

Introduction: What Has Changed and Why

Performance pay

Performance pay will be recommended by the Appraisal Review Committees primarily on Accountability (see Part II of the new appraisal report form), in addition to the overall performance demonstrated by the employee throughout the appraisal year. Raters will therefore be required to provide an assessment not only of the employee's performance but also of the results achieved vis-à-vis his or her major objectives.

Revised assessment criteria

There are five revised assessment criteria: **Innovate and Manage Change, Advocate and Communicate, Leadership and Teamwork, Client Service, and Professional Integrity**. The definitions for all other criteria have been significantly updated. All employees are to be assessed against the same criteria; however, performance expectations change according to the level of the employee. Most assessment criteria "roll up"; in other words, employees are assumed to possess the skills and abilities assessed at lower levels. Although raters are to focus on the performance expectations described for the level of the employee being appraised, they should also note any deficiencies in the skills or abilities that are described under the lower levels.¹

¹ See Appendix B - Definitions of Qualifications, & Appendix F - Correlation Between New and Old Appraisal Criteria