



NAVY PERFORMANCE MANAGEMENT ADMINISTRATION

Performance Expectation Management (PEM) is a three-phase process that will guide Sailors and their immediate Supervisors in identifying work expectations and provide meaningful feedback on progress throughout the performance cycle.

PEM will not replace the current FITREPs or evaluations. PEM will complement the existing evaluation cycle to formalize and standardize Mid-Term Counseling as outlined in the BUPERSINST 1610.10 (Series).

✓ Why is the Navy adopting Performance Expectation Management (PEM)?

- Clear, written performance expectations are not currently codified in any part of the performance evaluation program. Sailors want to know what is expected of them from the outset of their performance cycle.
- PEM will fill that gap by ensuring clear communication & understanding between a member and their supervisor, focusing on setting performance expectations & facilitating meaningful feedback conversations.
- PEM will replace the Individual Development Plan (IDP) used in Mid-Term Counseling. The IDP focuses on short & long-term goals, that are covered as part of the Command Career Counseling program.

✓ Will it be user friendly?

- Design principles for the PEM interface are fair, simple, and helpful. The goal is to have a program that is intuitive, step-by-step, latency-resistant to the maximum extent possible, and minimizes administrative burden.
- Prior to fleet release, PEM will be thoroughly tested to ensure the best product is released to the fleet.

✓ How will PEM be conducted underway?

- PEM will be web enabled and accessible to shipboard and shore-based Sailors.

✓ When will PEM be fully operational and available Fleet wide?

- The target release date for Fleet-wide implementation is late FY 2026.
- Full scale implementation is driven by functionality & accessibility, not an arbitrary time deadline – we need to get this right.

✓ How will PEM affect my current workload?

- Expectation Setting & Mid-Term Counseling are both best practices in performance evaluation & required by Navy policy.
- PEM will provide Sailors with clear expectations & reduce uncertainty in performance, helping to identify and reduce barriers to progress in achieving goals.

For more info & to keep up on the latest resources, visit our website:

<https://www.mynavyhr.navy.mil/Career-Management/Talent-Management/NPMA/>

