

# Appendix B - Performance Contract Calculations

In order to do a Performance Contract's score calculations, the following settings and assumptions are considered.

## Assumptions

If a contract's assessment frequency is set to Annual, the one annual period's weight = 100%
If a contract's assessment frequency is set to Bi-annual, the two periods' weights = 50% respectively. If one period is excluded from the overall contract score, the entire contract score is calculated ignoring the excluded period.
If a contract's assessment frequency is set to Quarterly, the four periods' weights = 25% respectively. If one period is excluded from the overall contract score, the entire contract score is calculated ignoring the excluded period.

## Performance Contract Master Data

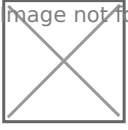
The relative Section Weights Example
Key Performance Areas (KPA) = 70%
Key Competencies (KC) = 20%
Leadership Behaviours (LB) = 5%
Values and Behaviours (VB) = 5%

The Performance Contract Components' Relative Weights Example
Performance Agreement = 90%
360 Evaluation = 10% (if used)
Any other contract component = x%

A Performance Contract's scores are calculated in the following stages.

# 1. ASSESSMENT PERIOD SECTION (e.g. KPA) LEVEL

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# 2. ASSESSMENT PERIOD (e.g. 1st Semester) LEVEL

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# 3. AGREEMENT LEVEL

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# 4. CONTRACT LEVEL

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# SUMMARY OF CALCULATIONS

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