

appointment may not be used to fill an agency's regular positions on a continuing basis.

(3) Schedule B appointments must be made in the same manner as merit staffing requirements prescribed for the SES, except that each agency shall follow the principle of veteran preference as far as administratively feasible. Positions filled through this authority are excluded under §302.101(c)(6) of this chapter from the appointment procedures of part 302.

PART 430—PERFORMANCE MANAGEMENT

Subpart A—Performance Management

Sec.

430.101 Authority.

430.102 Performance management.

Subpart B—Performance Appraisal for General Schedule, Prevailing Rate, and Certain Other Employees

430.201 General.

430.202 Coverage.

430.203 Definitions.

430.204 Agency performance appraisal system(s).

430.205 Agency performance appraisal program(s).

430.206 Planning performance.

430.207 Monitoring performance.

430.208 Rating performance.

430.209 Agency responsibilities.

430.210 OPM responsibilities.

Subpart C—Managing Senior Executive Performance

430.301 General.

430.302 Coverage.

430.303 Definitions.

430.304 SES performance management systems.

430.305 Planning and communicating performance.

430.306 Monitoring performance.

430.307 Appraising performance.

430.308 Rating performance.

430.309 Using performance results.

430.310 Performance Review Boards (PRBs).

430.311 Training and evaluation.

430.312 OPM review of agency systems.

AUTHORITY: 5 U.S.C. chapter 43.

Subpart A—Performance Management

SOURCE: 60 FR 43943, Aug. 23, 1995, unless otherwise noted.

§ 430.101 Authority.

Chapter 43 of title 5, United States Code, provides for the performance appraisal of Federal employees. This subpart supplements and implements this portion of the law.

§ 430.102 Performance management.

(a) Performance management is the systematic process by which an agency involves its employees, as individuals and members of a group, in improving organizational effectiveness in the accomplishment of agency mission and goals.

(b) Performance management integrates the processes an agency uses to—

(1) Communicate and clarify organizational goals to employees;

(2) Identify individual and, where applicable, team accountability for accomplishing organizational goals;

(3) Identify and address developmental needs for individuals and, where applicable, teams;

(4) Assess and improve individual, team, and organizational performance;

(5) Use appropriate measures of performance as the basis for recognizing and rewarding accomplishments; and

(6) Use the results of performance appraisal as a basis for appropriate personnel actions.

Subpart B—Performance Appraisal for General Schedule, Prevailing Rate, and Certain Other Employees

SOURCE: 60 FR 43943, Aug. 23, 1995, unless otherwise noted.

§ 430.201 General.

(a) *Statutory authority.* Chapter 43 of title 5, United States Code, provides for the establishment of agency performance appraisal systems and requires the Office of Personnel Management