

PERFORMANCE APPRAISAL REPORT

OBJECTIVE - TO PROVIDE **ACTIONABLE** INSIGHT TO
COST & PROFITABILITY IN THE
STRATEGIC & OPERATIONAL CONTEXT

EXPECTED OUTPUT - HELP ORGANISATION TO
IMPROVE PROFITABILITY
OPTIMIZE RESOURCE ALLOCATION
OPTIMIZE PRODUCT & SERVICE PORTFOLIO

REPORTS ARE – PRINCIPLE BASED; NOT FORMAT DRIVEN

PERIODICITY - HALF-YEARLY/ ANNUALLY – AS PER FROM 3
CAN BE QUARTERLY AS PER GUIDANCE NOTE

POINTS FOR DISCUSSION

PERFORMANCE – ACT OF CARRY OUT OR COMPLETE AN ACTION OR FUNCTION TO A SPECIFIED STANDARD

APPRAISAL - THE ACTION OF ASSESSING

ANALYSIS – DETAILED EXAMINATION OF THE ELEMENTS OR STRUCTURE OF SOMETHING;
SEPARATION OF SOMETHING INTO ITS COMPONENTS PARTS.

POINTS FOR DISCUSSION

- TIME AVAILABLE FOR ANALYSIS AND APPRAISE
- DATA BASE IN THE COMPANY TO COVER AREAS SUGGESTED IN THE GUIDANCE REPORT.
- GUIDANCE NOTE USES THE WORDS “SHOULD” OR “MUST” IN FOLLOWING PARAGRAPHS –

• 2.7	• 13.1	• 16.6
• 4.8	• 13.4	• 16.7
• 4.9	• 13.6	• 16.8
• 5.4	• 13.7	• 18.5
• 9.7	• 14.1 -	• 18.9
• 10.3	14.8	• 19.4
• 10.7	• 15.2	• 19.5
• 11.1	• 15.4	• 19.7
• 11.3	• 15.5	• 20.2
• 11.4	• 15.7	• 20.3
• 12.3	• 16.1	• 20.5
• 12.4	• 16.3	

POINTS FOR DISCUSSION

- RESOURCES REQUIRED FOR SUCH DETAILED ANALYSIS
- COMPANY'S WILLINGNESS TO SHARE SUCH STRATEGIC SUBJECTS WITH REGULATORY MECHANISM
- OPINIONS VS OBJECTIVITY