

APPENDIX F

Correlation Between New and Old Appraisal Criteria

NEW CRITERIA	OLD EQUIVALENT (includes subcriteria)
Plan, Organize and Control	Plan (FS, AS, EX) Organize (FS, AS, EX) Control (FS, AS, EX) Direct (FS, AS) Supervise (AS) Program delivery (EX) Forecast (AS) Human resource management (EX)
Innovate and Manage Change	Create and innovate (FS, AS) Energy and perseverance (FS) Resourcefulness (AS) Initiative (FS, AS)
Analyse and Evaluate	Analyse and evaluate (FS, AS) Policy formulation (EX)
Advocate and Communicate	Communicate (FS, AS, EX) Negotiate (EX)
Leadership and Teamwork	Direct (FS, AS) Leadership & persuasiveness (FS, EX) Supervise (AS) Decisiveness (AS)
Client Service	Sensitivity to public (EX)
Judgement	Judgement (FS, AS, EX) Decision making (AS)
Adaptability and Flexibility	Adaptability & flexibility (FS, AS, EX) Performance under pressure (FS, EX)
Interpersonal Skills	Interpersonal skills (FS, AS, EX) Discretion (FS, AS, EX) Representation (FS, EX) Tact, maturity, empathy (FS, AS)
Professional Integrity	Dependability (FS, AS, EX) Integrity (AS)