

## Prevalence of STI plans

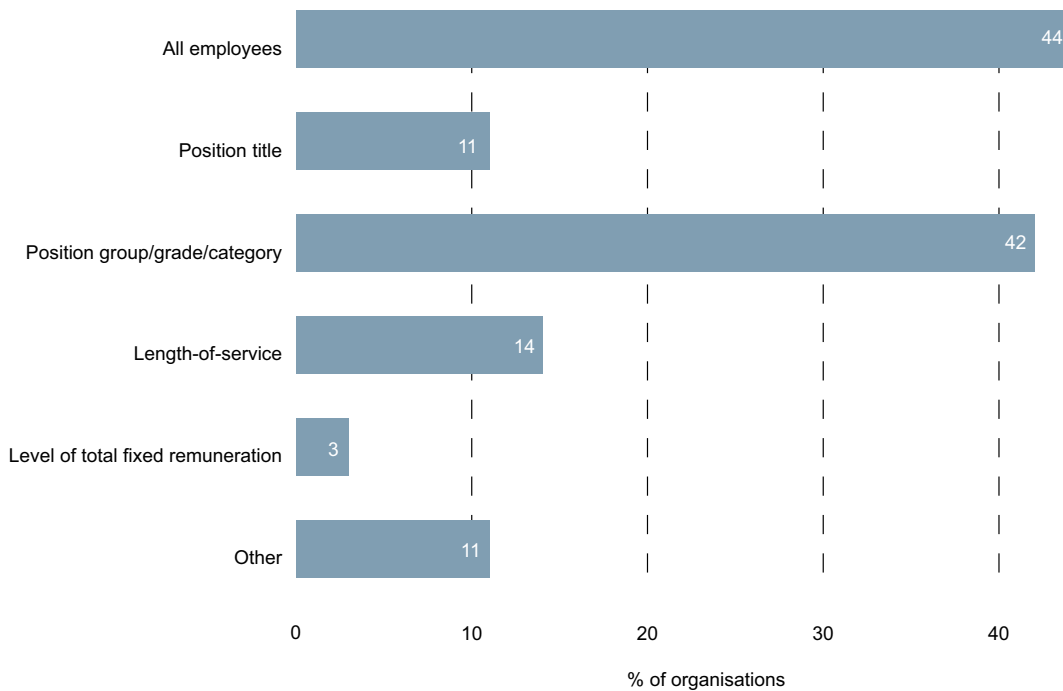
An STI plan typically provides for awards to be earned over a performance period over one year or less.

Thirty seven survey participants (95%), reported having an STI plan in place.

Forty four percent of organisations offer STI plans to all employees, with 42% of organisations determining eligibility by position group, grade or category, which may be a result of placing a renewed emphasis on ensuring better alignment between reward strategy and business strategy, through a more direct ‘line of sight’ linkage.

Fourteen percent of organisations also indicated eligibility criteria for participation in a STI plan is based on length-of-service. Among these organisations, the average length of service required before being eligible is six months, potentially aligning to probationary periods in some organisations.

**Figure 2.1 Eligibility criteria for short-term incentive plans**



*n=36 (Q2)*