



INDIVIDUAL PERFORMANCE AGREEMENT



EMPLOYEE NAME:		PHASE:		PER. NO.:	
OPERATING UNIT:				DATE:	
REVIEW PERIOD	START DATE:	01/01/2008	END DATE:	30/06/2008	

JUNIOR ENGINEERS TO PROVIDE EVIDENCE FOR ACHIEVING THE OBJECTIVES

OBJECTIVE	WEIGHTING	MEASURE	WEIGHTING	TARGET	ACTUAL ACHIEVED	SCORE	WEIGHTED SCORE	COMMENTS
Personal attributes and commitment - Performance report from supervisor	25%	Professionalism at work	5%	Positive reporting				
		Driving own development	5%	Positive reporting				
		General Attitude	5%	Positive reporting				
		Involvement with planned jobs, breakdowns and projects	5%	Positive reporting				
		Act as Foreman and / or Engineer	5%	Positive reporting				
Meetings attended	15%	Meeting with operation's coach (Engineer)	5%	Once a week				
		Junior Engineers Meetings	5%	Bi Monthly				
		Presentation on proficiencies to ME's and RE's	5%	6 per annum to operations Engineering Management				
Reporting	10%	Monthly reports to ADC	5%	Monthly				
		Add hoc or feedback reports	5%	When requested and a due date is provided for				
Knowledge and skills achievement	40%	Proficiencies completed as per agreed plan with Supervisor / Mentor and ADC	20%	Signed off items on the Annexure E of the DME of the planned proficiencies				
		Obtained the required DP from the academic classes	20%	Academic DP obtained				
Mentorship relationship	10%	A mentor has been selected	5%	Agreement submitted to ADC				
		Relationship is maintained and regular meetings held	5%	Once every 2 months				

ADC MANAGER NAME:	PJ SMIT	SIGNATURE:		PER. NO.:	99001358
ENGINEERING MANAGER NAME:		SIGNATURE:		PER. NO.:	
OTHER PANEL MEMBER NAME:		SIGNATURE:		PER. NO.:	
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NOTES:

EIT Signature