



- Improving work planning;
- Clarifying authority, responsibility and reporting relationships in order to ensure accountability and transparency;
- Identifying employee competencies and allowing the prioritising of training and development needs;
- Providing opportunities for improved dialogue between managers, supervisors and employees;
- Identifying unsatisfactory work performance and developing employee performance improvement plans;
- Recognising and rewarding good work performance through incentives and opportunities for career development; and
- Appraising the work performance of all employees in an open, objective, fair and consistent manner.

All persons who are members of the public service of Barbados (with the exception of the Police Force and Teachers, for whom separate systems exist) will be involved in the Performance Review and Development System (PRDS).

The Government's objectives will be communicated to Ministries and Departments for translation into key objectives and key performance indicators. These will flow through into departmental workplans and individual workplans. Every member of the public sector will develop his/her workplan with his/her supervisor or manager, receive coaching and assistance throughout the year as needed and be assessed at the end of the review year on the achievement of agreed workplan objectives and demonstration of required behaviours.

### **The Benefits of the Performance Review and Development System**

The Barbados Public Sector PRDS has been developed to provide an environment in which public sector employees will:

- Want to work to the best of their abilities;
- Take pride in their achievements;
- Link personal with organisational goals;
- Act as their own source of discipline;
- Respond to opportunities to learn;
- Take responsibility for improving service delivery; and
- Be willing to be held responsible for their actions.

The PRDS is in line with best practices in performance management. "Best practice" organisations communicate openly and provide performance feedback to employees. They make sure that people understand their role(s), are equipped to carry out their job and share in the successes of the organisation.

Performance management is an organisational approach to improve performance by aligning planning with management. It links corporate planning and budgetary cycles and plans to division, team and individual work planning, training, and reward and recognition activities. It promotes a non-blame approach

to problem solving, employee empowerment and the development of a performance culture.