

Click here to see an
example of this template
as a record.

Performance Related Pay

Asking leaders what they would do with their team members, not what they think of them.

Based on the Deloitte system.

<https://hbr.org/2015/04/reinventing-performance-management>

Labels are uneditable blocks of text which can be added to a template. These allow for information to be included within records such as a reminder of the appraisal process or policies.

The outcome set used allows for identification of the appraiser's judgement on what they would do with their team members. It shifts the focus to the appraiser and how they would respond to this member of staff rather than what they think of them.

The description section of the focus areas allows for elaboration on the title and helps staff to understand what is being asked of them.

Performance Related Pay

Asking leaders what they would do with their team members, not what they think of them.

PRP 1 - Measures overall performance and value Outcome: **Strongly Agree**

Given what I know of this person's performance, and if it were my money, I would award this person the highest possible compensation increase and bonus

Strongly Agree

Comments:
Eloise is an excellent asset to the team.

⌵ 0 0 0 0 Add +

PRP 2 - Measures ability to work well with others Outcome: **Strongly Agree**

Given what I know of this person's performance, I would always want him or her on my team

Strongly Agree

Comments:
Eloise is a real team player and is always working to ensure that we are working towards the same goal.

⌵ 0 0 0 0 Add +

Focus Areas

PRP 1 – Measures overall performance and value.

PRP 2 - Measures ability to work well with others.

Field Label

Outcome set
"Performance Related Pay"

Outcomes:
Strongly Agree
Agree
Neither Agree nor Disagree
Disagree
Strongly Disagree

PRP 3 - This person is at risk for low performance

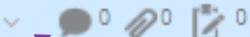
Outcome: No

Identifies problems that might harm the customer or the team.

No

Comments:

Eloise is not at risk for low performance



Add +

PRP 4 - This person is ready for promotion today

Outcome: Yes

Measures potential

Yes

Comments:

Eloise is an excellent worker and a real asset to our team.



Add +

Focus Areas

PRP 3 – This person is at risk for low performance


PRP4 – This person is ready for promotion today

Yes/No outcomes allows for clear answers from appraisers to really consider their staff's performance and make judgements based on this.

Outcome set
"PRP Yes/ No"

Outcomes:
Yes
No
N/A

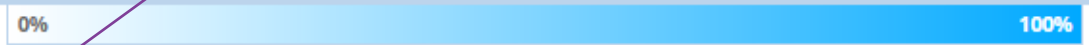
Focus areas allow for resources, reflections and actions to be added to records in "View" mode. This means that staff being appraised can add reflections at a later date and upload evidence such as CPD notes/certificates and other important evidence. The Appraiser can also add an action to set a reminder for their next performance management meeting.



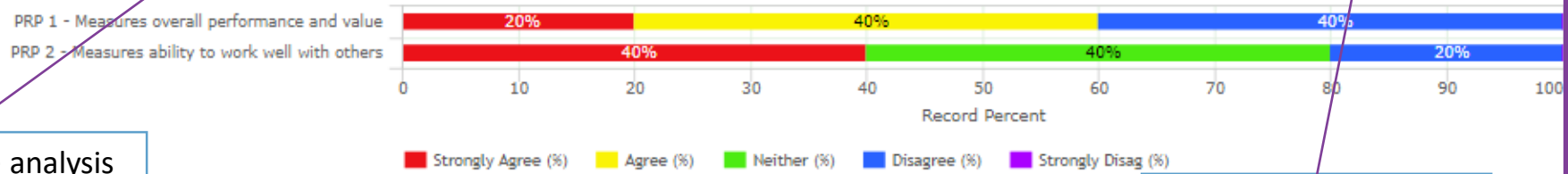
What would this
look like in
reports?

Performance Related Pay ?

| Focus Area Name | Strongly Agree (%) | Agree (%) | Neither (%) | Disagree (%) | Strongly Disag (%) | Record Count | Average |
|---|--------------------|-----------|-------------|--------------|--------------------|--------------|-----------|
| PRP 1 - Measures overall performance and value | 20.0 | 40.0 | 0.0 | 40.0 | 0.0 | 5 | ● Neither |
| PRP 2 - Measures ability to work well with others | 40.0 | 0.0 | 40.0 | 20.0 | 0.0 | 5 | ● Neither |
| Total | 3 | 2 | 2 | 3 | 0 | | |



Performance Related Pay



Focus Areas
PRP 1 – Measures overall performance and value.
PRP 2 - Measures ability to work well with others.

Easy at a glance analysis for staff to be able to evaluate good practice and implement any needed support. It allows for simple analysis to determine targets for development.

Values have been added to this outcome set. This allows for averages to be calculated within reports.

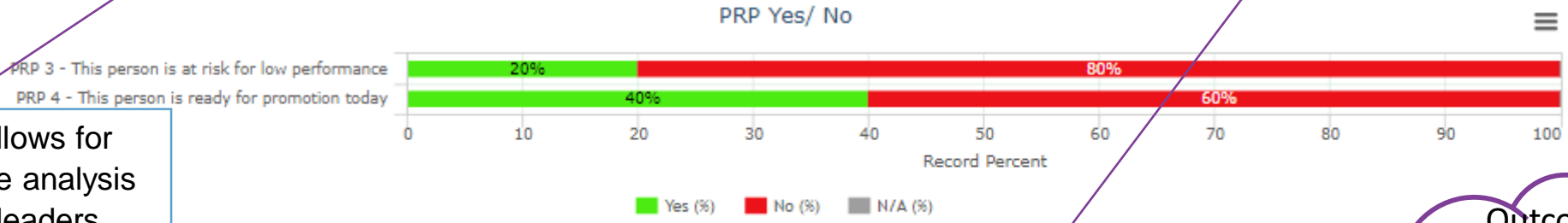
Outcome set
"Performance Related Pay"

Outcomes:
Strongly Agree
Agree
Neither Agree nor Disagree
Disagree
Strongly Disagree

PRP Yes/ No ?

| Focus Area Name | Yes (%) | No (%) | N/A (%) | Record Count |
|--|----------|----------|----------|--------------|
| PRP 3 - This person is at risk for low performance | 20.0 | 80.0 | 0.0 | 5 |
| PRP 4 - This person is ready for promotion today | 40.0 | 60.0 | 0.0 | 5 |
| Total | 3 | 7 | 0 | |

Focus Areas
PRP 3 – This person is at risk for low performance
PRP4 – This person is ready for promotion today



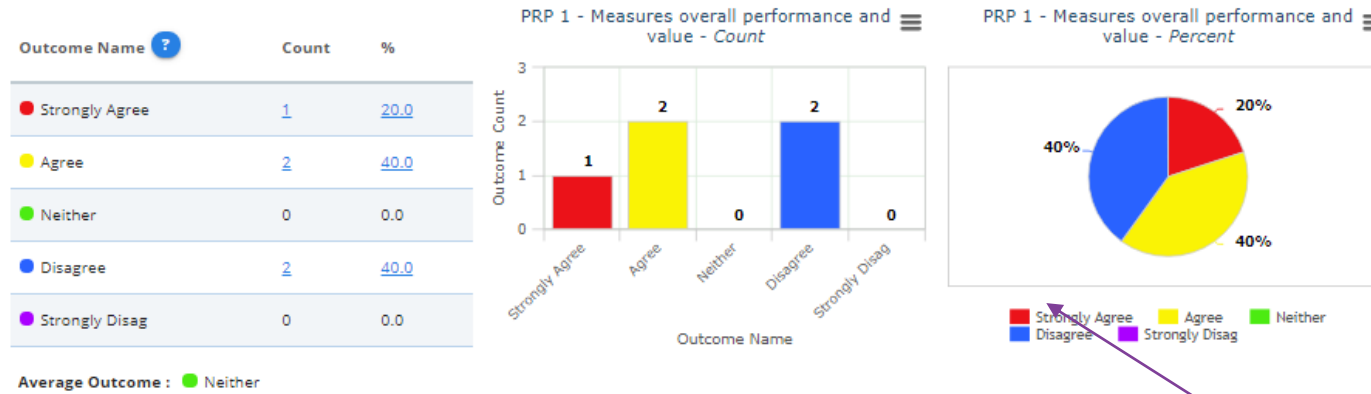
This outcome allows for easy at-a-glance analysis for busy senior leaders. This allows leaders to easily identify who may need further support and who is eligible for promotions and/or pay increases.

Values have been added to this outcome set. This allows for averages to be calculated within reports.

Outcome set
"PRP Yes/ No"
Outcomes:
Yes
No
N/A

Focus Areas

PRP 1 – Measures overall performance and value.



Detailed Information

| Category | Faculty | Subject | Staff | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------|--------------------|-----------|---|--------------|--------------------|-----------|-----------------|--------------|--------------------|-------|-----------------|-------------------------|---|-------|---|---|---|---|-------|----------------------|---|---|---|-------|---|---|----------|---------------------|-------|---|---|---|---|---|----------------|
| Staff | | | <table border="1"> <thead> <tr> <th>Staff</th> <th>Strongly Agree (%)</th> <th>Agree (%)</th> <th>Neither (%)</th> <th>Disagree (%)</th> <th>Strongly Disag (%)</th> <th>Total</th> <th>Average Outcome</th> </tr> </thead> <tbody> <tr> <td>Richardson; Trevor (TB)</td> <td>0</td> <td>100.0</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>Agree</td> </tr> <tr> <td>Singh; Hardeep (HAS)</td> <td>0</td> <td>0</td> <td>0</td> <td>100.0</td> <td>0</td> <td>1</td> <td>Disagree</td> </tr> <tr> <td>Turner; Eloise (ET)</td> <td>100.0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>1</td> <td>Strongly Agree</td> </tr> </tbody> </table> | Staff | Strongly Agree (%) | Agree (%) | Neither (%) | Disagree (%) | Strongly Disag (%) | Total | Average Outcome | Richardson; Trevor (TB) | 0 | 100.0 | 0 | 0 | 0 | 1 | Agree | Singh; Hardeep (HAS) | 0 | 0 | 0 | 100.0 | 0 | 1 | Disagree | Turner; Eloise (ET) | 100.0 | 0 | 0 | 0 | 0 | 1 | Strongly Agree |
| Staff | Strongly Agree (%) | Agree (%) | Neither (%) | Disagree (%) | Strongly Disag (%) | Total | Average Outcome | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Richardson; Trevor (TB) | 0 | 100.0 | 0 | 0 | 0 | 1 | Agree | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Singh; Hardeep (HAS) | 0 | 0 | 0 | 100.0 | 0 | 1 | Disagree | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Turner; Eloise (ET) | 100.0 | 0 | 0 | 0 | 0 | 1 | Strongly Agree | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

Focus area reports.

The details section allows for identification of in depth information. For example, in this table we are able to see each member of staff and their current progress.

Outcome set
“Performance Related Pay”

Outcomes:
Strongly Agree
Agree
Neither Agree nor Disagree
Strongly Disagree

Focus area reports.

If you click into focus area names (the rows of your table) you will be directed to these individual reports. Charts can be exported if needed.

This record was created in our demonstration school and all data is illustrative.