

Timeline for Improvement, Consequences & Expectations:

The employee shall be placed on a **90-day PIP**. During this time the employee will be expected to make regular progress on the plan outlined below. Failure to meet or exceed these expectations may result in disciplinary action as per BHP Conditions of Service.

Score the extent of achievement of objectives/targets as follows:	Score	Performance classification
<ul style="list-style-type: none">Consistently exceeding stretch target	5	Exceptional
<ul style="list-style-type: none">Stretch target metMechanisms /systems to attain targets in place and functioning	4	
<ul style="list-style-type: none">Exceeded threshold targets and working towards the achievement of stretch targetsIntroduces effective ways of doing work that improve the work output i.e. improved results	3	High
<ul style="list-style-type: none">Threshold target fully achievedMeets the requirement of the jobImproves effectiveness of the area of responsibility but work output remains the same i.e working smarter	2	Effective
<ul style="list-style-type: none">Target partly achievedTarget not achieved	1 0	Under - performing