

## Clarification- Lump-Sum Award Percentages under the Performance management Plan Set Out in the LP collective agreement for the 2014-2015 Evaluation Period and Subsequent Evaluation Periods Thereafter

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It is important to note that the LP's collective agreement's performance pay regime currently provides for a 4-point rating system: unable to assess, unsatisfactory, fully meets and exceeds.

The performance pay regime in the LP collective agreement identifies two types of performance pay, **In-range increase and lump-sum awards**, and is based on the **Departmental performance pay budget** which is limited to five per cent (5%) of the departmental group payroll as at March 31.

In range increases are done in accordance with the lock step range (section 3.1 Part 2 Appendix B) and apply to lawyers who are not at the top range of the lock step scale and who meet the various eligibility requirements set out in the LP collective agreement.

The focus of this clarification note relates to lump Sum awards which are bonuses payable to lawyers who have reached the maximum of the lockstep salary range and whose assessed level of performance is "Fully Meets" or "Exceeds". Lump Sum awards are: Exceeds - **up to 7%** of salary and Fully Meets - **up to 4.6%** of salary.

For any lump-sum award that may be owing pursuant to the performance pay regime set out in the LP collective agreement, departments and agencies are all expected to apply one given percentage of salary (up to 4.6%) to a "fully meets" rating and one given percentage of salary ("up to 7%") to an "exceeds" rating, having regard to their departmental performance pay budget.

Departments, based on their performance pay budget, therefore continue to have the leeway to decide each year what the "up to" percentage will be. However, they should not grant different percentages to lawyers who receive a similar performance rating (for example: LP2s at the top of the lockstep scale with an "exceeds" rating should not be getting lump-sum awards based on different percentages of salary).