Beaumont | HEALTH SYSTEM

2016 Employee Appraisal

Appraisal Score   **Overall Score: / 5.0**

Name:	**Supervisor Name:**
Employee ID: 131580	**Person Type:** Contingent
Job Title: Clinical Nurse II - Option 2	**Department:** Nursing Resource Pool - GP
Division: 3	**RC:** 73437

Quality and Safety (45%)   **Employee Score: N/A   Manager Score: / 5.0 (45%)**

Competency	Rating Scale	Employee Score:	Manager Score:
Job Responsibilities/Productivity (25%) Evaluates and assesses the performance of the individual carrying out the key functions and responsibilities of his/her position in a manner consistent with the Beaumont Standards, patient/employee safety expectations, Corporate Compliance guidelines, and regulatory requirements (Joint Commission, CMS, etc.). These should reflect the key responsibilities identified in the job description. Score based on employee performance during the 2016 calendar year.			(56%)
Job Skills/Competencies (10%) Assesses the individual's basic knowledge, competencies and skills required to successfully perform job responsibilities. Score based on employee performance during the 2016 calendar year.			(22%)
Reliability (10%) Assesses reliability and dependability as it relates to availability and readiness to work. Use of Emergency CTO and/or approved FMLA covered leaves of absence do not count as occurrences of absenteeism or tardiness toward the performance appraisal. Score based on employee performance from the previous rolling 12-month period.			(22%)

Quality and Safety Overall Comments

Self: N/A

Service (35%)   **Employee Score: N/A   Manager Score: / 5.0 (35%)**

Competency	Rating Scale	Employee Score:	Manager Score:
Beaumont Standards (25%) Assesses expected behaviors that demonstrate the Beaumont Standards of Service, Ownership, Attitude and Respect toward patients/visitors, co-workers, volunteers and physicians. Score based on employee performance during the 2016 calendar year.			(71%)

	Rating Scale	Employee Score:	Manager Score:
Employee Engagement (10%) Score based on employee's individual contributions to employee satisfaction and engagement within their workgroup during the 2016 calendar year.			(29%)

Service Overall Comments

Self: N/A

People and Systems (10%)   **Employee Score: N/A**   **Manager Score: / 5.0 (10%)**

Competency	Rating Scale	Employee Score:	Manager Score:
Personal/Professional Development (5%) Demonstrates commitment to personal/professional development. Score based on employee performance during the 2016 calendar year.			(50%)
Partnerships (5%) Builds team and collaborative partnerships within the organization, and/or with outside agencies/organizations which support the Hospital's Mission, Vision and strategic initiatives. Builds and maintains positive working relationships with employees in other departments. Score based on employee performance during the 2016 calendar year.			(50%)

People and Systems Overall Comments

Self: N/A

Financial Performance (10%)   **Employee Score: N/A**   **Manager Score: / 5.0 (10%)**

Competency	Rating Scale	Employee Score:	Manager Score:
Efficient Use of Resources/Enhanced Productivity (10%) Continual monitoring and efficient use of time and supplies, as well as other departmental resource usage. Efficiently and effectively utilizes time devoted to department/operational needs. Personal needs are managed during personal time. Score based on employee performance during the 2016 calendar year.			(100%)

Financial Performance Overall Comments

Self: N/A

Past Development Plans

Development Plan

Development Objectives

Self: N/A

Title:

New Goals

PERFORMANCE SUMMARY

Summary Score   **Score: / 5.0 (100%)**

This is the overall score, calculated using the ratings, scores, and weights in the form above.

Result Achieved	Score
Role Model	4.5 - 5.0
Commendable	3.6 - 4.4
Fully Effective	2.8 - 3.5
Developing	2.0 - 2.7
Fails To Meet	1.0 - 1.9

Quality and Safety   **Score: / 5.0 (45%)**

Service   **Score: / 5.0 (35%)**

People and Systems   **Score: / 5.0 (10%)**

Financial Performance   **Score: / 5.0 (10%)**

Supervisor Comments