**Annual Performance Appraisal Form for Senior Administrative/Professional Senior Members**

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| **Employee Name:** **ID Number:** **Position Title:****Unit:****Job Description (to be attached):**  | **Name of Supervisor:** **Appraisal Year:**  |

**Notes**

The Annual Performance Appraisal document is part of the performance management process of the University of Ghana and serves as a basis for promotion, identification of staff training and development needs, a record of staff achievements over the years and again forms the basis for salary increments. The University therefore attaches much importance to the use of this document by staff.

At the ***beginning of each performance cycle (academic year)*,** employee and supervisor review key objectives (from the job description and institutional plan). The supervisor and employee document specific responsibilities, with key performance indicators that describe how successful performance will be measured. The supervisor then assigns a weight to each objective. These will be documented in Section I – Key Performance Objectives.

***Ongoing communication*** regarding performance is expected, both in informal and formal settings throughout the year (every quarter). Either the supervisor or employee should feel free to initiate discussion on achieving the key objectives, expectations, priorities or obstacles.

At the ***end of each performance cycle***, a formal review of achievements in relation to the performance standards is documented. This includes a summary of employee performance during the performance cycle in relation to individual responsibilities and outcomes.

**Section I – Key Performance Objectives**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **No**  | **Key Objective** | **Activities Carried Out Under Each Objective** | **Key Performance Indicators** | **Person Responsible** | **Date****Completed**  | **Weight** **(w)** | **Supervisor** **Score (ss)****\*Maximum** **score per each objective=5** | **Weighted Rating****(w x ss)** |
| 1 |  |  |  |  |  |  |  |  |
| 2 |  |  |  |  |  |  |  |  |
| 3 |  |  |  |  |  |  |  |  |
| 4 |  |  |  |  |  |  |  |  |
| 5 |  |  |  |  |  |  |  |  |
| 6 |  |  |  |  |  |  |  |  |
|  | **Total Score** |  |  |  |  | **1.0** |  |  **(A)** |

Each objective score=weight x Supervisor score

|  |  |
| --- | --- |
| **…………………………………… X 10 =** |  |

**Section I -Total Rating = Total Score (A) X 10 =**

**Section II- Personal Attributes and Managerial Skills**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  **Component** | **Indicator** | **Maximum Score** | **Highest Score** | **Lowest Score** | **Supervisor’s Score** |
| Professional competence  | 1. Completes work accurately and on time | 5 | Gets work/assignment completed accurately in a timely manner | Not to be relied upon to achieve results on time |  |
|  | 2. Quality of service | 5 | Highly competent. Meets professional standards and practice | Incompetent. Does not meet professional standards and practice |  |
|  | 3. Volume of work | 5 | Sustained record of high achievements | No significant growth in achievements  |  |
|  | 4. Judgement | 5 | Decisions or proposals are consistently sound | Poor understanding of professional principles leading to bad decisions |  |
|  | 5. Continuous Professional Development (CPD) | 5 | Keeping abreast with current knowledge and practice in one’s profession | No participation in CPD programmes |  |
| Grasp of administrative procedures or regulations | Grasp of administrative procedures and trends and relevant government policies | 5 | Works in line with administrative regulations and policies | Regular breech of rules and regulations  |  |
| Strategic leadership | 1. Evidence of organizational abilities | 5 | Evidence of planning and organizing one’s own activity in relation to the work of the unit | Little or no record of good planning and coordination |  |
|  | 2. Foresight  | 5 | Anticipates problems or situations and takes proactive measures | Gives little or no consideration to future needs |  |
| Initiative, resourcefulness and reliability | 1. Takes initiative | 5 | initiates assignments based on experience and judgement  | Has to be instructed constantly |  |
|  | 2. Develops innovative process(es) etc to enhance work | 5 | Has developed innovative processes/procedures | Little or no innovations |  |
|  | 3. Dependable and willing to take on responsibility | 5 | Can be relied upon to meet targets/Seeks and accepts responsibility at all times | Unable to achieve targets/ Avoids responsibility and will pass it on when possible |  |
| Accountability  | Accepts full responsibility for actions/inactions  | 5 | Accepts full responsibility for actions/inactions. Does not pass the buck | Easily passes the buck and blames others for actions/inactions |  |
| Interpersonal relations | Ability to interact with superiors, peers, subordinates and clients with due respect | 5 | Comportment and tact; Sensitive to the feelings of others without sacrificing institutional objectives | Intolerant, ignores or belittles other peoples’ feelings to the detriment of institutional goals |  |
| Management of staff | Ability to organize, develop, motivate and discipline staff to achieve results  | 5 | Organize and supervise staff to perform effectively  | Unable to organize staff to achieve institutional goals |  |
| Integrity  | Adherence to the University’s ethical standards and requirements | 5 | Completely and consistently adheres to the University’s ethical standards and requirements | Fails to adhere to University’s ethical standards |  |
| Confidentiality  | Handling business information in a professional and confidential manner | 5 | Handling all business information in a professional and confidential manner | Fails to handle business information in a professional and confidential manner |  |
|  | **Total Score(B)** |  |

|  |  |
| --- | --- |
| …………………………………… X 100 X 0.5 = 80 |  |

**Section II -Total Rating = Total Score(B) X 100 X 0.5 =**

**80**

**PERFORMANCE RATING**

|  |  |
| --- | --- |
|  | **Total Rating** |
| **a) Section I: Key Performance Objectives** |  |
| **b) Section II: Personal Attributes and Managerial Skills** |  |
| **OVERALL RATING**  |  |

**Section III- Advancement of Work or Profession**

1. Conferences, Seminars and Workshops attended and contribution(s) made:

2. Publications/Major Technical Reports/Memoranda written:

3. University Boards and Committees on which you served and in what capacity:

4. Commendations, awards, degrees received during the appraisal period:

5. Community Service:

**Section IV- Professional Development Goals for the Next Period**

Employee and supervisor discuss and document staff training and development goals to be achieved during the next performance cycle. This should include an assessment of how much a priority the development goal is: (**C**) = Critical and (**M**) = Moderate.

Target dates for achievement of these development goals are outlined, along with any explanation of how they will help the employee’s personal or professional development. To identify these goals, employee and supervisor review development needs identified in the previous performance cycle.

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| --- | --- | --- | --- |
| **Training/Development Need** | **Priority** | **Agreed Activity** | **Target Dates** |
|  |  |  |  |
|  |  |  |  |

Note: Training and development may include formal training or education courses, temporary project assignments, mentoring programs, study visits, secondments, *e*-learning, on-the job learning, conference as well as workshops and courses.

**Section V- Other Comments**

**Appraisee’s Comments**

1. What were the major constraints in the performance of your duties?

2. What recommendation(s) will you make towards overcoming/removing the constraints?

3. List of additional assignments undertaken outside the original action plan for the year under review

4. Key Objectives & Performance Indicators for next academic year (Please complete the form attached in Appendix I)

5. Other Comments

**Appraiser’s Comments**

6. Summary of Appraisee’s strengths:

7. Summary of areas for improvement:

8. Disciplinary action(s) taken against Appraisee within appraisal period:

9. Other Comments:

**Signatures:**

Head of Unit……………………………………………………......... Date…………………………….

Appraisee……………………………………………………………….. Date…………………………….

Name /Signature of Head of Directorate/Registrar…………………………………… Date…………………………….

**Appendix I- Key Performance Objectives for Next Appraisal Period**

|  |  |  |
| --- | --- | --- |
| **No**  | **Key Objective** | **Key Performance Indicators** |
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