Office of Personnel Management

§ 430.102 Performance management.

Subpart B—Performance Appraisal for General Schedule, Prevailing Rate, and Certain Other Employees

§ 430.201 General.

(a) Statutory authority. Chapter 43 of title 5, United States Code, provides for the establishment of agency performance appraisal systems and requires the Office of Personnel Management (OPM) to prescribe regulations governing such systems. The regulations in this subpart in combination with statute set forth the requirements for agency performance appraisal system(s) and program(s) for employees covered by subchapter I of chapter 43.

(b) Savings provision. The performance appraisal system portion of an agency’s Performance Management Plan approved by OPM as of September 22, 1995 shall constitute an approved performance appraisal system under the regulations in this subpart until such time changes to the system are approved. No provision of the regulations in this subpart shall be applied in such a way as to affect any administrative proceeding related to any action involving its employees, as individuals and members of a group, in improving organizational effectiveness in the accomplishment of agency mission and goals.

§ 430.202 Coverage.

§ 430.203 Definitions.

§ 430.204 Agency performance appraisal system(s).

§ 430.205 Agency performance appraisal program(s).

§ 430.206 Planning performance.

§ 430.207 Monitoring performance.

§ 430.208 Rating performance.

§ 430.209 Agency responsibilities.

§ 430.210 OPM responsibilities.

Subpart C—Managing Senior Executive Performance

§ 430.301 General.

§ 430.302 Coverage.

§ 430.303 Definitions.

§ 430.304 SES performance management systems.

§ 430.305 Planning and communicating performance.

§ 430.306 Monitoring performance.

§ 430.307 Appraising performance.

§ 430.308 Rating performance.

§ 430.309 Using performance results.

§ 430.310 Performance Review Boards (PRBs).

§ 430.311 Training and evaluation.

§ 430.312 OPM review of agency systems.

Subpart D—Performance Appraisal Certification for Pay Purposes

§ 430.401 Purpose.

§ 430.402 Definitions.

§ 430.403 System certification.

§ 430.404 Certification criteria.

§ 430.405 Procedures for certifying agency appraisal systems.

Authority: 5 U.S.C. chapter 43 and 5307(d).

Subpart A—Performance Management

Source: 60 FR 43943, Aug. 23, 1995, unless otherwise noted.

§ 430.101 Authority.

Chapter 43 of title 5, United States Code, provides for the performance appraisal of Federal employees. This subpart supplements and implements this portion of the law.

§ 430.102 Performance management.

(a) Performance management is the systematic process by which an agency

§ 430.201 General.

(b) Performance management integrates the processes an agency uses to—

(1) Communicate and clarify organizational goals to employees;

(2) Identify individual and, where applicable, team accountability for accomplishing organizational goals;

(3) Identify and address developmental needs for individuals and, where applicable, teams;

(4) Assess and improve individual, team, and organizational performance;

(5) Use appropriate measures of performance as the basis for recognizing and rewarding accomplishments; and

(6) Use the results of performance appraisal as a basis for appropriate personnel actions.