

Performance Awards

2019 Performance Awards for payband 2 and 3

Performance awards reward our payband 2 and 3 (and equivalent) employees for their contribution over the past year.

Pay for Performance provides you with an opportunity to receive an individual performance award linked solely to the contribution you have made in the previous year, as indicated by your end-of-year performance rating.

Performance awards are paid **in addition to** any increase to base pay you may also receive, as a one-off cash sum. Performance Awards may be pro-rated in line with the Business Rules.

They are awarded as a percentage of your base salary as at 31 March 2019:

Your performance rating	1	2	3	4	5
Your performance award	0.00%	0.50%	1.75%	3.50%	5.50%