

# PERFORMANCE & DEVELOPMENT REVIEW SCHEME

## ASSESSMENT CRITERIA

Assessment Criteria	Level		
	1	2	3
<b>Performance</b> <i>(what you do)</i>	Has met <b>all</b> requirements of the job role including objectives and targets.	Has met <b>most</b> of the requirements of the job role including objectives and targets.	Performance Improvement required.
Assessment Criteria	Level		
	1	2	3
<b>Behaviours</b> <i>(how you do it)</i>  <b>*Behaviours Framework</b>	Displays ' <b>Great</b> ' – our aspiring behaviours that <b>consistently delivers</b> the Solihull Brand  <i>i.e. many effective examples of consistent behavioural standard at this level and no negative examples</i>	Displays ' <b>Good</b> ' – our required behaviours that <b>promote</b> the Solihull Brand  <i>i.e. many effective examples of the behavioural standard at this level. May be some minor omissions</i>	Displays <b>some but not all</b> ' <b>Good</b> ' – our required behaviours; inconsistently demonstrates behaviours that <b>promote</b> the brand  <i>i.e. few positive examples with important omissions and/or negative examples demonstrated</i>
	For Grades A – C the expected standard of behaviours will be <b>relevant to the job role</b> and selected from the agreed framework		

- The Leadership part of the framework is applicable to managers / project managers / professional roles where appropriate