

## FREQUENTLY ASKED QUESTIONS

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1. How is the Performance and Development Cycle (PDC) different from the Performance Planning and Review (PPR) process that we have been using?

The steps and principles are very similar, but [the PDC](#) to [PPR](#) does not. After PDC take the place of other programs such as attendance management, accommodation for misconduct or disciplinary issues exist separately. If these processes hold while other tools and resources are accessed through your [Human Resources](#)

3. Does the PDC apply to all Employee Groups?

At this point, [the PDC](#) applies to CUPE 951, PEA, Exempt Support and Management Excluded employee groups.

4. Does the PDC apply to term employees?

[The PDC](#) applies following the conclusion of the probationary period. The PDC tools, forms and resources can be adapted to make the cycle applicable for a term employee who has completed a probationary period.

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[webpage](#) so they can explore the forms and resources before you begin a good idea to start with simple goals for the first round so that everyone can get comfortable with the process. [Yes, Human Resources Consultant](#) is available to assist you with the implementation of PDC.

8. I'm interested in the PDC. As an employee, how do I get it started?

Not everyone has a system in place for having regular performance conversations. If you have not previously been having regular performance conversations, the launch of [the PDC](#) is an excellent opportunity for you to start a conversation with your supervisor. You may decide to initiate the process by drafting the [Step 1 form](#).

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