

Illustrative Pay Progression Matrix

1. Illustrative Pay Award Matrix Based on a Nine Box Grid

Performance (results) ↑	1%	2%	3%	<p>An individual's pay award is based on where they have been placed in the nine box grid.</p> <p>The value of the pay award is calculated using the benchmark figure of the individual's pay range.</p> <p>Individuals at the top of their pay range may be granted a non consolidated award of a similar value.</p>
	0%	1%	2%	
	0%	1%	1%	
	Behaviours →			

2. Illustrative Normal Distribution Based on a Nine Box Grid

Performance (results) ↑	4%	4%	3%	<p>70% of the population fall within one standard deviation from the mean.</p> <p>24% of the population fall within two standard deviations from the mean.</p> <p>6% of the population fall outside two standard deviations from the mean.</p>
	4%	70%	4%	
	3%	4%	4%	
	Behaviours →			

3. Illustrative Spend Based on a Nine Box Grid

Performance (results) ↑	£3,600	£7,200	£8,100	<p>Total Population = 100</p> <p>Average Salary = £90,000</p> <p>Total Pay Bill £9,000,000</p> <p>Total Pay Award £96,300 or 1.07%</p>
	£0	£63,000	£7,200	
	£0	£3,600	£3,600	
	Behaviours →			