



GREENSIDE SCHOOL

Performance bonus payment for staff employed on an H scale contract

The Hertfordshire County Council performance related pay policy allows schools to make a one off bonus payment for staff on the H pay scale of up to 2% for those who are judged to have "exceeded their targets." (Appendix A).

At Greenside School this will be regarded as relating to an exceptional contribution that would be seen by most to be over and above exceptions and which has resulted in a significant development / improvement to the school.

In the second part of the summer term the senior management team (SMT) will hold a meeting to consider those colleagues whose performance should be considered for a bonus payment.

The SMT will prepare a brief written report explaining why this/these person(s) have been recommended for a bonus payment and this will be presented to the Chair of the Resources Committee.

Decisions regarding bonus payments will be taken by the governing body in their first meeting of the autumn term. These decisions will be based upon the assessment of the performance of the person(s) that have been nominated.

The Chair of Governors will write to the person(s) to inform them of their bonus payment and to thank them for their exceptional contribution.

As these bonus payments are only for exceptional contributions it is not envisaged that there will be many people within any year that members of the SMT would nominate.

The bonus payment policy will be reviewed annually

Appendix A

Linking Overall Ratings to Increments

Overall Rating

No Overall Outcome

Not Met

Partly Met

Fully Achieved

Exceed

Exceed – already at top of grade

Increment Award

No increment. Too early to assess – less than 6 months in post at time of appraisal

No increment

No increment

1 increment – subject to maximum scale point of the grade

1 increment subject to maximum scale point of the grade plus non-consolidated one off payment of 1%

2% non-consolidated one off payment