOR RATING	
Implementation of Financial Recovery Plan	Number of progress reports on the implementation of Financial Recovery Plan	4 Progress reports on the implementation of Financial Recovery Plan by 30 June 2021	Achieved	APR POE File	4	Four progress reports on the implementation of the Financial Recovery Plan (FRP) were submitted. Most of the challenges in the FRP have been addressed which is a huge improvement, e.g. the unlocking of the hydro power plant dispute, the commissioning of the Duma substation, audit of small power users, installation of automatic meter reading system and development of technical	4	Exceptional Performance	4	In agreement with Supervisor scoring	

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							reports and plans for the replacement of AC pipelines and installation pressure relieve valves to minimise water distribution losses.				
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THE KEY PERFORMANCE AREAS WILL CONTRIBUTE 80% TO THE TOTAL SCORE OF THE INCUMBENT

2.3 CORE COMPETENCY REQUIREMENTS

Rating by Employee and Supervisor of Core Competency Requirement (CCRs)

Details should be completed by the Employee and Supervisor with the aid of the relevant extract from the Regulations (2014)

INCUMBENT CORE COMPETENCY REQUIREMENT	WEIGHT (%)	MOTIVATION FOR RATING	ANN NO.	OWN RATING (1 – 5)	SUPERVISOR		EVALUATION PANEL	
					RATING (1 – 5)	MOTIVATION	RATING (1 – 5)	MOTIVATION
<i>Leading Competencies</i>								
Strategic Direction and Leadership	5%	In instances that need fast decision making, I am able to take those decisions, provide strategic direction and take accountability and leadership in order for the	N/A	3	3	Standard performance	4	MM reconsiders

INCUMBENT			SUPERVISOR				EVALUATION PANEL	
CORE COMPETENCY REQUIREMENT	WEIGHT (%)	MOTIVATION FOR RATING	ANN NO.	OWN RATING (1-5)	RATING (1-5)	MOTIVATION	RATING (1-5)	MOTIVATION
People Management	10%	municipality to reach its goals efficiently and effectively. I am able to plan, take decisions, organise, lead, motivate and control the human and financial resources of the municipality. I am also good in spotting talent in Managers, optimise the talent and retain the talent while providing continued support for the department and guidance for the subordinates.	N/A	3	3	Standard performance	4	MM reconsiders
Program and Project Management	10%	I am able to facilitate project delivery processes from project definition through to its close-out stage. I have successfully completed a Business of Consulting Engineering Development Programme at the School of Consulting Engineers in order to effectively and efficiently manage projects programme.	N/A	3	3	Standard performance	4	MM reconsiders
Financial Management	10%	I am able to deal with and analyse budgets, funds and grants for the municipality. I do my work guided by the applicable legislation in order to avoid incurring unauthorised, irregular, fruitless and wasteful expenditure (UIFW).	N/A	3	3	Standard performance	4	MM reconsiders
Change Leadership	5%	I am able to adjust to a style of management that emphasises the importance of improvement and adaptability in an organisation because change leadership comes	N/A	3	3	Standard performance	4	MM reconsiders

INCUMBENT				SUPERVISOR			EVALUATION PANEL	
CORE COMPETENCY REQUIREMENT	WEIGHT (%)	MOTIVATION FOR RATING	ANN NO.	OWN RATING (1-5)	RATING (1-5)	MOTIVATION	RATING (1-5)	MOTIVATION
Governance Leadership	10%	with a lot of benefits for senior management and employees. I have completed a course on Compliance Essentials through UCT to better understand good governance and the willingness and ability to take ownership in a part of an organisation and to continually do what is best for the organisation.	N/A	3	3	Standard performance	4	MM reconsiders
Core Competencies								
Moral Competence	10%	As a Senior Manager who is registered with ECSA as a Professional Technologist (Pr. No. 20170023), I fully understand that I have to abide by the ECSA code of conduct when executing my duties and I must not initiate or accede to corrupt practices.	N/A	3	3	Standard performance	4	MM reconsiders
Planning and Organising	10%	I fully understand that management is about planning, organising, leading and controlling human and financial resources in the Department that I am leading.	N/A	3	3	Standard performance	4	MM reconsiders
Analysis and Innovation	5%	I have implemented mechanisms of service delivery that create value for the community, go extra mile in delivering services with limited budget in order to improve the municipality's service delivery goals.	N/A	3	3	Standard performance	4	MM reconsiders
Knowledge and Information	10%	I have always been my wish to implement knowledge management	N/A	3	3	Standard performance	4	MM reconsiders

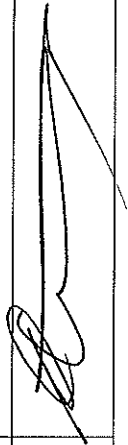
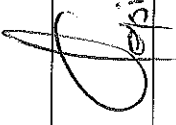
INCUMBENT				SUPERVISOR			EVALUATION PANEL	
CORE COMPETENCY REQUIREMENT	WEIGHT (%)	MOTIVATION FOR RATING	ANN NO.	OWN RATING (1 - 5)	RATING (1 - 5)	MOTIVATION	RATING (1 - 5)	MOTIVATION
Management		as it boosts the efficiency of an organisation's decision making ability.						
Communication	10%	I know, understand and practice effective communication because it is key to performance and achievement of municipal set goals.	N/A	3	3	Standard performance	4	MM reconsiders
Results and Quality Focus	5%	I understand that there is a great need to adopt and implement quality management system with a clear quality plan in the municipality in order to improve quality, accountability and compliance on projects. There is still a need to fully implement the Quality Management System ISO 9001 (SANS 9001) in the project delivery at the public service. ISO 9001 will greatly improve the quality of services provided in the public service.	N/A	3	3	Standard performance	4	MM reconsiders

THE CORE COMPETENCY REQUIREMENTS WILL CONTRIBUTE 20% TO THE TOTAL SCORE OF THE INCUMBENT

- Annexure A is the Assessment Rating Calculator Score which reflects the final score

2.4 ACKNOWLEDGEMENT OF RATING

The rates above were discussed between the incumbent and the Supervisor and were agreed upon.

INCUMBENT		ACCOUNTING OFFICER	
Name	Sinenhlanhla Lindokuhle Manqele	Name	Sphiwe Sinkey Matsi
Signature		Signature	
Signed on the _____ (day) _____ (month) _____ (year)			
at (venue) <u>2022, LYMPBURG</u>			

PART 4: FINAL SCORE

The final score is as per the attached Appraisal Rating Calculator Report

PART 5: DEVELOPMENT, TRAINING, COACHING, AND GUIDANCE NEEDED BY EMPLOYEE

To be completed by the Municipal Manager in consultation with the Section 56 Manager. Skills shortages identified needs to be addressed through the Workplace Skills Programme and should inform the Personal Development Plan of the employee.

1. Skills gaps identified through Performance Assessment to be addressed through Personal Development Plan
The use and application of computer aided design (CAD) software courses.
The Project Management Professional programme (PMP).
Masters in Business Administration (MBA).
2. Recommended Skills Development Intervention.
Enrol for the Project Management Professional Programme through University of Pretoria.
Enrol for training on computer aided design (CAD) software courses through accredited training providers.
Enrol for a Masters in Business Administration through Wits University.

PART 6: COMMENTS AND RECOMMENDATIONS

Municipal Manager

1. Recommendation : ~~Executive Mayor~~ as Supervisor

Signature: _____

Date: _____

2. Recommendation : Member of Mayoral Committee

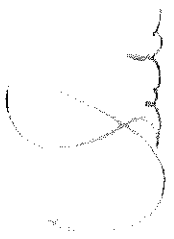
Signature: _____

Date: _____

James

3. Comments : Chairperson of Evaluation Committee

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Signature:

Name: MR M SECKER

Date: 15 March 2022

ANNEXURE A: ASSESSMENT RATING CALCULATOR

ANNUAL PERFORMANCE APPRAISAL					
Assessment Rating Calculator Score					
Name: Mr. SL Manquele					
FY: 2020/21 Annual Assessment					
KPA	Weight	Rating	Score	CCR	Weight Rating Score
Basic service delivery	93%	4	3,72	Strategic direction and leadership	5% 4 0,2
LED	0%	0	0	People Management	10% 4 0,4
Financial Viability and Management	7%	4	0,28	Program and project management	10% 4 0,4
Good Governance and Public Participation	0%	0	0	Financial Management	10% 4 0,4

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Municipal Institutional development and Transformation	0%	0	0	Change leadership	5%	4	0,2
Spatial Planning & Rationale	0%	0	0	Governance leadership	10%	4	0,4
				Moral competence	10%	4	0,4
				Planning and organising	10%	4	0,4
				Analysis and innovation	5%	4	0,2
				Knowledge and information management	10%	4	0,4
				Communication	10%	4	0,4
				Results and quality focus	5%	4	0,2
	100%	133,33			100%		66,667
KPA weight		80%		CCR weight			20%
KPA SCORE		107%		CCR SCORE			13%
FINAL SCORE							120%