

OPM Circular No 23/2015

OFFICE OF THE PRIME MINISTER
3, Castille Place
Valletta VLT 2000

22 December 2015

Permanent Secretaries
Directors General
Directors
Heads of Public Sector Organisations

**A NEW PERFORMANCE APPRAISAL SYSTEM
FOR THE PUBLIC SERVICE**

In line with Government's commitment towards the renewal and strengthening of the operational capability of the Public Service, as well as the continuous development of its HR skills and competences, a new performance appraisal system is being designed with the intent of being brought into effect by mid-June 2016. In this regard, the current Performance Management Programme (PMP) is being suspended as from 1 January 2016, in gradual preparation for the introduction of the new system.

Meanwhile, **all** PMP documents initiated from January 2015 onwards will need to be completed and finalised by 31 December 2015. During this interim period the attached template is to be used as a substitute for PMPs. This document will serve the same purpose as any PMP document required for the period 1 January to 30 June 2016.

You are requested to bring the contents of this circular to the immediate attention of all staff.

Mario Cutajar
Principal Permanent Secretary