

# PERFORMANCE AGREEMENT



**FEZILE DABI**  
District Municipality

Made and entered into by and between:

**DR. M.V.M MONGAKE**  
(The Municipal Manager)

and

**MR. I.S MOKGATLE**  
(The Director Project Management and Public Works)

**FOR THE FINANCIAL YEAR:  
01 July 2011 TO 30 JUNE 2012**

*mmv*  
*I.S*  
*T.T.C.*

## ENTERED INTO BY AND BETWEEN

The Fezile Dabi District Municipality herein represented by **Dr. M.M.V Mongake** in his capacity as the Municipal Manager (hereinafter referred to as the Employer or Supervisor)

and

**Mr. I.S Mokgatlhe** the Director Project Management and Public Works of the Municipality of Fezile Dabi District (herein after referred to as the Employee).

## WHEREBY IT IS AGREED AS FOLLOWS:

### 1. INTRODUCTION

- 1.1 The Employer has entered into a contract of employment with the Employee in terms of section 57(1)(a) of the Local Government: Municipal Systems Act 32 of 2000 ("the Systems Act"). The Employer and the Employee are hereinafter referred to as Parties.
- 1.2 Section 57(1)(b) of the Systems Act, read with the Contract of Employment concluded between the parties, requires the parties to conclude an annual Performance Agreement.
- 1.3 The parties wish to ensure that they are clear about the goals to be achieved, and secure the commitment of the Employee reporting to a set of outcomes that will secure local government policy goals.
- 1.4 The parties wish to ensure that there is compliance with Sections 57(4A), 57(4B) and 57(5) of the Systems Act.

### 2. PURPOSE OF THIS AGREEMENT

The parties agree that the purpose of this Agreement is to:

- 2.1 comply with the provisions of Section 57(1)(b), (4A), (4B), and 5 of the Systems Act; as well as the Contract of Employment entered into between parties;
- 2.2 specify objectives and targets established for the Employee and communicate to the Employee the Employer's expectations of the Employee's performance expectations and accountabilities;
- 2.3 specify accountabilities as set out in the Performance Plan; (Annexure A)
- 2.4 monitor and measure performance against set targeted outputs;

I.S. Mokgatlhe  
T.T. Mongake

- 2.5 use the Performance Agreement and Performance Plan as the basis for assessing the suitability of the Employee or to assess whether the Employee has met the performance expectations applicable to his job;
- 2.6 appropriately reward the Employee in accordance with the Employer's performance management policy in the event of outstanding performance; and
- 2.7 give effect to the Employer's commitment to a performance-orientated relationship with the Employee in attaining equitable and improved service delivery.

### **3. COMMENCEMENT AND DURATION**

- 3.1 This Agreement will commence on the **1<sup>st</sup> July 2011** and will remain in force until **30<sup>th</sup> June 2012** whereafter a new Performance Agreement, Performance Plan and Personal Development Plan shall be concluded between the parties for the next financial year or any portion thereof.
- 3.2 The parties will review the provisions of this Agreement during June each year and will conclude a new Performance Agreement and Performance Plan that replaces this Agreement at least once a year by not later than the beginning of each successive financial year.
- 3.3 This Agreement will terminate on the termination of the Employee's contract of employment for any reason.
- 3.4 The content of this Agreement may be revised at any time during the abovementioned period to determine the applicability of the matters agreed upon.
- 3.5 If at any time during the validity of this Agreement the work environment alters (whether as a result of government or council decisions or otherwise) to the extent that the contents of this Agreement are no longer appropriate, the contents shall immediately be revised.

### **4. PERFORMANCE OBJECTIVES**

- 4.1 The Performance Plan (Annexure A) sets out:
  - 4.1.1 the performance objectives and targets that must be met by the Employee; and
  - 4.1.2 the time frames within which those performance objectives and targets must be met.
- 4.2 The performance objectives and targets reflected in Annexure A are set by the Employer in consultation with the Employee, and based on the

Municipal Integrated Development Plan and the Budget of the Employer, and shall include key objectives; key performance indicators; target dates and weightings.

- 4.3 The key objectives describe the main tasks that need to be done. The key performance indicators provide the details of the evidence that must be provided to show that a key objective has been achieved. The target dates describe the timeframe in which the work must be achieved. The weightings show the relative importance of the key objectives to each other.
- 4.4 The Employee's performance will, in addition, be measured in terms of contributions to the goals and strategies set out in the Municipality's Integrated Development Plan.

## **5. PERFORMANCE MANAGEMENT SYSTEM**

- 5.1 The Employee agrees to participate in the Performance Management System that the Employer adopts or introduces for the Employer, management and municipal staff of the Employer.
  - 5.2 The Employee accepts that the purpose of the Performance Management System will be to provide a comprehensive system with specific performance standards to assist the Employer, management and municipal staff to perform to the standards required.
  - 5.3 The Employer will consult the Employee about the specific performance standards that will be included in the Performance Management System as applicable to the Employee.
- 6.** The Employee agrees to participate in the performance management and development system that the Employer adopts.
- 6.1 The Employee undertakes to actively focus towards the promotion and implementation of the KPAs (including special projects relevant to the employee's responsibilities) within the local government framework.
  - 6.2 The criteria upon which the performance of the Employee shall be assessed shall consist of two components, both of which shall be contained in the Performance Agreement.

- 6.2.1 The Employee must be assessed against both components, with weighting of 80:20 allocated to the Key Performance Areas (KPAs) and the Core Managerial Competencies (CMCs) respectively.
- 6.2.2 Each area of assessment will be weighted and will contribute a specific part to the total score.
- 6.2.3 KPAs covering the main areas of work will account for 80% and CMCs will account for 20% of the final assessment.
- 6.3 The Employee's assessment will be based on his/ her performance in terms of the outputs/ outcomes (performance indicators) identified as per attached Performance Plan (Annexure A), which are linked to the KPA's, and will constitute 80% of the overall assessment result as per the weightings agreed to between the Employer and Employee:

Key Performance Areas (KPA's)	Weighting
Municipal Transformation and Organizational Development	15
Infrastructure Development and Basic Service Delivery	30
Local Economic Development (LED)	20
Municipal Financial Viability and Management	20
Good Governance and Public Participation	15
Total	100%

- 6.4. The CMCs will make up the other 20% of the Employee's assessment score. CMCs that are deemed to be most critical for the Employee's specific job should be selected (✓) from the list below as agreed to between the Employer and the Employee:

CORE COMPETENCY REQUIREMENTS FOR EMPLOYEES		
CORE MANAGERIAL COMPETENCIES		WEIGHT
Strategic Capability & Leadership	√	10
Programme and Project Management	√	10
Financial Management	√	20
Change management		
Knowledge management of developmental local government		
Service delivery innovation		
Problem Solving and Analytical Thinking	√	10
People Empowerment and Diversity Management	√	20
Client orientation and Customer focus	√	20
Communication		
Accountability and Ethical Conduct	√	10
Honesty & Integrity		
Skills in government		
Policy conceptualization and implementation		
Mediation skills		
Advanced negotiation skills		
Advanced influencing skills		
Partnership and stakeholder Relations		
Supply Chain Management		
		100%

## 7. EVALUATING PERFORMANCE

7.1 Annexure A to this Agreement sets out:

- 7.1.1 the standards and procedures for evaluating the Employee's performance; and
- 7.1.2 the intervals for the evaluation of the Employee's performance.

7.2 Despite the establishment of agreed intervals for evaluation, the Employer may, in addition, review the Employee's performance at any stage while the contract of employment remains in force.

7.3 Personal growth and development needs identified during any performance review discussion must be documented in a Personal Development Plan as well as the actions agreed to and implementation must take place within set time frames.

7.4 The Employee's performance will be measured in terms of contributions to the goals and strategies set out in the Employer's IDP.

7.5 The annual performance appraisal will involve:

7.5.1 Assessment of the achievement of results as outlined in the performance plan:

- (a) Each KPA should be assessed according to the extent to which the specified standards or performance indicators have been met and with due regard to *ad hoc* tasks that had to be performed under the KPA.
- (b) An indicative rating on the five-point scale should be provided for each KPA.
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.3 below) must then be used to add the scores and calculate a final KPA score.

7.5.2 Assessment of the CMCs

- (a) Each CMC should be assessed according to the extent to which the specified standards have been met.
- (b) An indicative rating on the five-point scale should be provided for each CMC.
- (c) The applicable assessment rating calculator (refer to paragraph 6.5.1) must then be used to add the scores and calculate a final CMC score.

7.5.3 Overall rating

An overall rating is calculated by using the applicable assessment-rating calculator. Such overall rating represents the outcome of the performance appraisal.

7.6 The assessment of the performance of the Employee will be based on the following rating scale for KPA's and CMCs:

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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 PA and Performance plan 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	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 Performance Plan.					
2	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 Performance Plan.					
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 Performance Plan. 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.					

7.7. For purposes of evaluating the performance of the Employee, an evaluation panel constituted by the following persons will be established –

6.7.1 Executive Mayor/ Mayor;

6.7.2 Chairperson of the Audit Committee;



- 6.7.3 Member of the Mayoral Committee; and
- 6.7.4 Mayor and/ or Municipal Manager from another Municipality.

## **8. SCHEDULE FOR PERFORMANCE REVIEWS**

- 8.1 The performance of each Employee in relation to his/her performance agreement shall be reviewed on the following dates with the understanding that reviews in the first and third quarter may be verbal if performance is satisfactory:

First quarter: July – September 2011  
Second quarter: October – December 2011  
Third quarter: January – March 2012  
Fourth quarter: April – June 2012

- 8.2 The Employer shall keep a record of the mid-year review and annual assessment meetings.
- 8.3 Performance feedback shall be based on the Employer's assessment of the Employee's performance.
- 8.4 The Employer will be entitled to review and make reasonable changes to the provisions of Annexure "A" from time to time for operational reasons. The Employee will be fully consulted before any such change is made.
- 8.5 The Employer may amend the provisions of Annexure A whenever the performance management system is adopted, implemented and/or amended as the case may be.  
In that case the Employee will be fully consulted before any such change is made.

## **9. DEVELOPMENTAL REQUIREMENTS**

Then Personal Developmental Plan (PDP) for addressing developmental gaps is attached as Annexure B

## **10. EMPLOYER OBLIGATIONS**

- 10.1 The Employer shall –

- 10.1.1 create an enabling environment to facilitate effective performance by the employee;
- 10.1.2 provide access to skills development and capacity building opportunities;

10.1.3 work collaboratively with the Employee to solve problems and generate solutions to common problems that may impact on the performance of the Employee;

10.1.4 on the request of the Employee delegate such powers reasonably required by the Employee to enable him to meet the performance objectives and targets established in terms of this Agreement; and

10.1.5 make available to the Employee such resources as the Employee may reasonably require from time to time to assist him to meet the performance objectives and targets established in terms of this Agreement.

## **11. CONSULTATION**

11.1 The Employer agrees to consult the Employee timeously where the exercising of the powers will have amongst others –

11.1.1 a direct effect on the performance of any of the Employee's functions;

11.1.2 commit the Employee to implement or to give effect to a decision made by the Employer; and

11.1.3 a substantial financial effect on the Employer.

11.2 The Employer agrees to inform the Employee of the outcome of any decisions taken pursuant to the exercise of powers contemplated in 11.1 as soon as is practicable to enable the Employee to take any necessary action without delay.

## **12. MANAGEMENT OF EVALUATION OUTCOMES**

12.1 The evaluation of the Employee's performance will form the basis for rewarding outstanding performance or correcting unacceptable performance.

12.2 A performance bonus of 8% to 14% of the inclusive annual remuneration package may be paid to the Employee in recognition of outstanding performance.

12.3 The Employee will be eligible for progression to the next higher remuneration package, within the relevant remuneration band, after completion of at least twelve months (12) service at the current

remuneration package on 30 June (end of financial year) subject to a fully effective assessment.

12.4 In the case of unacceptable performance, the Employer shall –

12.4.1 provide systematic remedial or developmental support to assist the Employee to improve his performance; and

12.4.2 after appropriate performance counselling and having provided the necessary guidance and/ or support as well as reasonable time for improvement in performance, the Employer may consider steps to terminate the contract of employment of the Employee on grounds of unfitness or incapacity to carry out his duties.

### 13. DISPUTE RESOLUTION

13.1 Any disputes about the nature of the Employee's performance agreement, whether it relates to key responsibilities, priorities, methods of assessment and/ or any other matter provided for, shall be mediated by –

13.1.1 the MEC for local government in the province within thirty (30) days of receipt of a formal dispute from the Employee; or

13.1.2 any other person appointed by the MEC.

13.2 In the event that the mediation process contemplated above fails, clause 19.3 of the Contract of Employment shall apply.

### 14. GENERAL

14.1 The contents of this agreement and the outcome of any review conducted in terms of Annexure A may be made available to the public by the Employer.

14.2 Nothing in this agreement diminishes the obligations, duties or accountabilities of the Employee in terms of his contract of employment, or the effects of existing or new regulations, circulars, policies, directives or other instruments.

Thus done and signed at SASOLBURG on this 12<sup>th</sup> day of AUGUST 2011.

**AS WITNESSES:**

1. T. Mmole [Signature]  
2. M. Grobelaar [Signature]

I. S. Mookgatse [Signature]  
(Employee)

Thus done and signed at Sasolburg on this 12<sup>th</sup> day of August 2011.

**AS WITNESSES:**

1. T. Mmole [Signature]  
2. M. Grobelaar [Signature]

[Signature] Mookgatse  
(Employer)



Fezile Dabi

District Municipality

## PERFORMANCE PLAN

DIRECTOR PROJECT MANAGEMENT & PUBLIC WORKS  
FEZILE DABI DISTRICT MUNICIPALITY

2011 - 2012

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### **1. Purpose**

The performance plan defines the Council's expectations of the Director PM and PW's performance agreement to which this document is attached and Section 57 (5) of the Municipal Systems Act, which provides that performance objectives and targets must be based on the key performance indicators as set in the Municipality's Integrated Development Plan (IDP) and SDBIP as reviewed annually.

### **2. Key Responsibilities**

The following objects of local government will inform the Director PM and PW's performance against set performance indicators:

- 2.1 Provide democratic and accountable government for local communities.
- 2.2 Ensure the provision of services to communities in a sustainable manner.
- 2.3 Promote social and economic development.
- 2.4 Promote a safe and healthy environment.
- 2.5 Encourage the involvement of communities and community organisations in the matters of local government.

### **3. Key Performance Areas**

The following Key Performance Areas (KPA's) as outlined in the Local Government: Municipal Planning and Performance Management Regulations (2001) inform the strategic objectives listed in the table below:

- 3.1 Municipal Transformation and Organisational Development.
- 3.2 Basic Service Delivery
- 3.3 Local Economic Development (LED).
- 3.4 Municipal Financial Viability and Management.
- 3.5 Good Governance and Public Participation.

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# Director : Project Management and Public Works

Key Performance	Weighting	Performance Indicator	Target	Progress on date				Score				Evidence
				1 Q	2 Q	3 Q	4 Q	1 Q	2 Q	3 Q	4 Q	
1. Municipal Transformation and Organisational Development	10	Prepare monthly and quarterly performance assessment reports of the Department	Monthly & Quarterly									Reports submitted to management
		Training Schedule developed based on the workplace skills plan (WSP) & training done based on WSP the training schedule	30-Jun-12									Training report from Skills development Unit
		All employees allocated to the department each has a personal performance & development plan for the current financial year	30-Jun-12									Individual scorecards or signed job profiles
		Develop a detailed operational plan for the department that clearly defines the objectives to be achieved by the department.	31-May-12									Departmental Operational Plan
		Departmental, Stakeholders, Forums and Portfolio meetings are held	Quarterly									Minutes of the meetings

Total  
Score 0 0 0 0 0  
Weighted  
Score 0 0 0 0 0

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Key Performance	Weighting	Performance Indicator	Target	Progress on date				Score				Evidence
				1 Q	2 Q	3 Q	4 Q					
2. Infrastructure Development and Service Delivery	40	Service providers rendering services to the Department meet agreed performance standards in terms of quality, budgets and timelines	Every contract signed									Signed SLA with the terms of reference as per the tender document
		Measure performance of service-providers	All service providers appointed by the department									Monthly Reports from service providers
		Track and report fuel consumption	All municipal fleet cars (Monthly)									Report submitted to management regarding fuel consumption
		Maintenance and servicing of vehicles according to manufacturers specifications	All municipal fleet cars (Monthly)									Report submitted to management regarding maintenance and servicing of vehicles
		Upgrading of outfall sewer (Mafube LM- Namahadi Ext 23 Mamello Frankfort)	100% of projects implemented and completed (30 June 2012)									Project completion certificate
		Upgrading of Water Treatment Works (Mochaka LM-Kroonstad, Viljoenskroon and Steynsrus)	100% of projects implemented and completed (30 June 2012)									Project completion certificate
		Laboratory (Meisimaholo LM- Sasolburg & Deneysville)	100% of project implemented and completed (30 June 2012)									Project completion certificate
		Pedestrian steel bridge (Ngwathe LM- Tumahole)	100% of project implemented and completed (30 June 2012)									Project completion certificate
		EPWP Storm Water Canals (Ngwathe LM- Tumahole)	100% of project implemented and completed (30 June 2012)									Project completion certificate

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# Director : Project Management and Public Works

Key Performance	Weighting	Performance Indicator	Target	Progress on date	Score				Evidence
					1 Q	2 Q	3 Q	4 Q	
		Electricity supply to farm workers	100% of project implemented and completed (30 Jun 2012)						Project completion certificate and report submitted to Management and Council
		Developed or reviewed SDF for FDDM.	1 SDF developed (30 Jun 2012)						Developed or reviewed SDF's for local municipalities
		Number of Site visits on development application areas	Monthly						Applications for development areas and site meetings minutes
		Availability of updated GIS data	New data uploaded (Ongoing)						GIS audited data report

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Key Performance	Weighting	Performance Indicator	Target	Progress on date	Score				Evidence
					1 Q	2 Q	3 Q	4 Q	
3. Local Economic Development	20	Monitor the implementation of the IDP projects allocated to the Directorate	Ongoing						List of all IDP projects implemented and monitored in the department
		Ensure that 80% of unskilled labour in all the capital projects of the department are from the local municipality concerned	Ongoing						List of personnel employed in the capital projects
		Manage external consultants and contractors appointed for technical projects	Ongoing						Signed SLA, Site visits minutes and reports from Consultants
		Progress against plans to be provided- progress to be in line with plan from both a time and budgetary perspective	Ongoing						Progress report, proposal, scope terms of reference and budget expenditure

Total

Score 0 0 0 0 0

Weighted

Score 0 0 0 0 0

U/S T.T

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# Director : Project Management and Public Works

Key Performance	Weighting	Performance Indicator	Target	Progress on date				Score				Evidence
				1 Q	2 Q	3 Q	4 Q	1 Q	2 Q	3 Q	4 Q	
4. Municipal Financial Viability and Management	25	Ensure timely preparation of the Directorate's draft budget for 2012/13 based on the approved IDP	31-Mar-12									Draft budget inputs submitted to Budget Officer
		Ensure sound management of the budget votes allocated to the Directorate										
		• No irregular expenditure	None to be incurred									Expenditure report submitted to the Municipal Manager
		• No unauthorised expenditure										
		• No fruitless and wasteful expenditure										
		Respond satisfactorily to internal and external audit enquiries relating to the Directorate .	Within 3 days after receipt of queries									List of all audit queries against the department and management letter response
		Spend 100% of capital budget	30-Jun-11									Budget expenditure report

Total

Score 0 0 0 0 0

Weighted

Score 0 0 0 0 0

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Key Performance	Weighting	Performance Indicator	Target	Progress on date	Score				Evidence
					1 Q	2 Q	3 Q	4 Q	
5. Good Governance and Public Participation	5	Develop and ensure the updating of register for Municipal properties	30-Jun-12						Municipal properties register
		Identify municipal property that are poorly secured and prepare a plan to ensure that municipal properties are fenced and secured.	Ongoing						Report of poorly secured properties and action plan
		Ensure the safeguarding of municipal fleet vehicles	Ongoing						Tracker report for installation to all municipal fleet
		All irregular incidents/misuse of fleet are reported to the Director CSS and MM within 5 days of occurrence.	Ongoing						Report to management of irregular or misuse of fleet
		Contract variations are comprehensively documented, approved by the person/body that approved the principal contract and annexed to the principal contract as a properly executed and signed addendum	Ongoing						Report of all contract variations submitted to management
		Conduct a comprehensive risk analysis and assessment of the Directorate based on the risk assessment model of the municipality and submit report to MM for approval	30-Jun-12						Risk assessment report of the department

Total

Score 0 0 0 0 0

Weighted

Score 0 0 0 0 0

1.5  
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# Director Project Management and Public Works

Core Managerial and Occupational Competencies		Weighting	Description/Definition	Comments/Observations					Rating				
		Compulsory	Core Competency Requirements						10	20	30	40	50
Financial Management			Compiles and manages budgets, controls cash flow, institutes risk management and administers supply chain management processes in accordance with legal prescripts and generally recognised accounting practices in order to ensure the achievement of the Municipality's strategic objectives.										
People Management and Empowerment		25	Manages and encourages people, optimises their outputs and effectively manages relationships in order to achieve the Municipality's strategic objectives.										
Client Orientation and Customer Focus		15	Willing and able to deliver services effectively and efficiently in order to put the spirit of customer service (Batho Pele) into practice.										
		20											

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# Director Project Management and Public Works

Core Managerial and Occupational Competencies	Weighting	Description/Definition	Comments/Observations				Rating			
			Selected Core Competency Requirements				1Q	2Q	3Q	4Q
Strategic Capability and Leadership	10	Provides a vision, sets the direction for the administration and inspires others to deliver on the municipality's mandate								
Problem Solving and Analysis	10	Systematically identifies, analyses and resolves existing and anticipated problems in order to reach optimum solutions in a timely manner.								
Programme and Project Management	10	Plans, manages, monitors and evaluates specific activities in order to deliver the desired outputs and outcomes.								
Honesty and Integrity	10	Displays and builds the highest standards of ethical and moral conduct in order to promote confidence and trust in the Municipality.								

Signed and accepted by (Director PM & PW): DM 13 MOKGATLE Date: 12/06/2011

Signed and accepted by (Municipal Manager) on behalf of the Council: \_\_\_\_\_

Date: \_\_\_\_\_

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Director Project Management and Public Works

Key Performance Area		Weighting	Possible Rating	Rating Achieved			
				1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
1	Municipal Transformation and Organisational Development	15	30	0	0	0	0
2	Basic Service Delivery	40	50	0	0	0	0
3	Local Economic Development (LED).	15	25	0	0	0	0
4	Municipal Financial Viability and Management	20	30	0	0	0	0
5	Good Governance and Public Participation	10	25	0	0	0	0
Total Achieved		100	160	0	0	0	0

100%
80%

Weighted Score

0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%

Core Competency Requirements		Weighting	Possible Rating	Rating Achieved			
				1st Quarter	2nd Quarter	3rd Quarter	4th Quarter
Compulsory							
1	Financial Management	25	5	0	0	0	0
2	People Management and Empowerment	15	5	0	0	0	0
3	Client Orientation and Customer Focus	20	5	0	0	0	0
Selected Core Competency Requirements							
1	Strategic Capability and Leadership	10	5	0	0	0	0
2	Problem Solving and Analysis	10	5	0	0	0	0
3	Programme and Project Management	10	5	0	0	0	0
4	Honesty and Integrity	10	5	0	0	0	0

Total Achieved	100	35	0	0	0	0	0
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# Director Project Management and Public Works

100%
20%

Weighted Score

0.00%	0.00%	0.00%	0.00%
0.00%	0.00%	0.00%	0.00%

Final Weighted Score Achieved	0.00%	0.00%	0.00%	0.00%
Final Score Achieved	0.00%	0.00%	0.00%	0.00%

- (a) a score of 130% to 135% is awarded a performance bonus of 6%; and  
 (b) a score of 136% to 140% is awarded a performance bonus of 8%; and  
 (c) a score of 141% to 145% is awarded a performance bonus of 10%; and  
 (d) a score of 146% to 150% is awarded a performance bonus of 12%; and  
 (e) a score of 151% and above is awarded a performance bonus of 14%

Signature: Director PM & PW: LS Mendenhall

Date: 12/09/2011

Signature: Municipal Manager: [Signature]

Date: 15/08/2011



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J. S. Morkane & M

1106/80/12

*John D. Long*

1102/80/51

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