

PSC CIRCULAR

Public Service Commission, Berkley Crescent, P. O. Box 2211
Government Buildings, Suva. Telephone 3-314-588

PSC CIRCULAR NO: 21/06

TO: Chief Executive Officers & Heads of Departments FILE NO: 29/685/54

SUBJECT: SUSPENSION OF THE PERFORMANCE DATE: 19.06.06
 MANAGEMENT SYSTEM [PMS]

1.0 Introduction

- 1.1 This circular informs addressees that the implementation of the 2004 Performance Management System [PMS] is suspended forthwith. The implementation of the PMS was formalised through PSC Circulars 1/2004 dated 15.01.2004 and 6/2004 dated 17.02.2004, and further clarified through PSC Circulars 22/2004 dated 22.06.2004, 24/2004 dated 15.07.2004, 36/2004 dated 23.11.2004 and 15/2005 dated 31.03.2005.
- 1.2 The suspension of the PMS was agreed to between Government, the Public Service Commission and the Public Service Unions through the Partnership Framework Agreement signed in March/April this year. A separate Circular will be issued shortly explaining the details of the Partnership Agreement.
- 1.3 Within the Partnership Agreement is the Industrial Relations Framework covering the years 2005 - 2007, and which incorporates the following clauses relating to the PMS.
 - the implementation of the PMS to be deferred and a comprehensive review to be undertaken of the current system of annual pay review in the Public Service and to agree to a system more relevant and appropriate to Fiji's Public Service. The new PMS is to be operational from **1st January, 2008**;
 - that pending the introduction of the new mechanism of annual pay review, an interim arrangement of 4% across-the-board payment to be effected and this is to be the sole basis for the annual pay review for the period of the IRF (i.e 2005 - 2007).
- 1.4 The PMS is now suspended indefinitely until a new mechanism for annual pay review and performance appraisal is developed and agreed to between the partners and which is to be implemented from 1st January 2008.

2.0 Interim Appraisal System - Modified Annual Confidential Report (Modified ACR)

- 2.1 With the suspension of the PMS, the PSC and the Public Service Unions are currently engaging in dialogue on an interim annual appraisal system to annually assess performance for **promotion and training/professional development purposes only.**
- 2.2 A modified version of the Annual Confidential Report (ACR) is being considered and to be used to assess performance for 2005, 2006 and 2007. At this initial stage, the modification envisaged will involve the consideration of the achievement of results or outputs in the Individual Work Plan [IWP] as part of the performance appraisal in the ACR.
- 2.3 The IWP, because it is a part of the Annual Corporate Plan, will not be affected by the suspension of the PMS.
- 2.4 Once an agreement with the Unions is reached on the modified ACR, addressees will be advised appropriately through a further circular to be issued.

3.0 Clarification

- 3.1 You are requested to give this Circular the widest possible coverage to **all** your staff.
- 3.2 All enquiries, if any, are to be referred to Mr Peni Naqasima, Director Employee Relations, of the Employee Relations Division, Public Service Commission on telephone 3314588, Ext 408 or email address **pnaqasima@psc.gov.fj.**



Anare Jale
Chief Executive Officer Public Service