

Title	Appraisal review					
Target Population	Field Engineers, Field Specialists & Equipment Operators					
This requirement is applicable to:	✓	JFE	✓	FST	✓	EOT
	✓	FE1	✓	FS1	✓	EO1
	✓	FE2	✓	FS2	✓	EO2
			✓	FS3	✓	EO3
					✓	GEO

### Objective:

The objective of this task is to review the overall performance of the employee after the successful completion of all requirements before his breakout.

### Tasks:

The employee is to meet his Mentor and the FSM to schedule an appraisal session after completing all requirements. The assessors will:

- Review all completed tasks
- Evaluate the employee's skills and knowledge in executing the job safely and successfully.
- Assess the employee's understanding on CTS operation
- Determine the strengths and weaknesses of the candidate and discuss actions plan for improvement.
- Discuss the employee's future plan and what he needs to do.
- FSM to complete the evaluation / appraisal form after the session.

The session will determine if the employee is fully ready for a promotion. The assessors are fully accountable for the decision made.

Please provide evidence of the above activities

Mentor / Assessor and FSM to review Employee's CMS to verify completion of the promotion requirements prior to the Appraisal Review

### REQUIRED EVIDENCE:

- 1 Promotion Booklet




APPRAISAL OUTCOME [to be completed by FSM – please (✓) at the relevant column]

Employee fully satisfied all requirements for promotion with complete evidences (Please provide HR-FORM-19 Employee Change Request Form)	✓
Improvement Needed - Employee requires more exposure	

OVERALL SCORE	STRONG			ADEQUATE			IMPROVEMENT NEEDED		
	10	9	8	7	6	5	4	3	2


MENTOR / ASSESSOR's Comments & Recommendation:

- Able to operate BMX unit standalone without supervision
- Recommend him to break out from EOT to EO1

Signature		Assessment Date	20/1/2025
Name	Taufiq Ismail	Position	CT SUPERVISOR

FSM / OM Comments & Recommendation:

- Candidate able to operate BMX standalone.
- He is capable to carry responsibility as BMX opt.

Signature		Assessment Date	23/1/25
Name	RIDWAN AZMAN	Position	FSM