

Annex 12-A: Orientation Checklist Example

EMPLOYEE INFORMATION			
Name:	Start date:		
Position:	Manager:		
FIRST DAY			
<input type="checkbox"/> Provide employee with New Employee Handbook.			
<input type="checkbox"/> Assign "buddy" employee(s) to answer general questions.			
POLICIES			
<input type="checkbox"/> Review key policies.	<div style="display: flex; justify-content: space-between;"> <ul style="list-style-type: none"> Anti-harassment Vacation and sick leave Leave of absence Holidays Time and leave reporting Overtime Performance reviews Dress code <ul style="list-style-type: none"> Personal conduct standards Progressive disciplinary actions Security Confidentiality Safety Emergency procedures Visitors E-mail and Internet use </div>		
ADMINISTRATIVE PROCEDURES			
<input type="checkbox"/> Review general administrative procedures.	<div style="display: flex; justify-content: space-between;"> <ul style="list-style-type: none"> Office/desk/work station Keys Mail (incoming and outgoing) Shipping Business cards Purchase requests <ul style="list-style-type: none"> Telephones Building access cards Conference rooms Picture ID badges Expense reports Office supplies </div>		
INTRODUCTIONS AND TOURS			
<input type="checkbox"/> Give introductions to department staff and key personnel during tour.			
<input type="checkbox"/> Tour of facility, including:	<div style="display: flex; justify-content: space-between;"> <ul style="list-style-type: none"> Restrooms Mail rooms Copy centers Fax machines <ul style="list-style-type: none"> Bulletin board Parking Printers Office supplies <ul style="list-style-type: none"> Kitchen Coffee/vending machines Cafeteria Emergency exits and supplies </div>		
POSITION INFORMATION			
<input type="checkbox"/> Introductions to team.			
<input type="checkbox"/> Review initial job assignments and training plans.			
<input type="checkbox"/> Review job description and performance expectations and standards.			
<input type="checkbox"/> Review job schedule and hours.			
<input type="checkbox"/> Review payroll timing, time cards (if applicable), and policies and procedures.			
COMPUTERS			
<input type="checkbox"/> Hardware and software reviews, including:	<div style="display: flex; justify-content: space-between;"> <ul style="list-style-type: none"> E-mail Intranet <ul style="list-style-type: none"> Code access Data on shared drives <ul style="list-style-type: none"> Databases Internet </div>		

Annex 12-B: Competency Assessment Checklist Example

COMPETENCY ASSESSMENT

ANALYST NAME _____

TITLE _____

PERIOD _____ TO _____

DATE DUE _____

METHOD/PROCEDURE _____

READING OF PERTINENT
PORTIONS OF THE
PROCEDURE MANUALS

YES	NO	N/A	COMMENTS

DIRECT OBSERVATION

Safety policies followed				
Preparation of work area				
Work area neat and organized				
Policies, procedures and rules pertaining to assignment followed				
Preparation/handling of specimen				
Preparation/handling of reagents				
Preparation/handling of QC				
Preparation/handling of equipment and maintenance activities				

Knowledge of criteria for acceptance of specimen				
Knowledge of criteria for rejection of specimen				

Annex 12-C: Competency Assessment Log-book Example

Competency Assessment Log					
Main Hospital – Laboratory					
Employee	Date	Task	Assessor	Appraisal	Comment
Smith, John	14/02/00	Gram stain	Ng, Mary	Acceptable	Re-assess in 1 yr
Smith, John	18/02/00	Kirby-Bauer	Smith, Alice	Reassess	Placement of disks too crowded; Re-assess in 14 days
Smith, John	02/03/00	Kirby-Bauer(2)	Smith, Alice	Acceptable	Re-assess in 1 yr
Smith, John	14/08/00	Load BC bottles	Ng, Mary	Acceptable	
Smith, John	27/10/00	Cytocentrifuge	Mbeya, Alan	Acceptable	Re-assess in 1 yr
Smith, John	02/04/01	Fill autoclave	Mbeya, Alan	Acceptable	
Smith, John	05/08/01	Data entry	Ng, Mary	Re-assess	3 entry errors. Read manual and re-assess in 10 days