

PCS Fylde Members Survey 4

1. Were your Key Work Objectives agreed with your Line Manager at the start of the this Appraisal year (2015 - 2016)?

Answer Options	Response Percent	Response Count
Yes	61.1%	44
No	38.9%	28

2. If you answered no to question 1 were you given generic objectives and asked to approve in RM before agreeing them?

Answer Options	Response Percent	Response Count
Yes	56.3%	18
No	43.8%	14

3. If you didn't agree your objectives in advance, did you see them before being asked to agree them in RM?

Answer Options	Response Percent	Response Count
Yes	45.7%	21
No	54.3%	25

4. Did you receive the rating you felt your performance deserved at mid-year?

Answer Options	Response Percent	Response Count
Yes	63.9%	46
No	36.1%	26

5. If you did not receive the rating you felt your performance warranted did you raise a dispute/grievance with your Line Manager?

Answer Options	Response Percent	Response Count
Discussed informally	87.0%	20
Raised a Grievance	4.3%	1
Discussed informally with no result and then raised a Grievance not upheld and progressed to appeal	4.3%	1
	4.3%	1

6. If you received a Must Improve rating at mid-year have you been offered a PAL (formally PIP)

Answer Options	Response Percent	Response Count
Yes	35.3%	6
No	64.7%	11
<i>answered question</i>		17
<i>skipped question</i>		55

7. Please state your current work area

Answer Options	Response Percent	Response Count
Benefits Directorate - Telephony	12.5%	9
Benefits Directorate - Processing	25.0%	18
Benefits Directorate - Support Areas	2.8%	2
Pensions Directorate - Attendance Allowance	12.5%	9
Pensions Directorate - DLA 65+	6.9%	5
Child Maintenance Group	5.6%	4
Corporate Centre	25.0%	18
OED	4.2%	3
Other (please specify)	5.6%	4
<i>answered question</i>		72
<i>skipped question</i>		0

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

Answer Options	Response Count
	41
<i>answered question</i>	41
<i>skipped question</i>	31