

| <div> <div> 2020/2021 Individual Performance Scorecard<br/> Chief Financial Officer: Kevin Jacoby<br/> 1 July 2020 - 30 June 2021 </div> <div> CORE MANAGEMENT COMPETENCIES<br/> ANNEXURE B </div> </div> |                                      |                                                                                                                                                                                                                                                                                 |           |                          |                          |                          |                          |              |                 |
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| Core Competency Requirements                                                                                                                                                                              | Core Managerial Competencies         | Competency Definitions                                                                                                                                                                                                                                                          | Weighting | Quarter 1<br>30 Sep 2020 | Quarter 2<br>31 Dec 2020 | Quarter 3<br>31 Mar 2021 | Quarter 4<br>30 Jun 2021 | Rating<br>ED | Rating<br>Panel |
|                                                                                                                                                                                                           | Moral Competence                     | Able to identify moral triggers, apply reasoning that promotes honesty and integrity and consistently display behaviour that reflects moral competence.                                                                                                                         | 20%       |                          |                          |                          |                          |              |                 |
|                                                                                                                                                                                                           | Planning and Organising              | Able to plan, prioritise and organise information and resources effectively to ensure the quality of service delivery and built efficient contingency plans to manage risk.                                                                                                     | 20%       |                          |                          |                          |                          |              |                 |
|                                                                                                                                                                                                           | Analysis and Innovation              | Able to critically analyse information, challenges and trends to establish and implement fact-based solutions that are innovative to improve institutional processes in order to achieve key strategic objectives.                                                              | 20%       |                          |                          |                          |                          |              |                 |
|                                                                                                                                                                                                           | Knowledge and Information Management | Able to promote the generation and sharing of knowledge and information through various processes and media, in order to enhance the collective knowledge base of local government.                                                                                             | 10%       |                          |                          |                          |                          |              |                 |
|                                                                                                                                                                                                           | Communication                        | Able to share information, knowledge and ideas in a clear, focused and concise manner appropriate for the audience in order to effectively convey, persuade and influence stakeholders to achieve the desired outcome.                                                          | 10%       |                          |                          |                          |                          |              |                 |
|                                                                                                                                                                                                           | Results and Quality Focus            | Able to maintain high quality standards, focus on achieving results and objectives while consistently striving to exceed expectations and encourage others to meet quality standards. Further, to actively monitor and measure results and quality against identified outcomes. | 20%       |                          |                          |                          |                          |              |                 |

Executive Director

Kevin Jacoby

City Manager

Lungelo Mbandazayo

Date

Date