



SHIPBOARD PERFORMANCE APPRAISALS

Surname:	Kalpage	Forenames:	Lahiru Chathuranga Perera
Employee Number:	624789	Position:	2nd Commis
Nationality:	Sri Lankan	Manning Agency:	Zest Recruitment
Date Joined Ship:	10/09/2022	Planned Leave Date:	14/01/2023
Appraisal Type:	Final	Vessel:	Pacific Encounter
Date Acknowledged Role Description:	01/11/2022		

Skills Development 40% of Appraisal	Performance
Regularly demonstrates a growing understanding of basic ingredients and required production skills, and increasing knowledge of the product range.	Very Good
Works to develop skills by routinely practicing production and processing techniques for each product.	Very Good
Demonstrates a growing understanding of the ingredient consumption required for daily production and always follows recipes to eliminate waste; always informs the Sous Chef / Chef de Partie when required items are not available.	Very Good
Comments	
Section Score	4.00

Product Delivery 40% of Appraisal	Performance
Always carries out production in assigned area / station according to Company recipes and specifications, as directed by the Sous Chef / Chef de Partie.	Very Good
Always adheres to the daily production schedule, under the direction of the Sous Chef / Chef de Partie, as required by the itinerary and various outlets.	Very Good
Regularly seeks guidance from the Sous Chef / Chef de Partie in executing production according to Company recipes.	Very Good
Comments	
Section Score	4.00

Safety and Compliance 15% of Appraisal	Performance
Ensures compliance with Fleet Regulations, all Environmental Policies (HESS-MS), Public Health and departmental policies and procedures, and other applicable internal, external, and governmental regulations.	Very Good
Regularly participates in onboard safety procedures. Always complies with all Fleet Safety regulations, including the mustering of guests in drills and actual emergencies as directed in the ERP.	Very Good
Conduct regular Public Health rounds to ensure standards are being maintained.	Very Good
Immediately notifies the Sous Chef / Chef de Partie of all incidents and issues; ensures all incidents are properly documented.	Very Good
Always supports the coordination of onboard resources and responses in case of increased sanitation levels driven by any outbreak situations.	Very Good
Ensures all appropriate staff follows applicable Hotel Policies & Procedures and are aware of updates.	Good
Ensures compliance with all MLC Hours of Rest standards and regulations.	Very Good
Complying with uniform policy, dress code and deck privileges according to Hotel Policy & Procedure and Captain's Standing Orders.	Very Good

Understand and adheres to Carnival Australia's RSA policy.	Very Good
Comments	
Section Score	3.88

Proud Values 5% of Appraisal	Performance
Demonstrates commitment to the Company's values, beliefs, goals, and initiatives. Consistently upholds our PROUD Value, and safety philosophy.	Very Good
Acts as a Company representative and always portrays a positive image of P&O Australia to all guests, officers, and crew.	Good
Always maintains professional, effective, and motivated working relationships across all functions, taking into account differences in cultures, backgrounds, and individual personalities.	Very Good
Consistently demonstrates high morale and motivation.	Very Good
Proudly wears the PROUD pin.	Very Good
Promotes a harassment-free environment at all times.	Very Good
Always provides friendly and courteous assistance to guests and fellow employees, remembering that even when he or she is not serving a guest directly, he or she is assisting someone who is.	Very Good
Comments	
Section Score	3.85

Summary			
Overall Score:	3.97		
Summary Comments:	Mr. Lahiru CDC2 has been assigned in Pantry service line, Lahiru had a great technique in doing the carving in the Fat Cow, particularly when he carve the Chicago round, He cut the meat properly and up to standard. He is very professional the way he offered the food to the guest, Lahiru has a positive attitude towards work, which makes him a good worker and a team player. He does whatever job assigned to him in the best possible way and follow the service standards. He is making sure that he follows the public health standards, and health safety protocols on board. Seeing his determination and hard work, I must say that he had shown great attitude towards work as well as with his co-workers. Unfortunately, his unable to finish his contract due to family matter. A well-deserved vacation.		
Appraiser:	Rommel Dayrit (Executive Sous Chef)	Signed on:	30/12/2022
First Approver:	Weren Kenny Ramos Alvarado (Executive Chef)	Signed on:	30/12/2022
Second Approver:	Sebastian Schaubensteiner (FB Dir)	Signed on:	31/12/2022



Acknowledgement	
(I confirm that my appraisal has been delivered to me. This does not necessarily mean I agree with the appraisal. If I disagree with the appraisal, I understand that I can include comments or discuss the situation with the Human Resources Manager.)	
Acknowledged by:	Lahiru Chathuranga Perera Kalpage
Acknowledged on:	12/01/23 8:35 AM
Crewmember Comments:	i have received great support from my team and all the sous chefs. and I'm looking forward to work with them in the future