

## Q7 If there are any other issues regarding pay or the employee deal that you wish to make a comment about please state

Answered: 102 Skipped: 143

#	Responses	Date
1	its complete <del>bullshit</del> , thanks for being completely and utterly beaten by the gov in this. how about you do things to force the gov to listen. we wouldnt have this crap in the 80's but back then the unions had balls. not some pansy bunch of yes men that concede workers rights.	5/20/2016 1:27 PM
2	What provisions will be made for carers, who cannot work late or weekends, but have to accept the offer?	5/20/2016 1:12 PM
3	People have commitments outside of work in the evenings and weekends, it is all very well saying you get 3/6 months notice but not everything can be changed just like that. They say that each case will be discussed on individual merit but even that won't be a fair process. There are people who need to take regular medication with food at set times so therefore would need to be at home to do that, as it is a personal issue, they might not want to share that with T/L & management, then there are people with stress/anxiety/depression - all reasonable adjustments are generally ignored and as that impacts on someone's day to day well being, this will become a major issue, people like that don't cope well with change, they are very rarely listened to and are more often than not seen to be a nuisance, there is no understanding of peoples needs and the support isn't there. This will cause a lot of unrest and upset amongst the work force, most of whom are more than likely already pushed to breaking point.	5/20/2016 11:37 AM
4	I do feel the erosion of daily flexibility by fixing start or end time every single day - is a step too far. There is also confusion about what contracts people are on especially those who have been in the civil service many years. This may have an impact on what times employers can make individuals who opt out actually stay till. Also the interpretation of the New Deal by some employers is incorrect. eg some employers have already told staff that they have to get colleagues to cover an impromptu days / half day sleeve or flexi.	5/20/2016 10:57 AM
5	the pay deal should not be linked to one OGD. Our pay should be comparable with them all.	5/20/2016 10:55 AM
6	See previous comments.	5/20/2016 10:48 AM
7	One cap does not fit all - limiting opening times does not fit corporate sites or sites open 24 hours -limiting pay increase to those on max is no incentive to these people who have worked many years and had to do through pay progression to get here Where is our payback when we have had to work over a number of years to get here in the first place The union have been dissapointing and have not fought for our benefit at all My pay increase is minimal but they want to change all my contract in return the pay increase to us does not merit the changes to be made at all	5/20/2016 10:36 AM
8	no	5/20/2016 10:24 AM
9	We are losing our annual bonus, which more than makes up for the pay rise!	5/20/2016 10:15 AM
10	New working hours proposed are not child friendly and difficult for people with school aged children	5/20/2016 10:14 AM
11	This is a crucial change to the contract of employment and there should be compensation for agreeing to the new terms	5/20/2016 10:06 AM
12	Why has no one mentioned Mark Time for those of us (22%) in DWP who are in receipt of EWA. We already are doing what the government wants in working evenings and weekends, yet while everyone who changes will get a pay rise, we will get a pay cut. I feel there is a mirroring with the junior doctor's pay deal in that it will be 'imposed' and members will be penalised (0.25% pay rise) if they don't accept it. Yet there is no mention of this in the press to show how draconian this government is. Negotiations are a sham on the side of the government if they are going to impose a pay deal if it is not agreed to. I'm full of praise for the PCS negotiating team in their efforts to get equal pay for everyone in a particular grade and end the inequality. There are so many variables and so many questions on an individual level regarding the terms and conditions that no one is giving a straight answer to how it affects each individual. I feel it is impossible for me to make an informed decision. Do I accept or not and then do I opt in or out? If I accept and opt out does that stand until I'm 66 and what part will be imposed? If I don't accept what part will be imposed the pay part 0.25% or the change to the contract part? I need answers to all 4 scenarios and I'm not getting them.	5/20/2016 9:41 AM
13	i don't feel i have enough definite information from my individual business in order to make a decision about whether to opt in or out, I think that all employees should be offered financial advice	5/20/2016 9:36 AM
14	Those HEOs and below, who are not at the top of their pay scales have not only had to bear the brunt of the pay restraints by suffering lower pay than their peers for doing the same jobs, but are also now being targetted by the Government to accept reduced Ts&Cs - something that their higher paid peers won't have to. Surely the Government cannot be allowed to get away with such devious, draconian tactics and blatant discrimination in this day and age!	5/20/2016 9:19 AM

15	get in more part time staff in to cover lates and saturday working. when i joined it was the hours offer that made me take up the work. the business is looking to take on new staff, and if its clear at the start what the job hours would be .. but we really do need to get digital, the query i take on the phones, could easy be dealt with on a secure site. any with no need for the extra for working later and saturday, for over two years i have on every call had to say in the future we are hoping you can access our services at the gov.uk.. still no futher forward. this is the future	5/20/2016 9:18 AM
16	The pay incentives are at least visible - the non-contractual changes impact across the board and are 'stealth' changes to conditions	5/20/2016 9:18 AM
17	when working a Saturday 9 - 16:30 that is only 7:30 including lunch break , a normal weekday is 7:54 including a lunch break, would we be expected to make up the 30 minutes else where in the week	5/20/2016 9:14 AM
18	Not much consideration give for colleagues who are carers or have young children to look after.	5/20/2016 9:13 AM
19	I think everybody has been shafted 1 way or the other and for somebody that has worked in the service for 36 years i'm disgusted.	5/20/2016 9:11 AM
20	No comment	5/20/2016 9:09 AM
21	This amounts to threats and bullying dressed up as a pay deal.	5/20/2016 9:06 AM
22	I do not believe that voicing our opinions will make any difference to the outcome of this	5/20/2016 9:02 AM
23	Too any changes announced and too little information, the FAQ that have been produced, do not clarify a great deal for a lot of colleagues (including me!) questions as far as each employee's working pattern and what the changes will mean for the individual.	5/20/2016 8:57 AM
24	Starting later means that the flexibility to cover family responsibilities has been taken away as an option and why can they just bring in the spot rate for the grade now so everyone is on their correct pay per hour.	5/20/2016 8:56 AM
25	The reason most of the staff stayed here was because of the work/life balance and flexi time & put up with poor wages because of this. We are an aging workforce and a lot of us manage our health around our flexi and also have caring responsibilities (aging parents eg)	5/20/2016 8:38 AM
26	the whole thing is open to interpretation. too many unanswered questions to enable us to make an informed choice. one to one chats with managers to agree your terms is not fair and consistent across the board, some managers may say yes and others say no . i do not agree with the whole thing	5/20/2016 8:38 AM
27	None	5/20/2016 8:38 AM
28	People joined the civil service because of the flexible working hours/leave/part time/ part year as it had a good reputation promoting work/life balance, which seems to have gone out of the window. Why fix something that isn't broken? Seems odd that the private sector companies appear on the news when they try this because it's "all new" yet Civil Service appears to be going backwards on this when it used to lead by example.	5/20/2016 8:35 AM
29	I work Tue to Fri termtime for personal reasons. The deal will have a massive impact on my life as I dont believe that management will take these reasons into account. I also dont think that the union will have the power to support me, as they havent in the past (eg Turrets)	5/20/2016 8:32 AM
30	SEO's and above will be worse off, due to changes to working times, the probable expectation of working some Saturdays, and by having a smaller non-consolidated pay pot in future years (which is being used to fund pay rises for other grades). With a 1% pay rise, SEO's will be worse off than ever. How is that equality? We've worked hard to achieve this grade, and some of us are still committed union members who go on strike alongside everyone else.	5/20/2016 8:26 AM
31	This government is clearly telling us that they have no respect for us or our loyal service over the years.	5/20/2016 8:26 AM
32	THIS IS A VERY POOR DEAL FOR ANYONE ON OR VERY NEAR MAXIMUM PAY.	5/20/2016 8:24 AM
33	MORE DETAILS OF THE REDUCTION IN THE END OF YEAR BONUS	5/20/2016 8:22 AM
34	My personal concern is two-fold: I am in the 7% of staff who will not reach their maximum at the end of the deal because I have only recently been promoted to HEO - I have attained this position at personal cost to myself; slightly exceeding 6 months per annum at the TDA grade and being marked as HEO for those years thereby losing £250 per annum bonus (difference between exceeded EO and satisfactory HEO). It seems unfair that I should be treated as HEO for these years from a performance measurement perspective but as EO for the pay deal. However, my main concern is that my level of pay, though favourable under the proposed deal, will still leave me behind my DWP colleagues in the same grade by nearly £2k at the end of the deal period, and potentially even further behind those in other departments. This deal is sold to members as a means of introducing a spot rate but that doesn't happen in all cases. As negotiations are unlikely to take place on this scale again, it would seem prudent to ensure that the deal achieves exactly what it promises, and does so in all instances, without exceptions.	5/20/2016 8:16 AM
35	Please refer to previous comment. Also. There is not only HMRC that have higher rate of pay than DWP. I want the Government to recognise 1 grade over the WHOLE of the civil service regardless of department and equalise their pay. Those staff working on War Pensions are also classed as civil servants!	5/20/2016 8:15 AM
36	As a non-customer facing unit where I work at CMG Appeals in Blackpool why should we be asked to work one late night per week and one Saturday in 4.	5/20/2016 8:14 AM

37	no	5/20/2016 8:11 AM
38	It's not a Deal it's Blackmail and a Rip-Off! The union should reject it, withdraw all agreement of it, and instigate industrial action. I've asked my G6 to provide proof that research has been done that this services is needed, and he cannot, as there has been none done. He also clearly does not understand how online services work and the union should become experts at this sport of stuff.	5/20/2016 8:08 AM
39	Its a joke	5/20/2016 8:02 AM
40	pay should not be linked to your contract of terms and conditions.	5/20/2016 7:58 AM
41	I HAVE BEEN FORCED TO WORK 6YRS LONGER THEN I SHOULD ,SO FEEL I HAVE BEEN ROBBED OF MY PENSION AND RETIREMENT SO FEEL I CAN NOT GIVE UP ANYMORE OF WHAT LIFE I HAVE.	5/20/2016 7:57 AM
42	Will resources be increased as staffing will be spread more thinly if they're to cover 6 days instead of 5.	5/20/2016 7:57 AM
43	The whole thing feels regressive and Victorian with our employer encouraging further and further into our personal lives. And what use is planning a working pattern 6 months in advance only when nurseries need to be booked a year in advance.	5/20/2016 7:56 AM
44	Management and union seem to be telling us different things and how can we sign something if things like flexi are not decided until Oct or later	5/20/2016 7:54 AM
45	If the aim is to reach HMRC pay level why spread it over 4yrs, if the changes do take effect from July that is when people should get the correct pay scale in full.	5/20/2016 7:46 AM
46	I think the management here will enforce late working and Saturdays regardless of whether there is a need or not. I personally am opting out and feel like the shoddy pay increase I will get is an insult. Its like they are punishing me for not 'playing ball'...it is one of the reasons I am leaving the department to work for myself where no one can treat me like I'm 4 yrs old and tell me to stop talking and not promote me because my 'face doesn't fit'	5/19/2016 10:07 AM
47	I am seriously considering leaving the department after 32 years due to this and the continuing lack of consideration of practical experience and performance within the promotion process.	5/19/2016 9:19 AM
48	It seems like we will be pushed into new contractual hours regardless of whether we sign up or not. I signed up to work specific hours which suited my work life balance and I now feel I am being forced to accept changes that will have a huge impact on that balance and do not feel the Union should be agreeing to those terms and conditions. I feel we have been sold down the river!	5/18/2016 6:19 PM
49	having been a member of the union for over 20 years i feel this is a weak display of union agreement - i cannot see what the benefits are, i am losing my term time agreement, my flexi hours are changing, my pay will remain the same as i will be opting out. there has been no clear 'this is what will happen when you opt out' and why message. it feels like there is something missing or we arent being told something. it all feels wrong and unfair. the opt out should be renamed as just accept less pay	5/16/2016 3:23 PM
50	On balance I will be voting in favour of the pay offer. However, the cynic in me feels our rates have pay have been deliberately suppressed over a number of years and that this pay offer only represents what our wages should have been and that in reality we are being forced to acquiesce to the changed terms and conditions in order to receive the much needed payrise. As someone who still won't have achieved max after the 4 year deal, I wonder how long if ever this will take. I'm also concerned by the prospect that colleagues who have been substantive in the grade for less time than me will end up leapfrogging me onto the max scale for the grade.	5/16/2016 1:51 PM
51	I have paid into the Union for 30yrs and they have negotiated a 0.25% deal for me because i will be opting out as I am already on max. I feel very let down by the Union in not negotiating at least the standard 1% for me!!! Thinking of leaving the Union now to save my £7.50 per month!	5/16/2016 12:36 PM
52	the pay deal is still not straightforward and still no clear indications can be given about part time part year workers. information is contradictory and confusing	5/16/2016 12:28 PM
53	This feels like blackmail. If we don't accept what seems to be not much extra anyway, we won't all be receiving the same pay for the same job we are all doing as they say we should be!!	5/16/2016 11:29 AM
54	The union is wrong to back this deal.	5/16/2016 10:59 AM
55	It is not a family friendly deal. Working Saturdays totally undermines the family time especially when employees have sole caring responsibilities at weekends. Saturday working is not essential for every benefit or department and given the 2020 vision that all benefits should be accessible online I don't see the need for weekend staff presence. Customers can access services online and these can be processed as normal within the working week.	5/16/2016 9:23 AM
56	If opt out, this would entail a 0.25% pay rise but you will still HAVE to do a Saturday and a late night even though you do not 'sign up' to the deal. This question needs a yes or no answer. "Can the employer force you to do a late night and 1 in 4 Saturday even though you have opted out. If you refuse would this lead to disciplinary action?"	5/16/2016 8:14 AM
57	I'm extremely disappointed the union are recommending this deal	5/16/2016 7:52 AM
58	A new SEO in 2019 will be on the same amount as a HEO due to the SPOT rate! ALL Government agencies should be on the same pay. Surely it must be against some equality act why we get treated as the poor relations. If anyone decides not to sign the contract they should not have the conditions imposed on them.	5/14/2016 12:29 PM

59	The Union representative who came to speak to members at Peel Park as an advocate of the employee deal (he was clearly given a remit to promote the employee deal and, rather than properly address any concerns of members, to instead do his very best to laud the employee deal irrespective of the implications for individual members) displayed a disgraceful lack of knowledge of the implications of the employee deal for (specially) part time, alternative working pattern, and CMG staff. Whilst he may have had adequate knowledge to answer questions germane to full-time monday-friday staff he was wholly inadequate to address situations outside those parameters (although some members present who were full-time Monday-Friday clearly did not have their concerns assuaged due his inability to engage with the questions they raised). As well as being tetchy, irritable, and patronising when challenged/questioned by staff on issues/questions that staff had raised, his knowledge was patchy and his responses ambiguous (especially regarding the implications for part time, alternative working pattern, and CMG staff). If he is the best the Union can muster to answer questions from members then, frankly, it does not give members any confidence in the Union to adequately defend their interests.	5/14/2016 9:53 AM
60	How about DWP employing enough staff to cover the extra hours?	5/13/2016 9:38 PM
61	why do AO's have the lowest percentage increase of all grades but do an awful lot of the leg work	5/13/2016 3:19 PM
62	There has been a lot of talk about bringing our pay up to match other gov depts for years and we have been waiting a long time for this. Some departments do not work late or Saturdays and have higher min and max than HMRC and ourselves. I saw an EO post on the Civil Service website and the current max for EO was 33.5k (I think that's higher than HMRC anyway) and that department don't work till 8pm and Saturdays. Why should we have to and for less money? We should be paid more than the current DWP EO Max and HMRC current EO max regardless of anything else as our pay is low. They should not be increasing our hours and working days in return for this. If they do, what they are paying us by 2019 is not commensurate with what they are asking of us anyway. If you are on EO max, its about £20 a week extra by July 2019 before tax etc to work late and Saturdays. It would need to be much more to ask us to do these hours/days. Some of us have been in the dept for 20 or 30yrs and this is not why we took a job with the department ie to work late and Saturdays. I also don't think its fair that some areas of the business will NOT have to come in till 7:30pm/8pm or work sat until 5pm when other areas will get the money but not be expected to do those hours and never will. It is an easy choice for them to opt in, whereas if you can't do those hrs and opt out you are being penalised and they are benefitting from the money and not having to do those hours/days. It is also not fair on those who opt out, why are they being penalised with 0.25% pay increase which is actually pay regression. It will not even cover by July 2019 the 1.4% that has been taken off us from April 2016 to cover the SERPS out increase. It may not be their fault they cannot do those hours and they took those jobs based on 7-7 mon to fri. Why do they not get paid a decent EO wage? I do not feel this is right or fair. From my research there are at least 17 other government departments who pay more than DWP at AA, AO and EO etc level. Why is 'extra' expected off us for a small pay increase (if you are near or on the max) and if we cannot work late or sats why do we not get a fair rise, we do the same work as our colleagues. It's discrimination, I do not feel it is fair especially for staff who have served the department a long time and been loyal and hardworking.	5/13/2016 2:48 PM
63	I think that for the amount of change in conditions this pay deal has for me as a person on the max the pay increase is very poor.	5/13/2016 1:53 PM
64	an excellent deal which I intend to accept.	5/13/2016 1:31 PM
65	We were verbally advised by Devereaux on his road trips that if we didn't / couldn't accept the offer they we would 'remain on your current contracts without anything changing'. They have forcibly done a u-turn on this already and the pay deal vote has yet to go live. I need my weekends to look after other personal commitments ie charitable voluntary community work and taking disabled family members away for the weekends (as they have no outside contact without this). We shouldn't be forced to have contractual changes with minimal pay rises ie .25%. The Govt are paying lip service to us by 'offering' a deal, as they are with the NHS doctors. We are going to be dumped upon again and unacceptable policies enforced without our approval just as they did with the pension changes and as they are with the doctors.	5/13/2016 1:25 PM
66	If staff are going to have to work Saturdays how will this affect annual leave?	5/13/2016 12:25 PM
67	Has the union asked for a FoI to establish what the impact of the national living wage would be on the current pay structure without the "deal"?	5/13/2016 12:16 PM
68	In a digital world there is nothing that can't be worked from a e-mail/text/phone message. This Government just keeps taking and we are going to end up as a 24/7 society. If the Government want later working they should employ enough people on agreed contracts to cover the extra, currently there are not enough employees to cover normal hours.	5/13/2016 11:35 AM
69	This is not just about pay, there is a major impact on other factors in people's lives. I have worked in DWP for many years and have adjusted my working patterns to fit with my home commitments but have always remained flexible. This change in contract is basically stating I will do as I am told without being given the opportunity for compromise as though I am an inconvenience to work around. This is purely blackmail and I for one will not succumb to this type of bullying. I agree we need to move forward and be more flexible, and I am happy to do that but within reason.	5/13/2016 11:06 AM
70	The union should work for all the members. This is not a good deal in terms of terms and condition changes especially those on the max and part time for caring responsibilities. Most part time people work more or less the same hours every week. It goes on about 8am or 9am starts most part timers take children to school and can not get into work for that time hence the part time	5/13/2016 10:39 AM

71	7 am start should be left and not 8 o'clock start.	5/13/2016 10:36 AM
72	It just seems devious that we are told there is no money for a standard pay rise, then when we are almost salary destitute for the increased output, we are offered money to sell some of our terms	5/13/2016 10:17 AM
73	Feels like constructive dismissal. I expect those who opt in will suffer and those who opt out will find their contracts no longer can be supported for the needs of the business in a few years. i.e. redundancies	5/13/2016 10:08 AM
74	Very disappointed	5/13/2016 10:05 AM
75	I have caring responsibilities as my mother was diagnosed with breast cancer some years ago. At that time I changed from full time to part time. I now start work between 6:00am and 6:30 am and finish at 14:00hrs so that I can spend as much time as possible with my mum during her waking hours. I also work in a corporate centre and I don't know how all these changes will affect me directly. Many of my colleagues travel to meetings around the country. If the flexi start time changes, does this mean that we will not have to set off for these meetings before 08:00am. Will there be catering on site for those people who have to work until late in the day? I also work on a team of approximately 6 people, how will the change in working pattern affect us? I believe Peel Park is supposed to be a 24 hour site. Why then will people only be able to start work at 08:00?	5/13/2016 10:02 AM
76	I'm very disappointed that this employee deal has been negotiated with the Union and this is the best deal they could come up with - I think it's a disgraceful deal.	5/13/2016 9:52 AM
77	DWP HAS BEEN PAID BELOW AVERAGE FOR YEARS.IT IS A MASSIVE INSULT FOR MANAGEMENT TO EXPECT US TO BE FAR MORE FLEXIBLE FOR SUCH A MISERLEY PAY OFFER.	5/13/2016 9:49 AM
78	The link to non consolidated award and dates in June and July needs to be removed. the date should be linked to the performance year.	5/13/2016 9:38 AM
79	I agree that there should be a rate for the job, however, best part of working here is flexi arrangements that have been in place for decades. If Saturday/late working is required then existing employees should be paid at the overtime rate applicable if required to work. New employees new the conditions when they joined but existing employees should be compensated..	5/13/2016 9:33 AM
80	Too much of the Employee Deal still remains unclear, in particular flexi working arrangements and what constitutes a "team" when agreeing working patterns and coverage. All of which needs to be made clear before expecting employees to take part in a ballot.	5/13/2016 9:30 AM
81	I think if you opt out all your terms and conditions including part time/part year working should be protected until such time as my needs change and I decide its time to request a change. Have the Dept considered the financial implications of taking part year working away and the extra wage bill this will incur and on top of that the pay increase? Personally I feel I am being bullied and the stress this is causing is tremendous. I have already started to look for another job and after 30+ years of loyal service I think this is very unfair and I know lots of people feel the same way.	5/13/2016 9:28 AM
82	Employees who wish to opt out should receive a pay increase comparable with inflation.	5/13/2016 9:26 AM
83	I've noticed that once HEO's achieve the spot rate that my salary as an SEO will only be £850 p. a. more (taking into account my 1% increase). Not entirely fair and no motivation!	5/13/2016 9:25 AM
84	Why is the Union supporting this? We are being told that if this is put in as a collective agreement it will give certain protections but those either exist or, should the DWP impose a new contract, will be subject to protection under the law. What other protection has the Union decided is so good that they want us to accept this deal???? The officer who spoke at my site just seemed resigned to the changes, we were told that a strike would not have any positive affect due to low union members - has my union just given up? Why didn't the Union ask us to decide if the Employee Deal and Pay Negotiations should be linked. I would have supported industrial action, including a strike, to separate the two, even if that meant a lower pay rise.	5/13/2016 9:22 AM
85	I have been very disappointed with the union views on the deal. We have been encouraged to accept this offer and told that if we vote no there would be no more negotiations. Why then have a vote at all. The whole process is a farce. The union are happy to go with the deal, due it seems mainly to the changes to pay progression but many members will be losers. I for one feel let down by the union and will be subsidising my meagre pay rise with cancelled union fees!	5/13/2016 9:19 AM
86	Please see question 1 reply	5/13/2016 9:12 AM
87	very little in the way of what the change in conditions means to any dept other than OPs	5/13/2016 9:12 AM
88	I think we should be able to be given a paper copy of our new contract before we opt in or out.	5/13/2016 9:09 AM
89	Our contracts of employment and flexible working conditions (implied) are legal and binding. My current flexible working timetable means everything to me and I would like to see our Union help us fight to keep them, without the fear of dismissal.	5/13/2016 9:08 AM

90	I am astounded that the Group position on this "deal" is that we cannot fight or win a fight and so should just roll over. To say if you want to opt out you have to vote for is an absurdity. It is saying to people if you don't want this you must vote for it and opt out and thus force it on those who don't want it but cannot afford to opt out. I would rather swim through vomit than vote for this and the "Spin" from the group president in her presentation was enough to make me fear I was going to have to!	5/13/2016 9:07 AM
91	We need to protect carers and those who can not for personal reasons change their current working patterns with discriminating regarding pay. Also we need to change the rules on 'term-time' workers whose children are now in their 20's, 30's etc. When the youngest child reaches 16 this should be the cut off point for term time workers as many with young children can now not have term time hours.	5/13/2016 9:05 AM
92	I am disappointed the union voted to agree to a 'blackmail' deal.	5/13/2016 8:58 AM
93	I expected more from the union to defend our rights and rate of progression.	5/13/2016 8:58 AM
94	Regardless of the pay increase, terms and conditions iro flexi and hours of business are changing anyway so the 'option' to choose really isn't an option as there is no benefit to not opt in. This means that this is not actually a choice!	5/13/2016 8:54 AM
95	The pay deal seems to fly in the face of caring for staff. The panels for disputes if only having one union rep on them and more management are a waste of time as the union member will always get out voted.	5/13/2016 8:50 AM
96	I currently get EWA for 50% of my working week and the increase in pay will not balance the possible change in my flexi hours. I would rather have a smaller pay rise and stay with the conditions I have now.	5/13/2016 8:48 AM
97	DWP pay is atrocious, but it had a decent working hours policy, this new pay-deal drives a coach and horses through that.... A so we sink into the pit of doing "even more for even less" Complete muddled thinking on behalf of management...who seem "entranced" by the all-singing all dancing Universal Credit...	5/13/2016 8:46 AM
98	The longer you are here the worse deal you get. What ever happened to rewarding loyalty.	5/13/2016 8:46 AM
99	I thought that the meetings were well run at Warbreck	5/13/2016 8:43 AM
100	This is presented as a gift but it doesn't even come close to HMRC. It follows years of low/zero pay rises and zero pay progression-INADEQUATE!!	5/13/2016 8:38 AM
101	Does not take into account loyalty to DWP and all previous hard work and experience long term staff have given over their lives.	5/13/2016 8:29 AM
102	The Union speaker we had at Warbreck was very Condescending as if 'The Deal' was a done-deal and good for everyone, when it's not, some folk only get 6 percent whereas others as much as twenty odd percent – madness, and unfair in every aspect. I thought my union would see this too, clearly you're not thinking about the folk who've been here years....	5/13/2016 8:28 AM