

Initial Performance Plan - Energy

From: "Jones, Michele (MEDG/MRIS)" <michele.jones@ontario.ca>
To: "@ENERGY All" <energy-all2@msgov.gov.on.ca>
Cc: "Azzopardi, Annette (MEDG/MRIS)" <annette.azzopardi@ontario.ca>, "Nahal, Navjeet (MEDG/MRIS)" <navjeet.nahal@ontario.ca>, "Naryan, Xander (MEDG/MRIS)" <xander.naryan@ontario.ca>, "Cheung, Helen (MEDG/MRIS)" <helen.cheung@ontario.ca>, "Wagner, Lawrence (ENERGY/MEDEI/MRI)" <lawrence.wagner@ontario.ca>
Date: Wed, 06 Jun 2018 13:24:01 -0400
Attachments: 2018-2019 OPS Organizational and Ministry of Energy Priorities - Accessi....docx (27.57 kB); 2018-2019 Performance Development and Learning Plan Template - Accessibl....docx (197.94 kB)

Sent on behalf of Annette Azzopardi, A/Director, Strategic Human Resources Business Unit



INFORMATION

I am writing to inform you that the 2018-19 Performance Management cycle has commenced and share some key information on this phase.

Information for Executives / MCP Managers/ / MCP Staff

Executives, MCP managers and MCP staff should create their [Performance and Readiness Assessment \(PRA\)](#) in the online Talent Management (TM) system.

Key Changes for 2018-19:

In 2018-19, your performance will be assessed using a new [Performance Assessment Framework](#). Living the [OPS Values](#), and contributing to a respectful workplace becomes the minimum expectation for everyone. The core components of the new framework includes: OPS Values, Individual Task Performance, Collaborative Impact, and Embracing Change. As part of the framework, your 2018-19 performance rating will be determined based on an assessment of all four components. There are now three performance ratings, with five subcategories. For more information, visit the [TM Website](#).

Employees in an Associate Deputy Minister, Assistant Deputy Minister, Director or Manager position will be receiving a separate communication on additional performance requirements, specific to all ministry management.

Information for Bargaining Unit Staff

AMAPCEO and OPSEU employees should create their performance plan using the Performance Development and Learning Plan (PDLP) Template (please see attached). The template can also be found on our [intranet site](#).

Selecting OPS Organizational, Ministry and Divisional Priorities:

Please create your initial performance plan by selecting the appropriate OPS Organizational, Ministry and Divisional priorities. These priorities are designed to help you see where your work fits in with the broader work of the OPS. The 2018-19 Organizational and Ministry of Energy priorities are attached for your reference. If you have any questions about how your work fits in to these broader priorities, please connect with your manager.

What's New: This year, the Organizational Priorities have been developed to align with the three strategic pillars of [Public Service Renewal](#): **Empowered Employees**, **Serving Ontarians**, and **Enabling Change**.

The ministry deadline for managers to approve their employees' performance plans for initial review is Friday, June 29, 2018.

If you have any questions about the performance management process or the online TM system, please contact Helen Cheung, HR Business Advisor at (416) 325-6598 or Helen.Cheung@ontario.ca.

Thank you for your ongoing commitment to this important organizational priority.

Regards,
Annette Azzopardi

Attachments:
2018/2019 Performance Development and Learning Plan (PDLP) Template
2018/2019 OPS Organizational and Ministry of Energy Priorities