



Manual Part: Human Resources (HR)	Policy Number: HR8PO	Alberta Policing Standards:
--	---------------------------------------	------------------------------------

Performance Reviews and Appraisals Policy

Purpose:

To:

1. enable members of the EPS to receive feedback on their job performance annually,
2. assist members in being effective in their respective positions, and
3. inform supervisors of the member's career aspirations and their professional development.

Statement of Principle:

At the EPS, all members and their supervisors are encouraged to discuss job performance and goals on an ongoing basis. Principle objectives of performance evaluation are to:

1. evaluate and improve performance,
2. facilitate mutual feedback and communication,
3. plan professional training and development, and
4. ensure job related responsibilities are accurate.

Policy Statement:

At the EPS, member performance reviews ensure that all members are provided with accurate and appropriate feedback regarding their performance. Performance reviews and appraisals are conducted for all members to:

1. recognize member successes and contributions,
2. identify areas of growth and development, and
3. determine further employability.