CORE COMPETENCY REQUIREMENTS (CCR) FOR EMPLOYEES			
CORE MANAGERIAL COMPETENCIES (CMC)		Tick with X	WEIGHT
1	Strategic Capability Leadership and Management	X	15
2	Programme and Project Management	X	5
3	Financial Management	X	10
4	Change Management	X	5
5	Knowledge Management	X	5
6	Service Delivery Innovation	X	10
7	Problem Solving and Analytical Thinking	X	15
8	People Management and Empowerment	X	10
9	Client Orientation and Customer Focus	X	10
10	Communication	X	5
11	Honesty and Integrity	X	10
	Total percentage	-	100%

6. EVALUATING PERFORMANCE

6.1 The Performance Plan (Annexure A) to this Agreement sets out -

6.1.1 the standards and procedures for evaluating the **Employee's** performance; and

6.1.2 the intervals for the evaluation of the **Employee's** performance.

6.2 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.

6.3 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.

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