

Performance Review Completion update February 2021

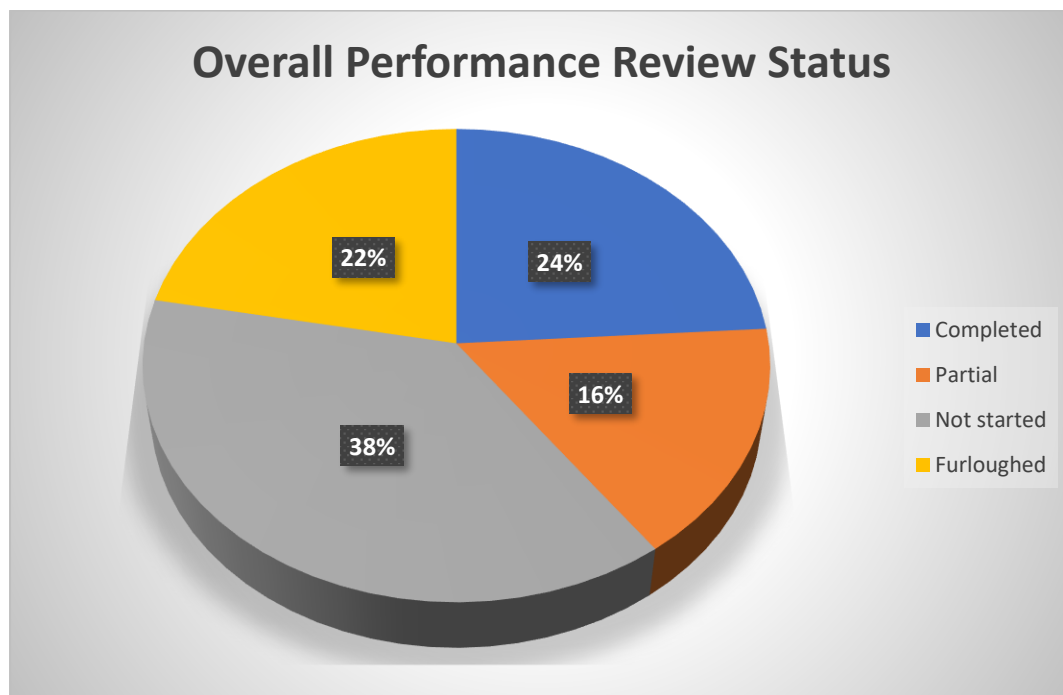
The graphs below provide an update on progress over the past seven months.

This is provided firstly by stages of completion as a corporate overview, then by Exec Head area. Partial completion can be any stage from the manager starting the form, to the employee entering their final comments. Only once the final comments are added will it show as completed.

A breakdown is then provided of overall performance assessments given, both as a corporate overview and by Exec Head area, (no employees have been rated as 'Overall Improvement Required').

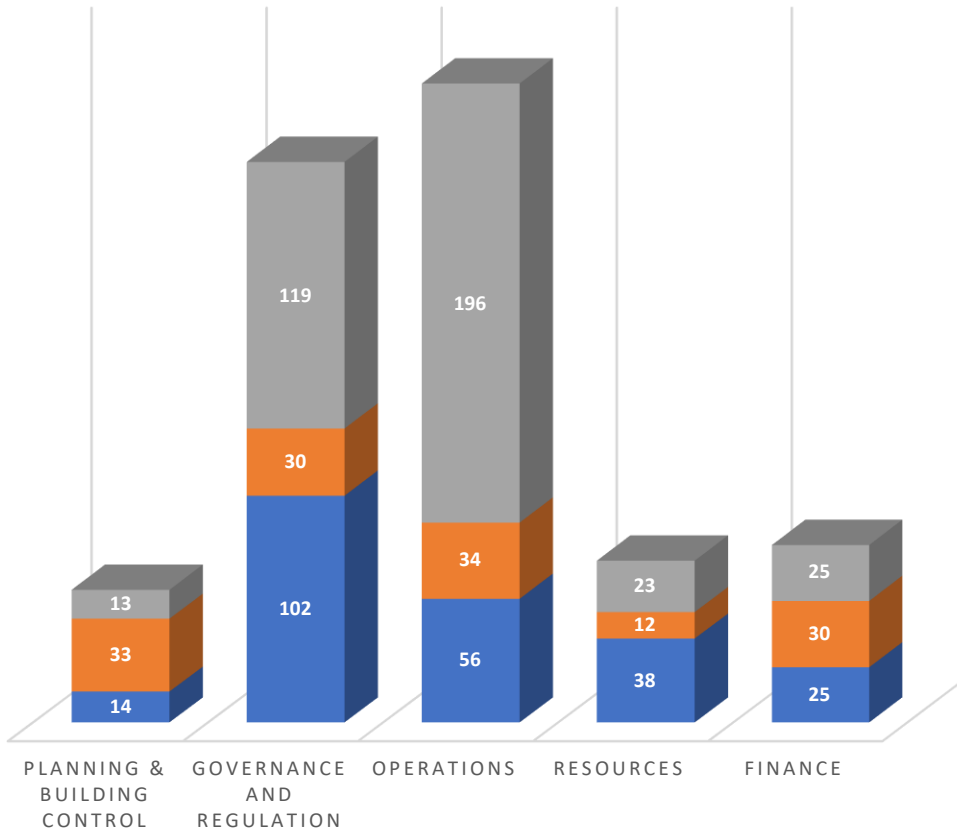
Please note: Any employees currently on maternity leave will show as not completed. When staff move teams or job roles, the Recruitment Team will add a new Performance Review in for their new role. Casual and Variable staff have been removed from total service numbers. Leavers and those who were previously in a different team will still show as outstanding on the managers' to do list, but will not be reflected in this report – we are hoping that our annual upgrade in March will rectify this for the to do list.

EMT will be asking their service areas for feedback on the current process, and this will be discussed along with a further update at EMT in May, a month before all Reviews should be complete.

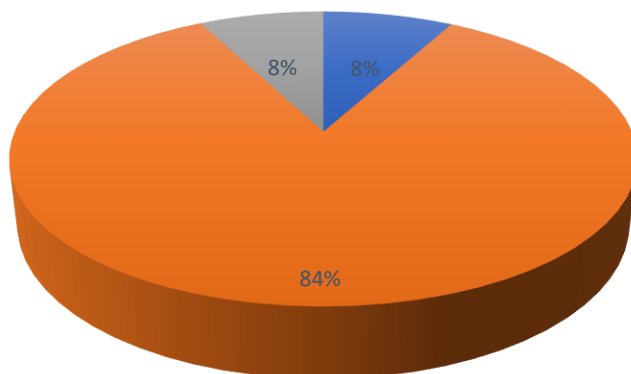


PERFORMANCE COMPLETION BY EXEC HEAD AREA

■ Completed ■ Partial ■ Not completed



Overall Performance Assessment Ratings



■ Some Improvement Required ■ Performing Well ■ Outstanding Performance

