

WITS HEALTH CONSORTIUM (PTY) LTD

## PERFORMANCE REVIEW - SUMMARY

Division / Syndicate - Wits RHI | Department - Climate and Health

Employee Review Category - Professional / Skilled

Review Type - FINAL

Review Date: 16/Nov/2023

Surname: Parker

First Name: Craig

Employee No.: B0158

Review Period: 31/Dec/2023

## ADDITIONAL PERSONAL INFORMATION

Job Title: Data Scientist Date of Last Review: 18/Nov/2023

Date of Employment: Mar/2022 Last Review - Average Weighted Score (as adjusted): 2.07

## SCORE SUMMARY

		Score	Weighted Score
Key Performance Areas	Meets Expectation	2,12	1,48
Competencies: Baseline	Meets Expectation	2,00	0,20
Competencies: category specific	Exceeds Expectation	2,23	0,45
TOTAL WEIGHTED SCORE		(On Target = 2.00)	2,13

The Total Weighted Score will be assessed taking account of scores awarded across the Division / Syndicate and may be adjusted to correct Line Manager bias

Meets Expectation

### Review Outcome Explanation:

Requires Development - The performance rating given to employees who sometimes perform at an acceptable level but are not consistent and need improvement to meet expectations.

Meets Expectation - The performance rating given to employees who (1) are fully successful in meeting all of the performance expectations that are important to his or her job and (2) have demonstrated satisfactory achievement of the behavioral competencies.

Exceeds Expectation - The performance rating given to employees who exhibit high overall performance, routinely go beyond what is expected in order to substantially surpass all of their key performance expectations and will have met or exceeded expectations on the Competencies.

## COMMENTS

### Employee

This past year has been exceptionally rewarding and challenging, and I am grateful for the opportunities I've had to grow and contribute significantly in my role. Presenting posters at international conferences and speaking at the IBM 'What Next' conference were standout experiences, showcasing our team's dedication and expertise in the field. The small wins in data acquisition for RP2 and our engagement with various stakeholders have been pivotal in advancing our research objectives.

### Reviewer

Craig is a great asset to the team. He is innovative and takes leadership in leading projects he is involved in. He also greatly supports team building within the Directorate. His growth has been visible and his confidence within and outside the organization is increasing. Well done Craig and please keep up the good work.

Signature

Employee - Craig Parker

Line Manager - Gloria Maimela (Director)

Other Reviewers - NA