

Haringey - Modern Reward Strategy

Pay Decision Matrix

Pay Award

↑ Performance (results)	2.0%	2.5%	3.0%	An individual's pay award is based on where they have been placed in the nine box grid. The value of the pay award is calculated using the benchmark figure of the individual's pay range. Individuals at the top of their pay range may be granted a non consolidated award of a similar value.
	1.5%	2.0%	2.5%	
	1.0%	1.5%	2.0%	
Behaviours →				

Spend

£5,580	£6,975	£6,278	Total Population = 92
£4,185	£97,651	£6,975	Total Pay Benchmark £6,975,100
£0	£4,185	£5,580	Total Pay Award £137,409 or 1.97%

Distribution

↑ Performance (results)	4.0%	4.0%	3.0%	70% of the population fall within one standard deviation from the mean. 24% of the population fall within two standard deviations from the mean. 6% of the population fall outside two standard deviations from the mean.
	4.0%	70.0%	4.0%	
	3.0%	4.0%	4.0%	
Behaviours →				