

25 NCAC 010 .0114 PERFORMANCE MANAGEMENT COMPLIANCE

(a) The Office of State Human Resources shall monitor and evaluate performance management records and data to ensure agency compliance with rules in this Subchapter.

(b) If an employee believes his or her manager or supervisor is failing to adhere to the performance management in accordance with this Subchapter, the employee shall notify the next-level manager or supervisor or the agency's Human Resources office.

(c) The failure of a manager or supervisor to carry out the performance management process shall be addressed as a performance deficiency and shall result in one or more of the following:

- (1) counseling from the next-level manager or supervisor to determine the cause(s) of the deficiency and implementation of a Performance Improvement Plan;
- (2) participating in skills enhancement training;
- (3) monitoring and documentation of manager or supervisor progress towards improving implementation of performance management; or
- (4) the issuing of disciplinary action, up to and including dismissal.

History Note: Authority G.S. 126-4;
Eff. April 1, 2016.