

Tonga Public Service PERFORMANCE MANAGEMENT SYSTEM (PMS) PROCESS

(effective as from 01 July, 2016)

Performance

Excellent

Good

Average

Poor

ROAD TO SUCCESS!

2. ANNUAL MANAGEMENT PLAN (AMP)

(Derived in April – May from Corporate Plan and specific to outputs to be delivered by organization)

1. CORPORATE PLAN (CP)

(Developed in January – March to achieve National Priorities)

4. PMS FORMS

(Derived from JD in May/June yearly following)

3. JOB DESCRIPTIONS (JD)

(Derived from Annual Management Plan & Division Outputs in May/June yearly)

6. RANDOM INTERVIEWS

(mid-July by PSC Office - Based on understanding of Corporate Plan, AMP, JD & PMS)

5. 1-2-1 CONSULTATIONS

(June/July - Between Supervisor and Employee on JD & PMS Form prior to signing)

8. EVALUATION

(Mid-Year (Dec) & End of FY evaluation (June/July of performance))

9. REPORTING

(September, December and March followed by evaluation results in June/July)

7. MONITORING

(During the FY – July to June following signing and confirmation of PMS implementation)

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