

REWARDSYSTEM



Allocation of rewards in Kai ! Garib Municipality

Kai ! Garib Municipality's rewards and recognition system aims to encourage and acknowledge superior performance in all areas and job functions. It recognizes achievements that contribute to the overall objectives and success of Kai ! Garib Municipality

Kai ! Garib Municipality wants to show its appreciation to individuals and teams that:

- Create an environment of shared success and commitment
- Exceed production, quality and sales targets
- Create a safe working environment
- Have excellent attendance records
- Are recognized by their peers
- Give successful employee referrals
- Receive excellent customer service reviews
- Demonstrate exceptional overall performance

Kai ! Garib Municipality recognizes exceptional employees in a variety of ways including:

- Verbal recognition
- Providing career advancement opportunities
- **Certificates**

Kai ! Garib Municipality recognizes and promotes positive behaviour and supports its employees in creating a happy and healthy atmosphere that enables employee and organization success. Specific recognition programs at Kai ! Garib Municipality include:

{ It is suggested that wherever possible, programs be align with the goals of the municipality

Attendance Awards

- **Employee of the Month**
- **Employee Referral Awards**
- **Peer Recognition Program**
- **Safety Awards**
- **Service Awards**
- **Other**

ACHIEVEMENT RECOGNITION INCENTIVES AND REWARD

Achievement recognition rewards will be given to recognise the achievements of individuals, teams, units/sections and departments to encourage high performance throughout the year. These rewards are to be introduced by managers in their respective departments. These rewards measure the achievements of an individual/team/function/department against other individuals/teams/functions/departments. The rewards are not directly linked to the PMS but are additional thereto to encourage and recognise high performance.

NATURE OF THE INCENTIVES/REWARDS

The most commonly offered recognition programmes which the RRC will take in consideration are:

Above and beyond performance Retirement farewells Suggestions/ideas Employee of the year/month Safety performance Attendance