## SENQU LM PERFORMANCE AGREEMENT PART B - DIRECTOR DTPS CORE MANAGERIAL SCORECARD 2023/24

Name of Director / Incumbent: KENNETH SANDILE CHAPHI ID of Incumbent:
Title of Incumbent: Director DTPS
Period of Scorecard Coverage: 1st July, 2023 - 30th June 2024
WEIGHT OF PARTS = 98% of ENTIRE 3 PART SCORECARDS OF THE PERFORMANCE AGREEMENT:
KPA 1: BASIC SERVICES AND INFRASTRUCTURE (WEIGHTING IN 17%)

,	ERVICEO PARE INITIANO	OUTCOME	Individual Strategic	Individual Key	KPI Weighting	Individual KPI	Individual Annual	Additional		QUARTER	LY TARGETS		AUDITED	EVIDENCE	
TL SDBIP KPI NUMBER and or MM JOB PROFILE	Priority / Focus Area	GOTOGINE	Actions	Performance Indicators (based on outcomes, strategic actions and outputs)	in %	Baseline (as at June 2022)		Resources Required	QTR 1	QTR 2	QTR3	QTR 4	Evidence	Means of Evidence Verification	Supporting Director
s Oversight		Well planned service delivery provisions	Develop, review and revise and implement as per approved Strategies		5%	new	1. = < not even a draft available     2 = First draft available but not yet approved     3 = submitted for approval on last due date;     4 = submitted before			1. = < not even a draft available     2 = First draft available but not yet approved     3 = submitted for approval on last due date;     4 = submitted before			Approved plan	Council or SEM Approval	Manager IPED
DTPS Services Oversight	elivery		Champion well planned developmental Infrastructure Driven Investment partnerships	% of infrastructure plans that have been aligned to the SDF and precinct plans	5%	new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90% +		1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+		1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+		Adopted by Council	Council or SEM Approval	all directors as designated
	Service Delivery		Champion the reviewal of the new 5 year IDP for 2024/25 to 2026/27 by June 2024	% proportion of process plan developed	5%		1. = < not even a draft available     2 = First draft available but not yet approved     3 = submitted for approval on last due date;     4 = submitted before		1. = < not even a draft available 2 = First draft available but not yet approved 3 = submitted for approval on last due date;     4 = submitted before due date and approved use date and approved date and approved the date and approved the date and approved available.				Adopted by Council	Council resolution	All Directors
				% proportion of reviewed IDP	5%		1. = < not even a draft available     2 = First draft available but not yet approved     3 = submitted for approval on last due date;     4 = submitted before				1. = < not even a draft available 2 = First draft available but not yet approved 3 = submitted for approval on last due date; 4 = submitted before due date and approved	draft available 2 = First draft available but not yet approved 3 = submitted for approval on last due date;	Adopted by Council	Council resolution	Manager IPED and Public Participation & Administration
		Sub-Total Weig	hting for this KPA	Ä	20%	j	•					•			
	CONOMIC DEVELOPM														
TL SDBIP KPI NUMBER	Prioirity / Focus Area	OUTCOME	Individual Strategic Actions	Performance Indicators (based on outcomes, strategic actions and outputs)	Weighting in %	Baseline (as at June 2022)	Target	Additional Resources Needed	QTR 1	QTR 2	GETS QTR 3	QTR 4	Evidence	EVIDENCE  Means of Evidence Verification	Supporting Director
LED01-01	To promote and attract development in the local economy through implementation of the LED strategy	Municipality Economic Growth	Monitors continual business facilitation at top and encourage all municipal stakeholders to attract investors	% increase in employment rate as a result of new business start-ups , job creation programmes, SMME incubation programmes, etc	5%	new	1 = 0% 2 = 0,0,28% - 0,39% 3 = 0,4% - 0,5% 4 = 0,52% - 0,60% 5 = > 0,60%		1 = 0% 2 = 0,0,28% - 0,39% 3 = 0,4% - 0,5% 4 = 0,52% - 0,60% 5 = > 0,60%	1 = 0% 2 = 0,0,28% - 0,39% 3 = 0,4% - 0,5% 4 = 0,52% - 0,60% 5 = > 0,60%	1 = 0% 2 = 0,0,28% - 0,39% 3 = 0,4% - 0,5% 4 = 0,52% - 0,60% 5 = > 0,60%	1 = 0% 2 = 0,0,28% - 0,39% 3 = 0,4% - 0,5% 4 = 0,52% - 0,60% 5 = > 0,60%	Audited LED Reports	District Economic Development Forum sign-off	Directors Techical & Community Services, CFO and Manager - IPED
		Empowered SMMEs	Ensure this policy is implemented fairly and justly	% of the municipal capital projects in excess of of R6 million, allocated to SMMEs through sub- contracting at quarterly counts	5%	new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90% +					1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	Report approved by the Director for the Technical Services/ Finance Standing Committee Consideration	Standing Committee	CFO and IPED Manager

		creation	Improved socio economic conditions of the poor	% of the jobs created through LED initiatives including capital projects		new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+			2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	Report approved by the Director for the Technical Services/ Finance Standing Committee Consideration	Standing Committee	CFO and IPED Manager
LED@-01	To promote and attract development in the locs economy through implementation of LED strategy	approach to LED	revised 5 year LED strategy is implemented	initiatives implemented as per the approved 2023/24 implementation plan	5%	new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	number of jobs created through the LED initiatives including capital projects by 30 June 2024		1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	Adopted by Council	Council or SEM Approval	all directors as designated
		Sub-Total Weigl	hting for this KPA	<b>A</b>	20%								

<b>KPA 3: FINANCIAL V</b>	IABILITY & MANA	GEMENT (WEIGHTIN	NG = 22%)												
ъ										QUARTER	LY TARGETS		AUDITED	EVIDENCE	
TL SDBIP KPI NUMBER and / MM JOB PROFILE	Priority / Focus Area	OUTCOME	Individual Strategic Actions	Individual Key Performance Indicators (based on outcomes, strategic actions and outputs)	Weighting in %	Individual KPI Baseline (as at June 2022)	Individual Annual Target	Additional Resources Required	QTR 1	QTR 2	QTR 3	QTR 4	Evidence	Means of Evidence Verification	Supporting Director
ID-10AWEHW	SUPPLY CHAN MANAGEMENT (ADMINISTRATION AND REPORTING) - MFN/01	Cost-effective procurement and implementation of services and products	enforce compliant value-for-money service departmental appointments. Manage down all costly delays due to employees who do not avail themselves for work on time.	% of BID specifications that are submitted timeously	3%	new	1, = < not even a draft available draft available 2 = First draft available but not yet approved 3 = submitted for approved on last due date; 4 = submitted before due date and approved with minor corrections to be suggested; 5 = submitted on time & approved without correctors.	1. = cnd even a draft available 2. = First draft available 2. = First draft available but not yet approved 3. = submitted for approval on last due drafte; 4. = submitted before due draft and approved with minor corrections to be suggested; 5. = submitted on time & approved without correctors	1. = c not even a dreft available 2 = First draft available but not yet approved 3 = submitted for approval on last due date. 4 = submitted for approval on last due date and approved with milior corrections to be suggested; 5 = submitted before inten & approved without correctons	draft available 2 = First draft available but not yet approved 3 = submitted for approval on last due date; 4 = submitted before due date and	Quatefy, semi-annual and annual financial reports.	Auditine Reports Spreed of thy respective directors.	BID Committee Meeting resolution	BID committee Chair sign-off	CFO
		Financially sustainable municipality	Keep track on budget to expenditure trends; apply corrective advice to CFO	% budget to expenditure deviation within department (both CAPEX and OPEX)	4%	new	1 = >5,77% 2 = 5,03% - 5,77% 3 = 3,87 - 5% 4 = 2,71% - 3,83% 5 = < 2,71%			1 = >5,77% 2 = 5,03% - 5,77% 3 = 3,87 - 5% 4 = 2,71% - 3,83% 5 = < 2,71%	= 2,71% - 3,83% 5	1 = >5,77% 2 = 5,03% - 5,77% 3 = 3,87 - 5% 4 = 2,71% - 3,83% 5 = < 2,71%	Audited Financial Statements	Auditor Sign-offs	CFO
Budget Expenditure Deviations	rector Job Profile	Municipal Financial Revenue Growth	Develop, with all internal and external partners realistic strategies to increase own revenue through property management: Track, measure and revisit improvement during strategy implementation	rightful owners so that	4%	new	1 = < 42% 2 = 42% 59% 3 = 60% 77% 4 = 78% 89% 5 = 90% +		= 42% - 59% 3 = 60% - 77% 4 =	1 = < 42% 2 = 42% 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90% +		1 = < 42% 2 = 42% 59% 3 = 69% - 77% 4 = 78% - 89% 5 = 90%+	Minutes of the meeting and attendance register.     Signed transfer documents	Transfer docs	Director Corporate Services and Manager Legal Services

1 5	1 1	% increase of te	nonto 49/	new	1 = < 42%		1 = < 42%	1 = < 42%	Report on	SEM submissions	Director Comprete
- S		with up to date			2 = 42% - 59%		2 = 42% - 59%		Iconcluded lease		Services and
<u> </u>		agreements	3836		3 = 60% - 77%		3 = 60% - 77%		agreements		Manager Legal
		-9			4 = 78% - 89%		4 = 78% - 89%	4 = 78% - 89%	-9		Services
					5 = 90%+		5 = 90%+	5 = 90%+			
	Sub-Total Weightin	ng for this KPA	15%	]							

	VERNANCE AND PO	SEC PARTICIPATION	(WEIGHTING = 25%	0)						QUARTE	RLY TARGETS		AUDITED	EVIDENCE	
TL SDBIP KPI NUMBER and / or MM JOB PROFILE	Priority / Focus Area	OUTCOME	Individual Strategic Actions	Individual Key Performance Indicators (based on outcomes, strategic actions and outputs)	Weighting in %	Individual KPI Baseline (as at June 2022)	Individual Annual Target	Additional Resources Required	QTR 1	QTR 2	QTR 3	QTR 4	Evidence	Means of Evidence Verification	Supporting Director
	Implementation of Resolutions made by Mandated Municipal Structures	Decision-driven organisation at all levels of the organisation characterised by fas implementation of a	Oversees all structures listed do si as required, within MM's Mandate t Record & roll call every resolution by	% of Overall Council t Resolutions implemented on time as intended per quarter	2%	new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+		= 42% - 59% 3 60% - 77% 4	2 1 = < 42% = 2 = 42% - 59% = 3 = 60% - 77% 5 4 = 78% - 89% 5 = 90%+	= 42% - 59% 3 = 60% - 77% 4 =	2 1 = < 42% 2 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	Resolution Register	Signature by Council witnessed by Responsible Director / Mgr	All Sectional Managers
91-50-4D5		mandated structures resolutions. Improved & enhanced Oversight and functioning of municipality	category (like Council, ARC, Executive and Senior	% of Overall ARC, MPAC, Top Executive and Sanior Executive Mgt Resolutions implemented on time as intended per quarter	2%	new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+		= 42% - 59% 3 60% - 77% 4	2 1 = 42% = 2 = 42% - 59% = 3 = 60% - 77% 5 = 90% + 99%	= 42% - 59% 3 = 60% - 77% 4 =	2 1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	Resolution Register	Signature by ARC Chair winessed aby the Responsible Director / Mgr	All Sectional Managers
MM Job Profile	IGR Collaboration	Cooperative Governance with other spheres of SA govt	Engage and initiate DDM model	% of DDM stakeholders (including stakeholders (including IGR partners) now playing their roles in the murricipal plaining and development intlated by the MM	4%	new	1 = < 42% 2 = 40% 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+		= 42% - 59% 3 60% - 77% 4	2 1 = < 42% = 2 = 42% - 59% = 3 = 60% - 77% 5 4 = 78% - 89% 5 = 90% +	= 42% - 59% 3 = 60% - 77% 4 =	2 1 = < 42% 2 = 4%, 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	DDM initiatives, Meeting and Resolutions related to the Development and town Planning portfolio & implementation Reports,	MM	all other directors; department's divisional managers
	- I	GRAND TOTAL	WEIGHTING	1	8%	]			1	<u> </u>	- F	II.	1	1	1
VDA C. CDATIAL D	ANNING AND TANK	DONMENTAL DEVE	LOPMENT (WEIGHTIN	IG = 40%)											
CE SPATIAL P	LANGEN OF AND ENVI	NOWWIEW INC DEVE	LOF WENT (WEIGHTIN	- 40%j		1				QUARTE	RLY TARGETS		AUDITED	EVIDENCE	

e:										QUARTERI	Y TARGETS		AUDITED I	EVIDENCE	
TL SDBIP KPI NUMBER and / or MM JOB PROFILE	DE SE DE	OUTCOME		Individual Key Performance Indicators (based on outcomes, strategic actions and outputs)	Weighting in %	Individual KPI Baseline (as at June 2021)	Individual Annual Target	Additional Resources Required	QTR 1	QTR 2	QTR 3	QTR 4	Evidence	Means of Evidence Verification	Supporting Director
MTID 02	ther Building / ion Guidelines npliance	IDP and as assesed by COGTA and Dept of Rural Dev &	the post elections development of the SDF which is aligned to the 5 year IDP	Skerkspruit Development Business			1 = <59% 2 = 60% - 77% 3 = 78% - 89% 4 = 90% - 95% 5 = 96%+		N/A	N/A	<b>60% - 77%</b> 3 = 78% - 89% 5	= <b>60%</b> - <b>77%</b> 3 = 78% - 89%	UDF to standing committee for Council approval	Proof of public participation,2. Final UDF 3. Council resolution approving UDF.	all other directors

Safe Housing / Buildings / Infrastructure	Safe and compliant budilding / construction municipal culture	Construction Projects		4%	new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	= 42% - 59% 3 = 60% - 77% 4 =	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	= 42% - 59% 3 = 60% - 77% 4 =	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	Building / construction plans and inspection reports by delegated authorities	Audit of construction plans and project mgt reports	CAE and Town Planning
в.	economic development nodes	this work of the Sterkspruit Development Business Plan / Urban Design Framework; implement the	cumulative % of the Skerkspruit Development Business Plan / Urban Design Framework Project stages achieved according to PMBOK / PRINCE 2 Stages agreed per quarter	4%	new	1 = < 47% 2 = 47% - 66% 3 = 67% - 85% 4 = 86% - 99% 5 = 100%+	1 = < 11,75% 2= 11,75% - 16,5% 3= 16,75% - 21,25% 4= 21,5% - 24,75% - 5 25%++		1 = < 35,25% 2 = 35,25% - 49,50% 3 = 50,25% - 63,75% 4 = 64,5% - 74,25% 5 = 75,0%%+	1 = < 47% 2 = 47% - 66% 3 = 67% - 85% 4 = 86% - 99% 5 = 100%+	Skerkspruit Development Business Plan / Urban Design framework Project Plan; project progress report against project plan	Audits of Project progress plan	PMU and all other directors
		implementation of Housing Development in Sengu by the	Cumulative % of the Senqu LM Housing Development Project Plan implemented on schedule reckoned quarterly	4%	new	1 = < 47% 2 = 47% - 66% 3 = 67% - 85% 4 = 86% - 99% 5 = 100%+	1 = < 11,75% 2 = 11,75% - 16,5% 3 = 16,75% - 21,25% 4 = 21,5% - 24,75% 5 = 25%++		1 = < 35,25% 2 = 35,25% - 49,50% 3 = 50,25% - 63,75% 4 = 64,5% - 74,25% 5 = 75,0%%+	1 = < 47% 2 = 47% - 66% 3 = 67% - 85% 4 = 86% - 99% 5 = 100%+	Housing plan, Housing Implementation Project Plan and subsequent progress reports	Audits / MM sign- off of Housing Plans, Project Progress reports	PMU and Housing Mgr
E&SM02-03		Formalisation of Sterkspruit villages by 30 June 2027		3%	new	1. = < not even a draft available 2 = First draft available but not yet approved 3 = submitted for approval on last due date; 4 = submitted before due date and approved with minor corrections to be suggested; 5 =	N/A	N/A	N/A	1. = < not even a draft available 2 = First draft available but not yet approved 3 = submitted for approval on last due date; 4 = submitted before due date and approved with minor corrections to be suggested; 5 =	Draft of the plan		

		Access to better planned services due to formalisation of settlements as townships	Firstly Projectize this work: then oversee the Township Establishment for Lady Grey new settlements. Create a Project plan and manage the project accordingly until it gets approval by June 2024	% proportion of the approval of general plan  % proportion of  % proportion of  pegged sites	3%	new	1. = < not even a draft available 2. = First draft available but not yet approved 3. = submitted for approval on last due date: 4 = submitted before due date and approved with microrrections to be suggested; 5 = submitted on time & annowned without 1 = 4.47% = 6.6% = 3.9 = 6.7% = 6.9% = 6.9% = 5.0% = 1.00% =		1 = < 47% 2 = 47% 2 = 47% - 66% 3 = 67% - 85% 4 = 86% - 99% 5 = 100%+		1 = < 47% 2 = 47% 66% 3 = 67% - 66% 4 = 86% - 99% 5 = 100%+	Township Establishment of Barkley East and Lady Grey new settlements project plan, progress reports against project plan Reports approved by MM		PMU and all other directors as needed
	E&SM05-02	Development of Land Administration and Disposal Policy by June 2024	Firstly Projectize this work; then oversee the Development of Land Administration and Disposal Policy by June 2023. Create a Project plan and manage the project accordingly.	% /proportion Development of the Land Administration and Disposal policy that get aapproved	3%	Legal opinion on the draft disposal policy was requested in 2022/2023	Draft policy approval 1. = < not even a draft available 2 = First draft available but not yet submitted to standing committe 3 = submitted to standing committe on last due date;	N/A	N/A	Draft policy approval 1. = < not even a draft available 2 = First draft available but not yet submitted to SEM 3 = submitted to SEM on last due date; 4 = submitted before due to SEM; 5 = submitted with no	Draft policy approval 1. = < not even a draft available 2 = First draft available but not yet submitted to standing committe 3 = submitted standing committe on last due date;	Development of Land Administration and Disposal Policy project plan, progress reports against project plan	progress plan; final approved Land Admistration and Disposal Policy project progress reports	Manager Town Planning and all other directors as needed
MTID08	Description	Participative and anticipative land Development culture in Senqu LM	First projectise this work of Establishing this Land development forum; measure and track progress against the Project plan as agreed in the adopted Project Mgt approach (PMBOK, PRINCE 2 etc)	Cumulative % of the Project Plan stages for the Establishment of the Land Development Forum by June 2024 that get achieved	4%	new	1 = < 47% 2 = 47% - 66% 3 = 67% - 85% 4 = 86% - 99% 5 = 100%+	1 = < 11,75% - 16,5% 3 = 16,75% - 21,25% 4 = 21,5% - 24,75% 5 = 25%++	1 = < 23,5% 2 = 23,5% - 33,0% 3 = 33,5% - 42,50% 4 = 43,50% - 49,50% 5 = 50,0%+		1 = < 47% 2 = 47% - 66% 3 = 67% - 85% 4 = 86% - 99% 5 = 100%+	Establishing this Land Development forum project plan, progress reports against project plan	progress plan; final township establishment	Manager Town Planning and all other directors as needed
HOUSING MTD08	Job Desc	Formalization of informal settlements	Plans for the incremental upgrading of informal settlements	Designing of the layout for the informal settlement identified for upgrading and submitting applications to the Department of Human Settlements for informal settlements upgrading projects	3%	new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	N/A	N/A	N/A	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	Confirmation by issuing authority	Acknowledgement letter	Housing and Director Sign off
	E&SM07-03		Review of the Senqu Municipality Land Use Scheme 2017 by 30 June 2025			new								
Land Related Disputes	Reduction in land Management conflicts with communities	Improved decision making and dissemination of information by Management	Gather intelligence on brewing land problems in municipality: draw in all other stakeholders including community leaders; champion quick and smooth conflict resolutions	% of land use related issues resolved timeously, smoothily on a win-win bases	3%	new	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90% - 96% +	= 42% - 59% 3 = 60% - 77% 4 =	1 = < 42% 2 = 42% - 55% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	= 42% - 59% 3 = 60% - 77% 4 =	1 = < 42% 2 = 42% - 59% 3 = 60% - 77% 4 = 78% - 89% 5 = 90%+	Land Affairs, police (if involved) and other corroborating evidence of resolved disputes	authorised	Town planning
		Weighting for t Grand Total	this KPA		36% 99%									

Employee's Name:	Employee Signature
Supervising Manager's Name and Title:	Supervisors Signature
Corporate Services Performance Mgt Unit Witness's Name (Representing Performance Mgt Office): Witness's Signature	



				PERFORMA	NCE ASSE	SSMENT / E	VALUATIO	N RATINGS				
	QUARTER 1			QUARTER 2		- 1	QUARTER 3	3		QUARTER 4	1	
YOUR OWN QUARTERLY RATING	SUPERVISOR'S RATING	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RATING	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RATING	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RATING	FINAL QUARTERLY	FINAL ANNUAL RATING
				PERFORMA	NOT ACCT	COMENT / F	TALLIATIO	N DATINGO				
	QUARTER 1			QUARTER 2			QUARTER 3			QUARTER 4		ပ္
YOUR OWN QUARTERLY RATING	SUPERVISOR'S LATAN	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RA TING	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RA TING	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RA TING	FINAL QUARTERLY	FINAL ANNUAL RATING

	PERFORMANCE ASSESSMENT / EVALUATION RATINGS											
	QUARTER :	1		QUARTER :	2	JOINLINI / E	QUARTER 3	3		QUARTER		9
YOUR OWN QUARTERLY RATING	SUPERVISOR'S RATING	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RATING	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RATING	FINAL QUARTERLY	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RATING	FINAL QUARTERLY	FINAL ANNUAL RATING

PERFORMANCE ASSESSMENT   FOXULATION RATINGS   PORTUGUE ASSESSMENT   PORTUGUE ASSESSMENT   PORTUGUE ASSESSMENT												
	QUARTER :	1		QUARTER 2	2	(	QUARTER 3	3		QUARTER 4		NG A
YOUR OWN QUARTERLY RATING	SUPERVISOR'S RA TING	FINAL	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RA TING	FINAL	YOUR OWN QUARTERLY RATING	SUPERVISOR'S RA TING	FINAL	YOUR OWN QUARTERLY RATING	SUPERVISOR'S BALBAND RATING	FINAL	FINAL ANNUAL RATING

		SSMENT / EVALUATION RATINGS		
YOUR OWN QUARTERLY RATING SUPERVISOR'S RATING FINAL QUARTERLY	YOUR OWN QUARTERLY RATING SUFERVISOR'S RATING THAL QUARTERLY	YOUR OWN QUARTERLY RATING SUPERVISOR'S E 23 RATING FINAL QUARTERLY	YOUR OWN QUARTERLY RATING SUPERVISOR'S BATING FINAL QUARTERLY	FINAL ANNUAL RATING