

# PERFORMANCE REVIEW AND DEVELOPMENT SYSTEM

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The Performance Review and Development System (PRDS) Unit is responsible for managing and implementing the PRDS in the public service of Barbados.

## AIMS OF THE PRDS

The PRDS is a performance management system which is designed to manage and assess employee performance by providing continuous feedback on actual performance, in relation to agreed and clearly defined performance standards. The system is objective, developmental in nature, provides for recognition of and rewards for good work performance.



## OBJECTIVES

The PRDS aims to develop a culture of “renewed professionalism” in the public sector by:

1. Linking individual work performance to key tasks and key results of each agency;
2. Improving work planning;
3. Identifying employee competencies and allowing for the prioritisation of training and development;
4. Providing opportunities for improved dialogue between managers, supervisors and employees;
5. Recognising and rewarding good work performance through incentives and opportunities for career development; and
6. Appraising the work performance of all employees in a fair, open objective and consistent manner.