

<i>Performance rating</i>	<i>Description</i>
Outstanding	<ul style="list-style-type: none"> <li>• Comfortably exceeds all of their agreed objectives;</li> <li>• Consistently and noticeably demonstrates HCS behaviours and skills above those that are expected at their level;</li> <li>• Performance will typically clearly exceed the majority of staff within their peer group and level.</li> </ul>
Exceeding	<ul style="list-style-type: none"> <li>• Meets all and exceeds some of their agreed objectives;</li> <li>• Frequently demonstrates HCS behaviours and skills above those that are expected from someone at their level;</li> <li>• Performance will typically be above the majority of staff within their peer group and level.</li> </ul>
Successful	<ul style="list-style-type: none"> <li>• Meets the majority of their agreed objectives;</li> <li>• Demonstrates HCS behaviours and skills that are expected from someone at their level;</li> <li>• Performance will typically reflect the average level of performance of staff within their peer group and level.</li> </ul>
Inconsistent	<ul style="list-style-type: none"> <li>• Meets some of their agreed objectives. Further development is required in several areas;</li> <li>• Demonstrates some (but not all) HCS behaviours and skills that are expected from someone at their grade and level;</li> <li>• Performance will typically be below the majority of staff within their peer group level.</li> </ul>
Under-performing	<ul style="list-style-type: none"> <li>• Has not met their agreed objectives, with some at an unacceptable level. Significant and continuous development is required in one or more areas;</li> <li>• Does not demonstrate HCS behaviours and skills that are expected from someone within their peer group and level. Performance will typically be at the bottom of their peer group</li> </ul>