



The Open  
University

Business School

From Professor James Fleck  
OUBS Dean

To Dr Luciano Batisto

cc Mr David Mayle

Subject **MERIT REVIEW**

Date 2 November 2009

## Memorandum

Dear Luciano

As part of the School's 2009 merit review, your case was considered by the merit review group. I am delighted to inform you that you will receive a special award of £1,200 in recognition of your exceptional contribution to the School in the past year.

The award will be paid in your November salary payment.

The School is keen to ensure that merit awards are used effectively as part of an incentive culture which values and rewards excellent performance. Cases submitted are considered individually against set criteria, and reviewers look for evidence of excellence of achievements over and above the normal good performance expected from all staff. The merit review group agreed that you had demonstrated exceptional performance in your role.

I would, therefore, like to take this opportunity to thank you for your valued and sustained contribution to the School, and to congratulate you on your award.

Best regards

**Professor James Fleck**