

Civil Service Conciliation and Arbitration Scheme

General Council Report 1297

(Meeting/s of 28 June 1995, 27 September 1995, 25 October 1995, 29 November 1995, 28 February 1996)

Claim that the Performance Appraisal Scheme for grades represented by PSEU be amended to provide : (1) that the Supervisor's assessment at Para. 7 be made known in all cases to the appraisee, (2) that the listings and ratings at Para. 9 be made known to the appraisee.

Claim that the Performance Appraisal Scheme for the grades represented by the PSEU be amended to provide: (i) that the supervisor's assessment at Paragraph 7 (of the appraisal form) be made known in all cases to the appraisee and (ii) that the listings and ratings at Paragraph 9 be made known to the appraisee

1. The scheme of appraisal for the grades represented by the PSEU adopted by the General Council on 16 May 1977 (Report 749) was amended on 13 December 1982 (Report 971), 30 December 1982 (Report 971) and 25 March 1992 (Report No 1232) respectively.

2. In response to the current claim, a further review of the scheme was carried out by representatives of the Official Side and the PSEU. As a result of this review, the Official Side agreed to the amendments proposed by the PSEU in their claim. The opportunity of the review was availed of to amend the scheme further to cater for the requirements arising from the restructuring agreement for the grades represented by the PSEU (Circular 24/95). The amendments agreed are incorporated in the attached Performance Appraisal form. The scheme will be subject to further review by the Official Side and Staff Side by the end of 1997 in the light of the operation of the scheme.

3. This report was adopted on 28 February 1996.

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