

Current rule	Proposed rule	Description of change
§ 430.204(g)	§ 430.208(b)	Proposed rule revises and redesignates the requirement for a summary rating method and provides added flexibility in deriving summary rating levels.
§ 430.204(h)	§ 430.208(d)	Proposed rule permits agencies to use as few as two summary rating levels (Unacceptable and Fully Successful) (see section in supplementary information above) and permits use of other levels to provide greater flexibility.
§ 430.204(i)	§ 430.208(d) § 430.209(3).	Proposed rule simplifies regulatory text and replaces the outdated reference to the Federal Personnel Manual with a reference to the current OPM Guide to Federal Workforce Reporting Systems.
§ 430.204(j)	§ 430.207(c)(1)	Proposed rule clarifies that agencies are required to assist employees with "Unacceptable" performance and deletes examples of assistance to remove nonessential information.
§ 430.204(k)	§ 430.207(c)(1)	Proposed rule simplifies language addressing unacceptable performance to delete information stated elsewhere in regulation (performance-based action can be taken either under procedures established in part 432 or part 752, subpart D).
§ 430.204(l) .....	.....	Proposed rule deletes provision requiring ratings of record under one pay system to be used as ratings of record under a new pay system when there is no change in the duties and responsibilities of the position to provide greater flexibility.
§ 430.204(a)	§ 430.206(a)	Proposed rule revises and redesignates the requirement for appraisal period and removes the requirement for agencies to prepare a summary rating when an employee changes position and to specify how these are taken into account when preparing ratings of record to clarify the rating process and provide greater flexibility.
§ 430.205(b)	§ 430.207(a)	Proposed rule deletes fixed limits on the length of minimum appraisal periods to provide greater flexibility.
§ 430.205(c)	§ 430.207(b)	Proposed rule makes editorial changes to provisions regarding appraising performance on each element and progress reviews to increase emphasis on communication.
§ 430.205(d)	§ 430.205(b)	Proposed rule replaces requirement to rate employee performance while on detail with requirement that programs address the issue to provide greater flexibility.
§ 430.205(e)	§ 430.207(b)	Proposed rule revises and redesignates the requirement for a progress review to increase emphasis on communication.
§ 430.205(f)	§ 430.208(f)	Proposed rule revises the redesignates and provision regarding rating disabled veterans to clarify rating process.
§ 430.206(a)	§ 430.208(a)	Proposed rule revises and redesignates requirement for rating of record to eliminate repeating information in the definition and permits agencies to use formats other than paper to give ratings of record to employees.
§ 430.206(b) .....	.....	Proposed rule deletes a provision repeated in current § 430.205(c) and proposed § 430.207(b) (see above).
§ 430.206(c)	§ 430.208(e)	Proposed rule limits requirement for higher-level approval to "Unacceptable" ratings of record to provide greater flexibility.
§ 430.206(d)	§ 430.208(c)	Proposed rule revises and redesignates the prohibition of forced distribution, but limits it to ratings below Level 3 or to situations where employees are rated only against pre-established standards, and removes the requirement that agencies establish procedures to ensure that only those employees who exceed normal expectations receive ratings above Fully Successful. These changes are made to provide greater flexibility.
§ 430.206(e)	§ 430.208(g)	Proposed rule makes editorial changes to provision regarding extension of appraisal period to clarify the rating process and provide greater flexibility.
§ 430.206(f)	§ 430.209(b)	Proposed rule revises and redesignates the requirements to transfer ratings of record when employees go to a new agency or organization to clarify the rating process.
§ 430.207 .....	.....	Proposed rule deletes reserved section for performance appraisal advisory committees that is not needed.
§ 430.208	§ 430.209 (c) & (d)	Proposed rule replaces the requirement for training supervisors and employees on the appraisal process with requirement to communicate about the relevant parts of the system(s) and programs to reflect emphasis on communication and provide greater flexibility, and retains the requirement to evaluate system(s) and programs.
§ 430.209	§ 430.209(g)	Proposed rule moves the requirement for agencies to take corrective actions to clarify responsibilities.
§ 430.210	§ 430.210	Proposed rule revises and redesignates OPM role to reflect OPM's authority to review, evaluate, and direct corrective action.
§ 430.210	§ 430.209(a)	Proposed rule clarifies that each agency must submit its performance appraisal system(s) for OPM approval.
Subpart E Performance Awards.	.....	Proposed rule deletes this subpart and combines the provision for performance awards into other sections of part 451 to integrate awards policy and support NPR goals.
§ 430.501(a)	§ 451.101	Proposed rule revises and redesignates the reference to chapter 43, United States Code to accommodate relocation of information.
§ 430.501(b)	§ 451.101(c)	Proposed rule makes editorial changes to provision regarding definition of employees to accommodate relocation of information.
§ 430.501(c)	§ 451.101(c)	Proposed rule makes editorial changes to provision regarding definition of agencies to accommodate relocation of information.
§ 430.501(d) .....	.....	Proposed rule deletes reference to part 451 for regulatory requirements for granting superior accomplishment awards that is no longer needed.
§ 430.502 .....	.....	Proposed rule deletes definitions for performance award, performance award budget, Performance Management Plan, and rating of record that are no longer needed.
§ 430.503(a) .....	.....	Proposed rule deletes purpose section for performance awards that is no longer needed.
§ 430.503(b)	§ 451.104(a)(3)	Proposed rule revises and redesignates the provision to permit use of a rating of record as the basis for granting an award to accommodate relocation of information.