

Performance Management

The aim of the Performance Management Policy is to facilitate and promote improvement in organisational & business performance and outcomes through:

- The effective management of employee performance;
- Enhancing the job satisfaction of employees;
- Identifying barriers to performance;
- Obtaining feedback from employees;
- Providing a basis for recognition;
- Providing an additional outlet for any grievances;
- Advancing and supporting the career development of employees.

As part of this, managers will be required to complete a performance appraisal of employees and employees will need to commit to and engage in the process. Importantly, it is a two-way system of communication between managers and staff.

Note: The frequency and timing of the performance appraisal will be communicated to you separately but also know if there are specific issues of unsatisfactory performance, misconduct or other issues requiring investigation and/or action, that will occur in addition to the abovementioned.