

Beaumont® | HEALTH SYSTEM

2015 Employee Appraisal

Appraisal Score

Overall Score: 3.9 / 5.0

Name: i

Supervisor Name: Rogers, Alexis

Employee ID: 127072

Person Type: Employee

Job Title: Clinical Nurse II - 36
HoursDepartment: Orthopaedic/Surgery -
GP

Division: 3

RC: 73428

Quality and Safety (45%)

Employee Score: 4.0

Manager Score: 4.0 / 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 2015 calendar year.	Commendable	4.0	4.0 (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 2015 calendar year.	Commendable	3.0	4.0 (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.	Commendable	5.0	4.0 (22%)

Quality and Safety Overall Comments

Self: pt safety and satisfaction are of utmost importance to me. pt education is key to success for pt recovery on our ortho floor. Have only called in sick once in 2.5 years. On time, not tardy and prompt on job responsibilities

Peers: n has gotten more comfortable in her role as an RN. She works very hard to give her patients great care, and to see to their needs. She is willing to take an extra patient when we need someone too.

Manager: n has developed a solid knowledge base.

Service (35%)

Employee Score: 4.0

Manager Score: 4.0 / 5.0(35%)

Competency	Rating Scale	Employee Score:	Manager Score:
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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 2015 calendar year.	Commendable	4.0	4.0 (71%)
Employee Engagement (10%) Score based on employee's individual contributions to employee satisfaction and engagement within their workgroup during the 2015 calendar year.	Commendable	4.0	4.0 (29%)

Service Overall Comments

Self: I try to be kind, helpful and courteous to my fellow employees, management, patient and families. I will fax down pain medication for patients as I know that they most likely will find these RX hard to fill elsewhere.

I am on UPC, go to all RN classes, do my mandatories and am engaged with Magnet application process by attending conference. I also try to do my part as member on UPC by completing jobs asked of me, returning bottles and attending the monthly UPC meetings

Peers: Always a pleasure to work with and willing to help. great team player.

Susan has been on UPC, and willing to help.

Manager: i works well with other members of her team. Also receives patient complements as well as staff. She goes out of her way to make our patients comfortable and assures her patients have a positive hospital experience She is a great assets to our team.

People and Systems (10%)		Employee Score: 3.0 Manager Score: 3.5 / 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 2015 calendar year.	Commendable	3.0	4.0 (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 2015 calendar year.	Fully Effective	3.0	3.0 (50%)

People and Systems Overall Comments

Self:

Peers: very professional.

Manager: Attended Magnet Conference. i continues to support the unit

and the organizational strategic objectives.

Financial Performance (10%)		Employee Score: 3.0 Manager Score: 3.0 / 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 2015 calendar year.	Fully Effective	3.0	3.0 (100%)

Financial Performance Overall Comments

Self: When at work I am attentive my work at hand and patient needs. Try to complete my charting and be as effective as an employee can be when completing my job tasks and pt care.

Past Development Plans	
Development Objectives	Accomplishments
Title: Growth and Development Attend an orthopaedic specific conference.	Attended Magnet Conference <div> Due: Completed: 10/05/2015 </div>

Development Plan
Development Objectives
Self: Title:

Title: Professional Development

Attend 1 med-surg or orthopedic conference in 2016

New Goals**Goals****Weight****Self:****Due:****Self:****Due:****Self:****Due:****PERFORMANCE SUMMARY****Summary Score****Score: 3.9 / 5.0 (100%)****Quality and Safety****Score: 4.0 / 5.0 (45%)****Service****Score: 4.0 / 5.0 (35%)****People and Systems****Score: 3.5 / 5.0 (10%)****Financial Performance****Score: 3.0 / 5.0 (10%)****Supervisor Comments**

1 successfully carries out all responsibilities in the job description as a Clinical Nurse II. 1 seeks opportunities to improve patient care and outcomes. 1 demonstrates a commitment to learning and seeking opportunities for professional growth. She assumes responsibility for her own learning. She utilizes critical thinking while caring for medical surgical patients as well as the orthopedic population.

Thank you for all you do for the unit and our patients.

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Manager: Alexis Rogers A.R. (electronic signature for the
evaluation of _____ in)

Date (MM/dd/yyyy): 12/23/2015 02:37 PM EST