

PERFORMANCE ENHANCEMENT QUESTIONNAIRE

NAME OF EMPLOYEE: _____

Gardener/Handyperson

Key responsibilities of the position

Ensures that the residential college grounds and gardens are attractive and well maintained and that college furniture and equipment are repaired and are in good working order.

COMPETENCIES	Always	Often	Sometimes	Never	N/A
College gardens are well maintained					
Lawns and grounds are tidy and well kept					
Reticulation is in good order					
Keeps gardening equipment and tools in good order					
Advises college manager should equipment/tools or college fittings require maintenance					
Observes safe occupational health and safety practices and guidelines in handling chemicals and equipment					
Is competent in performing duties					
Has sufficient time to perform all tasks					
Is supplied with adequate equipment/tools to perform tasks					
Understands instructions					
Has a clear understanding of the job					
Begins tasks with a clear understanding of what is required					
Organizes equipment/tools before commencing task					
Is disciplined and confident in carrying out plans (does not procrastinate)					
Respects others time (does not waste time with trivial interruptions)					
Prioritises work so timetable is met					
Responds to requests in a timely manner					
Is organized in handling multiple tasks					

COMPETENCIES	Always	Often	Sometimes	Never	N/A
Seeks feedback on ways to improve performance					
Is co-operative with other staff					
Willingly offers assistance to other staff members					
Shows courtesy towards other staff					
Has a positive attitude towards students and staff					
Listens to advice					
Is easy to approach with a concern					
Responds positively to instructions and advice					
Displays enthusiasm when undertaking duties					
Takes initiative to get things done					
Maintains self control, even in difficult or emotional situations					
Accepts responsibility for actions rather than making excuses					
Receives negative feedback without becoming defensive					
Appears to enjoy work					
Feels valued as part of the overall college's staffing team					
Upholds the W A Public Sector Code of Ethics and the CHSHA Code of Conduct					

1. Is there any competency/attitude that needs to improve?

2. Has anything affected work performance? If so, please comment.

3. Are there any activities/events that need to be included in the work plan for the next 6 months?

4. Is there any support that is required to meet the work plan?

5. What duties could be performed differently that might enable improvement to the efficiency of the work area?

6. List the three most positive qualities that the staff member has with regard to overall effectiveness.

a) _____

b) _____

c) _____

SIGNATURE OF
EMPLOYEE

DATE

SIGNATURE OF
COLLEGE MANAGER

DATE

