

REDUNDANCY SELECTION CRITERIA

Points	Performance		Job Profile		Attendance		Disciplinary		Service	
	Exceeded	40	100% match	30	No sickness	25	None	20	5 yrs plus	10
Meets	25	90% match	20	Some abs no trigger	20	Written	10	Less than 5 yrs	5	
Not achieved	0	80% match	10	Informal	15	Final Written	0			
		70% or below match	0	Informal & LTS	10					
				Formal stage1	5					
				Formal stage 2	0					

Note: Maximum score = 125

"Disciplinary" in this instance excludes action for capability reasons identified through the Managing Attendance Procedure as this is considered under "Performance" or "Attendance".

Job Profile - how well an employee meets the person specification and JE Job Profile for the role.

Performance - measured by the outcome of the PDR process.

EXAMPLE

Name	Performance		Job Profile		Attendance		Disciplinary		Service (years)		Total
1	Exceeded	40	100%	30	Informal	15	None	20	Two	5	110
2	Exceeded	40	90%	20	No trigger	20	None	20	Four	5	105
3	Meets	25	100%	30	Informal	15	Written	10	Five Plus	10	90
4	Meets	25	80%	10	LTS	10	None	20	Four	5	70
5	Meets	25	90%	20	Final	0	None	20	Three	5	70
6	Not achieved	0	100%	30	No trigger	20	None	20	Five Plus	10	80
7	Not achieved	0	90%	20	Informal	15	None	20	Five Plus	10	65
8	Meets	25	70%	0	No sickness	25	None	20	Five Plus	10	80