

Criteria and Process to be used in ranking of individuals for 2015

Description of the criteria used in ranking individuals:

1. IPCR Rating Ranking per SPMS Guidelines as confirmed by the PMT.
2. Readiness to accept additional responsibilities beyond the functions of the position.
3. New initiatives introduced and proactive attitude towards work.
4. Ability to establish good networks especially with external partners.

Description of process/method used in rating the performance and ranking of the individuals:

1. IPCR Rating Ranking
2. Ranking by peers per Division
3. Ranking by the Performance Management Team (PMT)
4. PMT Recommendation to the Director
5. Ranking by the Executive Director