

# Innovating Performance Appraisal Model and Promoting the Construction of Work Style Efficiency

## ——Overview of the Practice of the Performance Appraisal in Guangxi Public Security Organization

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# Part1:Background

- 1. Reinforced the leadership of the organization and formed the normality of the performance appraisal work.
- 1.1 According to the plans of the public security department, in the aspect of performance appraisal, the public security organs at all levels had to reinforce the leadership.
- 1.2 Establish the operating organizations, improve the work rules and regulations, ascertain the annual target tasks and promote the normality of the work .



# Part 2: Process and Contents



- 2.1 On the working procedure, before we set up the annual appraisal scheme and indicators, we formulate work ethic every year.
- 2.1.1 Sum up experience and find the shortage.
- 2.1.2 Put forward the annual major tasks and set up the annual work points which are the basis of making appraisal index content for the next fiscal year.
- 2.1.3 Set quantifiable, verifiable and reportable annual performance appraisal scheme.
- 2.1.4 Use the “Public Security Performance Management System in Guangxi” to implement the management and appraisal.

# Appraisal contents and methods

- 2.2 In terms of the appraisal contents and methods, we stress the key points and give comprehensive consideration to embody innovation, process management, and public satisfaction standards.

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	受理 调解数	治安 调解数	治安 处罚数	流转 刑拘	不及时 移交数	拘留数	罚款 少数数	收教数	信息 采集数							
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# Part 3: Innovation Characters

## ——Informatization of the performance appraisal work

- 1. Achieved the goal that the management has its basis and process.
- 2. Realized the management automation.
- 3. Provide a variety of performance display and perfect performance analysis tools.
- 4. Re-established the platform for the broad participation of units at all levels and the policemen.



## —— Socialization of performance appraisal work



- 1. Persist in welcoming open review on the police from the public masses in order to enhance people's awareness and understanding of the public security organs and public security work.
- 2. Take the public comments into one part of the appraisal to advance the socialization of the public review.

## ——Standardization of performance evaluation work

- 1. To implement the standardized performance appraisal system.
- 2. To implement the communication, feedback and reporting system of performance management.
- 3. To implement the amply rewarded and grueling system.
- 4. To carry out the rectification and implementation system.

# Concluding marks

- By conducting the performance appraisal, we have gained the people's understanding and support. In the recent years, the public masses' satisfaction on the public security job in our region is above 80%







■ Thanks!