

The Johns Hopkins Home Care Group Human Resources Policy Manual

| | Policy Number | WI-101 |
|---|----------------|-------------|
| | effective Date | 01/05/63 |
| | Revised | |
| | Replaces | |
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Subject: Performance Approbails

POLICY

All Johns Hopkins Horse Care Group employees will be evaluated at periodic intervals based on his/her job description and not less than annually.

Purpose

To define the policy and procedure and guidelines of Johns Hopkins Home Care Group with respect to a common and consistent program of completing performance appraisals for all employees. To provide a consistent process, in completing with JCAHO and HCFA standards.

Closetteent.

A performance appraisal is intended to document and maintain satisfactory performance on a part of an individual employees by:

- Providing a means of measuring an employee's effectiveness on the lob.
- Identifying areas where an employee is in need of training or improving.
- C. Maintaining a high level of restivation through feedback and the setting of specific goals, on the house of this hearthork.

Employees are responsible for working with their supervisors on an ongoing basis to develop and maintain a clear performance plan defining various performance expectations and their relative priority.

II. DEFINITIONS.

- A. A performance appraisal is any judgement or decision that affects an employee's status in an organization regarding retention, termination, promotion, transfer, salary adjustment or admission into training program.
- B. A performance appraisal is an assessment of the quantity, quality and value of an individual's contribution to Johns Hopkins Home Care Group based on performance of essential functions and/or responsibilities.
- Performance appraisals are based upon the employee's performance as it relates to his/her specific written job description.

Policies And Procedures Manual For Nonmedical Homecare

Rachel Sandford

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