

From: NRC Announcement [mailto:nrc.announcement@nrc.gov]
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To: NRC Announcement
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Friday October 3, 2008 -- Headquarters Edition

[Reminder: Annual Performance Appraisal Ratings](#)

Reminder: Annual Performance Appraisal Ratings

As settlement of an institutional grievance filed by NTEU on October 4, 2007, the Agency and NTEU have agreed to post the following announcement:

As the time approaches to issue annual performance appraisal ratings, I want to remind you that individual appraisal ratings are based upon how well an employee performs against the elements and standards contained in his or her performance plan. Accordingly, your 2008 rating is based solely on how well you performed against your performance elements and standards during the 2008 performance appraisal period, and not upon other factors.

As you enter into performance feedback discussions, I recommend that both supervisors and employees consider the constructive and succinct advice compiled by this year's Senior Executive Service Candidate Development Program class in "[Let's Talk! Improving Performance Feedback Discussions for Employees and Supervisors.](#)"

As we enter the new rating cycle, I want to personally acknowledge each employee's contribution to the Agency's mission. You are highly valued and essential to NRC's success.

James McDermott
Director, Office of Human Resources