CONTRIBUTION LEVELS - BONUS

Contribution Level	***Definition***	***Code***	***Percentage of eligible population***	***Bonus Award***
Outstanding Plus	Top 20% of outstanding	O+	2%	200% of standard award
Outstanding	A clearly outstanding overall contribution to the business. The individual has exceeded expectations in virtually all areas, achieving exceptional results. This included the achievement of some challenging, difficult or very stretching targets, where outstanding performance and effort were required.	O	8%	160% of standard award
Valued Plus	A very high overall contribution to the business, exceeding expectations in some areas and delivering against all key accountabilities and targets. Achievements should include some stretching targets. Consistently performed above expectation.	V+	30%	120% of standard award
Valued	A good level of contribution to the business. The individual has delivered against all key accountabilities and targets as expected. Few gaps.	V	35%	100% of standard award
Acceptable	Overall contribution to the business was acceptable. A number of gaps still remained. Some shortfalls from meeting targets.	A	20%	50% of standard award
Unsatisfactory	A clearly unacceptable contribution to the business. Performance fell short of a number of targets. Not all accountabilities were adequately fulfilled.	U	5%	0%

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