



Chantal Winter
Head of Section Performance Management
Talent Management Division
ECB

Status update:

SSM feedback process field test

**34th ESCB/SSM Social Dialogue meeting
(in SSM composition)**

Frankfurt am Main

14 November 2016

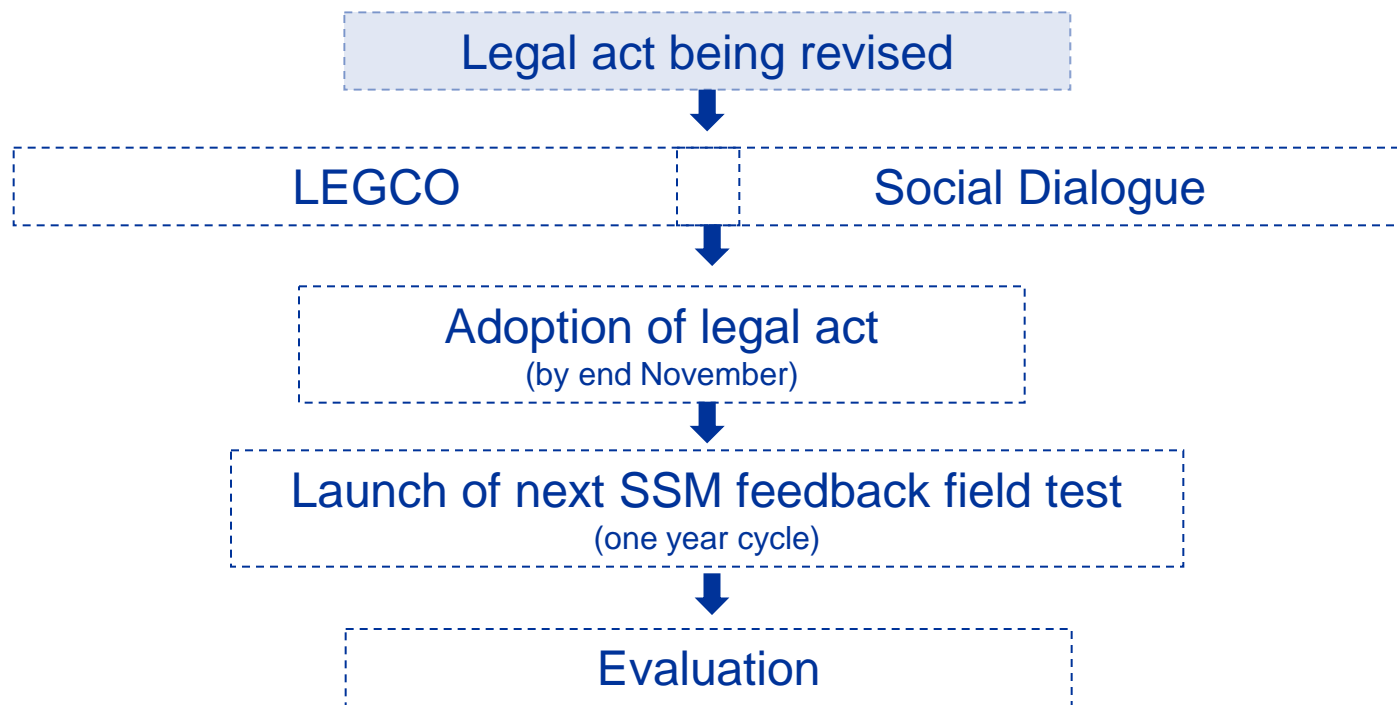
- 1st field test for SSM feedback ended in April 2016
- **Evaluation survey** issued thereafter to all participating
 - JST Coordinators (JSTCs)
 - JST sub coordinators (JSTSCs)
- **Evaluation outcome** communicated to the Supervisory Board (SB) this summer
- **Multisource Feedback** taking place currently

- Main findings of evaluation outcome:
 - High engagement
 - 95% of forms filled in at the objective setting stage
 - 80% of those forms had feedback recorded at the end of the field test
 - Most field test participants support continuation of feedback process if there are improvements on simplicity, flexibility, and system performance.
- SB decided on a new field test, with the following features:
 - Participation by JSTCs and JSTSCs (feedback for OITs to be considered separately at a later stage)
 - Full cycle (one year)
 - Streamlined processes and revised IT tool
 - Upwards (Multisource) Feedback
 - Renewed legal act

In parallel:

- Efforts on JST integration and change management
- Development of continuous feedback culture within JSTs

3. SSM feedback process: next steps



Thank you for your attention!
Any questions?