

PEOPLE MANAGEMENT

REFEREE REPORT

Would you please comment on the applicant in terms of the attached capabilities, and rate the applicant against each capability using the rating scale provided below. Your comments and rating should be based on the applicant's likely capability for the position in question, having regard to their work experience while under your supervision.

Comments must be objective, and also include specific examples to emphasise and illustrate the applicant's abilities, knowledge, experience and personal qualities in relation to the capability. Additional comments can be used to emphasise any strengths and weaknesses. In some cases the Selection Advisory Committee (SAC) may contact you for further discussion and clarification of your comments.

Rating	Description	Indicators of Performance
A	<u><i>Excellent</i></u> The applicant possesses exceptionally well developed and relevant skills and abilities, and the appropriate personal qualities in relation to this capability, and their performance is outstanding. (To be used only in cases where exceptional skills have been demonstrated against this capability).	Is able to perform at high level without direct supervision for <u>one or more</u> of the following reasons: • Excellent job knowledge; • Exceptionally reliable; • Considerable demonstrated ability in problem solving and the application of change; • Appears to instinctively and effectively deal with all matters relating to the position.
B	<u><i>Fully Competent</i></u> The applicant possesses highly developed and relevant skills and abilities, and would perform consistently well against this capability.	Would require little supervision to achieve good results, for <u>one or more</u> of the following reasons: • Would be reliable and responsible; • Well developed (sound) job knowledge; • Would be able to suggest and initiate improvements; • Would be well able to deal with all of the routine and most of the complex matters relating to the position.
C	<u><i>Competent</i></u> The applicant possesses relevant skills, abilities and personal qualities and would be generally effective against this capability.	Would require routine supervision to perform at an acceptable level for one or more of the following reasons: • Reasonable/good job knowledge; • makes few errors; • Generally reliable; • Would require guidance for more complex situations; • Could carry responsibility but would not seek it; • Could deal with all routine matters involving the position.
D	<u><i>Requires Development</i></u> The applicant possesses some skills, abilities and personal	Would require close supervision to perform at an acceptable level for one or more of the following reasons:

What Is Referee Report

Annelies Wilder-Smith



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