

Principles behind placement of individuals

1. If someone has met the benchmark for their pool, they will be placed in their first preference where possible (subject to business need). If it is not possible to place them in their first preference they will be considered for their second, third etc. until all preferences have been exhausted.
 2. If they are below benchmark, they can be placed in any Engineering role (subject to business need) with no guarantee of preferences. However, the above process using scores and preferences will be used to place them in remaining roles wherever possible.
 3. If they are significantly below the benchmark and / or cannot be placed in a role commensurate with their KSE, they will be placed in the best fit role available with a targeted development plan. Those already placed as outlined above may be moved to accommodate such placements if this can be achieved without compromising the principle outlined in point 1 above (i.e. no one who meets the benchmark is placed in a role they have not preferred).
 4. Those on maternity leave who have provided preferences will be deemed to have met the benchmark so they can be placed in line with principle 1.
 5. Those on LT sick who have not been able to participate in the process, must be reviewed manually in the wash up according to their particular circumstances and known skills, knowledge and experience.
 6. As it is our intention to place everyone in a role there will be no appeals process.
- **Criteria to be considered when placing individuals**
 - Is the employee critical to project delivery?
 - Does the employee have critical stakeholder interfaces?
 - Does the employee have scarce and/or technical skills?
 - Does the employee have leadership capability which can be developed?

