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



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



3. AGREEMENT LEVEL



4. CONTRACT LEVEL



SUMMARY OF CALCULATIONS



Revision #1
Created 2021-03-27 07:00:26 UTC
Updated 2021-03-27 07:03:32 UTC