

Q8 Please enter any comments about your experiences with the Appraisal System for 2015 - 2016

Answered: 41 Skipped: 31

#	Responses	Date
1	They 'upped' our decision rate despite taking on AO duties and the introduction of CAM. They agreed to revisit but to date have had no amended expected decision rates	2/10/2016 3:09 PM
2	I feel disappointed and my manager had to make up things on the PAL that I had already achieved in Quarters 1 and 2, which proves I should not have been marked as must improve.	2/9/2016 11:51 AM
3	i feel having to do reports every 3 months seems pointless, every 6 months would suffice	2/9/2016 8:46 AM
4	my mid year was not discussed, it was just uploaded to rm - my line manager did not tell me it was there i just saw it by accident.	2/8/2016 10:10 AM
5	As I work in a specialist team I have been told i cannot get a higher box marking as there is no one else to measure my performance against!	2/8/2016 8:52 AM
6	I think the current system is extremely resource intensive and stressful for all involved. I recognise that poor performance must be addressed but this is not the way to do it. Focus is still on meeting a "curve" with individuals being forced into the lower box due to "just doing the day job" or being on SL during the period so their performance is not considered "consistant" over the year. System needs to be scrapped and we use the Award and Recognition system to reward people end of year.	2/8/2016 8:11 AM
7	I like many others see the current appraisal system as a whipping tool by managers and in my opinion it de-motivates staff	2/8/2016 8:03 AM
8	It is a manufactured system to control staff... ?behaviours? Also 'targets' used to crack the whip so we all try to outdo each other.....awarding benefit being the easiest route for DM/CMS.	2/8/2016 7:48 AM
9	An absolute shambles! My management tried to impose key work objectives that included so-called "Hills and Goals", which were very definitely not SMART. We asked for guidance on how to write KWO's with Hills and Goals and there appeared to be a complete lack of understanding right through the management chain. I refused to use these KWO's and reverted to the previous year's. When I attended my mid-year review, my line manager refused to discuss my indicative marking. I asked again after my meeting only to be told that it had still to be discussed. What was discussed and with whom it was discussed was not revealed to me. My indicative mark was not discussed with me, the first I knew about my mark at mid-year was an e-mail telling me that my mark had been added to RM. As it turns out, I was happy with the mark but had I not been, I was given no opportunity to discuss the mark or provide further evidence/examples in order to influence the marking. I also don't think that the manner in which my mark was conveyed to me was the best means of communicating and isn't really conducive to a supportive environment.	2/8/2016 7:45 AM
10	Changed areas last year and was immediately informed I was to receive a "must improve", this with no formal training regarding the work I was expected to do. I have since been placed on a PAL, again despite lack of formal training. Now also on a Stress Reduction Plan, and have received formal notice of "failure to complete Sustained Improvement Plan successfully" due to being absent through stress -related illness.	2/8/2016 7:25 AM
11	it would be better to do a raise to make this fair to all	2/5/2016 3:53 PM
12	crap as always and unfair as usual	2/5/2016 3:48 PM
13	Have been told must increase productivity but have not been put on PIP as other staff on other sections output is lower than mine.	2/5/2016 2:28 PM
14	Don't like it. Too much time and effort involved. Not everyone plays the game straight so unfair.	2/5/2016 2:06 PM
15	Shocking! Biased, subjective, lacking facts, bullying. Not raised a grievance as same bullies looked after it - hope they rot in hell for eternity	2/5/2016 12:56 PM
16	I feel that this year staff are being forced to meet the performance curve even though there is not supposed to be such a thing. This has created a lot of bad feeling amongst colleagues.	2/5/2016 11:47 AM
17	So far, so much a waste of time.	2/5/2016 11:40 AM

18	For the first time in 34 years, I was given a must improve at the mid-year point. I know from an informal discussion with my line manager that this was not the marking recommended, the recommended marking was an achieved. At the meeting where the mid year markings were approved, it was my countersigning manager who recommended I dropped from the marking put forward by my line manager, to a must improve. Still haven't been given any specific reason for my must improve other other than a bland statement about it being for behavior rather than what I achieved / not meeting KWOs. No specific examples of inappropriate behaviour have been given. No advance warning that I was heading towards a must improved for this reporting period either? No PAL offered, no improvement plan put in place. Furthermore, the decision on my mid-year marking had already been decided prior to my mid-year-review taking place. Given to me as a fait accomplis. I wrote to my countersigning manager to ask for a formal, written explanation for my marking, but didn't receive one. So still no wiser. I believe I've left it too long to put in a grievance so I need to live with it. At the time my marking was decided, I'd already left the team for another position, so the cynic in me says I was an easy target / option to allow my countersigning manager to meet an enforced distribution curve - which definitely seems to have been the case in End User Computing, Technology. Strangely, I'd ended the previous reporting period with a letter from our IT Director thanking me for a major piece of work I'd delivered, and received a bonus payment, so it was a major achievement for my performance to drop so dramatically inside just 6 months! Still have the letter. Not that it seems to count for much. I shall write this off as an anomaly with the existing reporting system, which is quite frankly atrocious, and console myself with the fact that I've never had a line manager dissatisfied with my performance in 34 years, and that there has only been ever been one countersigning manager in all this time who got it so wrong. On a more general level, it doesn't do a lot for staff morale, or coaxing staff to go the extra mile under challenging working conditions, does it this reporting system? If only Senior Management could take the blinkers off, and see the bigger picture, we'd surely put this divisive reporting system on the scrapheap, where it belongs? I am hoping there will be a lessons learned exercise, and this will bear out my gut feeling that I was not the only one who feels that this reporting system is not fit for purpose? Quite annoyed about it all to be honest. Can you tell?	2/5/2016 11:09 AM
19	It's the usual rubbish	2/5/2016 11:08 AM
20	Should not forced people to meet the 'curve' which is happening contrary to what senior managers say	2/5/2016 11:02 AM
21	ok with appraisal	2/5/2016 10:48 AM
22	same people always get the higher markings despite not appearing to do any more	2/5/2016 10:44 AM
23	i feel we do not get time to prepare sufficiently prior to our appraisal discussions. i feel the whole process is rushed.	2/5/2016 10:24 AM
24	monthly one to one's that are supposed to go ahead to monitor your progress and performance do not happen.	2/5/2016 10:23 AM
25	Snr Mgrs objectives were not in place at the right time. Introduction of HILLS caused confusion MYR consistency meetings were awful - changing direction on what evidence was wanted and blatant direction/enforcement to fit the curve	2/5/2016 10:17 AM
26	I have been in DWP/equivqlent for nearly 40 years and feel pushed to the limit with all the extra work we have to do over and above the day job just to "achieve", when I do not want promotion!	2/5/2016 10:11 AM
27	very performance only orientated, either get in benchmark or else, nothing taken into account around any extra duties and if exceeding at these	2/5/2016 10:07 AM
28	A lot of pressure to do extra work to get a 'met' box marking, especially the engagement KWO	2/5/2016 10:06 AM
29	We are still working to and being assessed against targets set before the introduction of MOSAIC or the increased workload of a decision maker (taking on a lot of AO duties).	2/5/2016 10:04 AM
30	Told it was not a forced distribution, only it is being forced. Used as a bullying tool against staff, the slightest mistake or wrong word and the must improve is threatend.	2/5/2016 10:01 AM
31	I completed lots of different duties from floorwalking to digital champion and becuase i was just under on my stats even though i had put all this extra work in i got acheived. When i confronted the line manager he said it was because i had not achieved my target, the whole thing is a farse as I know others on section who do little other duties got exceeded and they did the year before.	2/5/2016 9:56 AM
32	It is way over the top the amount of time spent on appraisals. Especially for staff who are not after promotion and are quite happy doing the job they are paid for	2/5/2016 9:54 AM
33	This much effort should be put into doing some actual work. Elements of this and the old system should be combined to create a new system, that scraps the bell curve completely and the mid and EOY reports and bonuses, retains frequent 1-2-1's, brings back "fitted" and "likely to be fitted" and uses the bonus pot to give more frequent awards throughout the year for above and beyond tasks. All of us are just a number on RM. Also use a mix of experience/qualifications and competency based applications depending on the type of job being applied for.	2/5/2016 9:54 AM
34	My current line manager is very fair and gives full recognition to my achievements. However I think I'm very lucky to have her as she's the best line manager I've had in many years (spanning 4 decades). My experience of 3 other line managers I've had in the last 5 years has been considerably less positive.	2/5/2016 9:53 AM
35	i didnt dispute box marking because i dont meet the required benchmark which they base the box marking on - i dont agree with the benchmarks but discussing that is like banging your head against a brick wall	2/5/2016 9:50 AM

36	Didnt know I could raise a grievance at mid year stage. Thought I had to wait until End of Year and see what marking is then. I was definitely made to fit the "curve" that is not meant to exist but we know it does.	2/5/2016 9:48 AM
37	My manager still has not completed their action in RM for this year, therefore I cannot agree my objectives. I don't have a full set of KWO. I have only had 2 meetings with my manager, which were only focussed on PIP from last year, not performance this year. I have raised a grievance on this basis against my mid-year Must Improve. I will now be represented by my counter-signing manager in future panels, they see me as a box 2.	2/5/2016 9:48 AM
38	I would personally like the system to be scrapped. How much of my time and my managers time are wasted on the farce of appraisals. This amounts to 1000's of man hours over a year. When the government is wanting to make cut backs this is a clear way of cutting back. I also feel that as Managers the Manager should be responsible for writing reports as it is VERY clear that my manager has absolutely no idea of exactly what each member of staff does on the team and we subsequently carry them doing their jobs making them look good without appropriate recognition.	2/5/2016 9:48 AM
39	my mid-year farce is still ongoing and we will be at year end before I can get it sorted. the system is a joke	2/5/2016 9:47 AM
40	long winded time wasting nonsense. Should put an opt out system in place	2/5/2016 9:41 AM
41	Find the whole monthly 1-2-1 process tedious and feel as far end of year I'm either doing a good job or not I should not be having to write flowery reams to support myself	2/5/2016 9:36 AM