

Example of an appraisal scheme for manual employees

Name

Job title

Department

Length of time in post Date of appraisal __/__/__

1. Job description (to be agreed with the employee)

.....

2. Assessment of performance (tick as appropriate)

Supervisor's Comments	A Well ahead of standard	B More than satisfactory – slightly above job requirements	C Less than satisfactory – needs slight improvement	D Unsatisfactory – below the standard reasonably expected
Volume of work How does the amount of work done compare with the job requirements?	☐ Exceptionally high output	☐ Output is usually above average	☐ Output is occasionally unsatisfactory	☐ Insufficient – improvement needed
Job knowledge Does the employee have the knowledge to do the job properly?	☐ Exceptionally thorough knowledge of own and related work	☐ Good knowledge of own job and related work aspect	☐ Lack of job knowledge sometimes hinders progress	☐ Inadequate knowledge of own work
Safety awareness Consider in regard to safe working practices	☐ Highly motivated towards safety. Always insists on safe working practices	☐ A good attitude to safety and encourages others likewise	☐ Sometimes has to be reminded of safety precautions at work	☐ Disregards basic safety precautions

Manual Performance Appraisal

G Orfield



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