

CY Suspense: 10/20/89)••c.Â X•••••• ÂConduct a study of NRC's non-SES performance appraisal system. •The study should include an evaluation of the application and•implementation of measurable performance elements and•standards to determine their effectiveness. In analyzing this•information, the staff should determine whether elements and•standards are generalized, carbon copy job descriptions, or•accurate statements of the performance and standards expected•of individual employees. R ecommend methods to improve the•non-SES appraisal system with the limits prescribed by OPM•guidance.Æ(#••Æ•Á•••••• Á(EDO)Á•,•,•• ÁÁ•••••• ÁÁ•h•h•# ÁÁ•À•À•(ÁÁ••••••- Á(SECY Suspense: 1 2/29/89)••d.Â X•••••• ÂEmphasize implementation of career planning to aid and•encourage employee development.Æ(#••Æ•e.Â X•••••• ÂEnsure that managers are currently trained on EEO requirements•and are appropriately sensitive to EEO issues .Æ(#••Æ•f.Â X•••••• ÂEncourage managers to hold arrival conferences with all new•employees.Æ(#••Æ•g.Â X•••••• ÂEncourage supervisors to periodically discuss employee•performance with individual employees.Æ(#••Æ••The Affirmative Action Advisory Committee offered to provide the•Commission a copy of its findings on performance ratings for•various age groups. •ô • •ð#• 0*0*0*o•o•o•o•

ô•The Office of Personnel informed the Commission that it will•provide the government-wide percentage of women employees compared•to the percentage of women employees at the NRC. •Á•••••• Á(EDO)Á•,•,•• ÁÁ•••••• • ÁÁ•h•h•# ÁÁ•À•À•(ÁÁ••••••- Á(SECY Suspense: 9/18/89)••••••cc: Chairman Carr• Commissioner Roberts• Commissioner Rogers• Commissioner Curtiss• OGC• GPA• ACRS• EEO Advisory Committees• - J. Grilled• - M. Fairtile• - N. Wagner• - C. Stabler• - S. Pettijohn• PDR - Advance• DCS - P1-24••