

EFFICIENCY CRITERIA TABLE

EMPLOYEE NAME:

An assessment is required of both the benefits to the Service of releasing the current postholder (Score A) as well as the benefits to the Service of appointing a replacement (Score B). When completing column A, a score of 3 demonstrates a case where there is maximum benefit to the Council of releasing the employee. When completing column B a score of 3 would indicate a great benefit to the Council of releasing the employee and appointing a replacement. These columns should be scored separately and then added together to give a total score.

	Criteria	Please comment: Current Postholder (Added value to Service in releasing current postholder)	Score A (0-3)	Please comment: Recruiting to Post (Added value to Service of appointing a replacement)	Score B (0-3)
1	Contribution to the work of the Service				
2	Job related knowledge/experience				
3	Training and qualifications				
4	Working Methods/Systems and Equipment				
5	Other				
6	Total Score (Please add together Score A and Score B)				

ASSESSMENT		SCORE	PAYMENT
Nil	Nominal benefit / added value to the Service/Council	0 - 6	No compensation payment
Low	Little benefit / added value to the Service/Council	7 – 12	25% (13 weeks compensation payment)
Medium	Some benefit / added value to the Service/Council	13 – 18	50% (26 weeks compensation payment)
High	Great benefit / added value to the Service/Council	19 – 24	75% (39 weeks compensation payment)
Very High	Maximum benefit / added value to the Service/Council	25 – 30	100% (52 weeks compensation payment)