

Demerit Point Scheme

Version 0.2d

Edition 1

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Revision History

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1. Demerit Point Scheme

This document outlines the demerit point scheme that will be used by **Team Synergy** management for semester two, 1999.

This scheme attempts to provide some quantitative data for the peer review process, and a tangible incentive for members to work hard.

It is much harder to regain points than it is to lose them. Points will be redeemed on a subjective basis and will require the the team member in question to demonstrate initiative and go above and beyond the standard task load. In addition to this, the demerit point scheme is reviewed and updated on a regular basis to verify that it is producing the required results.

1.1 Worker Penalties

- **Failure to meet a deadline**
 - with no notice
5 points per day
 - with a bad excuse
3 points per day
 - with a good excuse
1 point per day
- **Poor standard of work**
 - with no notice
5 points
 - after asking for help
3 points

1.2 Manager Penalties

- **Failure to have a contingency plan for a missed deadline**
 - with no notice
5 points
 - after asking Team Leader for help
3 points
- **Creating unrealistic workload or deadlines**
5 points