

**Q2 If the answer to the above was No  
please indicate why**

Answered: 160 Skipped: 85

#	Responses	Date
1	there is no guarantee that the gov will not re-negotiate the deal again next year citing financial reasons for either reducing the progression or removing it entirely as has been done before, it does nothing to address the poor pay over the last 10 years where new starters are on the same pay as people who have been here 20 years and does nothing to protect employees rights, current work practices once stated we would only have to work till 6 once every 6 weeks, it is now every week plus a 5pm finish on another day. setting working patterns 6 months in advance is impossible unless the gov can now see into the future. no one knows what will happen in that time. its ridiculous to expect anyone to sign up to this so why the union allowed it is preposterous and another fine example of how completely useless PCS is. i pay my subs for fair and decent representation and this is what we get? in a meeting we were told that if we have to work saturday we are allowed the monday off. Monday is our busiest day on the phone and our SEO and above are opposed to this before it has even been brought in. well done PCS, thanks for proving once again how completely and spectacularly useless you are at fighting for workers rights. saturday working, open till 8pm for a max 3% pay rise? completely and utterly pathetic. and before anyone thinks they did a good job getting this, wake up take off the rose tinted glasses and see the work force for what it is, poorly paid, poorly treated and poorly represented by you. try harder!!!!!!!!!	5/20/2016 1:25 PM
2	We were supposed to be catching up with HMRC, but this offer falls far short of that	5/20/2016 1:10 PM
3	Bills in general, bus fares to work have all increased over the years more than our wages. In addition now if I work later than 17:30 -18:00 there would be no direct bus link to my home address and would mean a 15-20 minute walk .The bus routes that used to supply my area have been cut from that time of night and the earliest direct route is from 08:15.2 buses a day £1-1.50 each bus 5 days a week is no less than a pay rise after extra tax, insurance pension payments.	5/20/2016 1:07 PM
4	Staff already on max pay scale are not being suitably recompensed.	5/20/2016 12:09 PM
5	It isn't fair to expect people to work late during the week and also on a Saturday just to get a pay rise, we have waited 7 years for this and it comes as a form of blackmail "change or do without the rise" even if you don't opt in you are still bound by the changes so it isn't fair in the slightest. If people wanted to work weekends they would have applied for a job stating just that. It is forcing peoples hands. They bang on about the work life balance - this will impact massively on that.	5/20/2016 11:36 AM
6	I'm already on max there is no incentive and hasn't been for the last few years and doesn't look like there will be in the near future.	5/20/2016 11:18 AM
7	To change our conditions to give us what we should of had in the first place isn't a fair balance. If the 1% wasn't imposed in the first place we would have had the pay rises that would have brought us in line with what we are being offered without the change to conditions	5/20/2016 11:12 AM
8	What is happening with SEO pay? I have raised many questions but have seen no responses. I'm an SEO on the minimum pay scale. It will happen that HEOs will be on more pay than me. How is that fair?	5/20/2016 11:02 AM
9	Unlike JCP staff we are not allowed to input our preferences	5/20/2016 11:01 AM
10	if they want my flexi and other t&c make me an offer that isn't part of salary. its degradation of my conditions and the carrot is not big enough to compensate for the loss.	5/20/2016 10:53 AM
11	I am considering opting out as already on max for AO. I am concerned about having to fix one part of every day and think in practise this is very controlling. I consider having to fix my start or end times even if I opt out and only get 0.25 % not a good. I will probably opt out as not prepared to contemplate saturdays or 8pm finishes ( would only get an extra tenner a week in 4 yrs time for doing so) There is confusion about what opting out involves. I have always worked hard and been prepared to do any reasonable request to cover the section at various times. However I feel those on max are being unfairly penalised and expected to toe the line	5/20/2016 10:51 AM
12	Imposing the changes to conditions on SEO grade is unfair when they are not considered as part of the pay deal. Also when will PCS acknowledge all the questions sent through by SEOs on the disparity in pay that will quickly become apparent even in the first year of the pay deal that HEOs on TDA will be paid more than substantive SEOs. You have members above HEO grade whose needs and views are not being taken into account.	5/20/2016 10:46 AM
13	I am on maximum of scale and don't feel I have been fairly treated as other people who have not given as much service have had substantial increases. It should have taken into account length of service too.	5/20/2016 10:42 AM
14	I am on max and have worked for the department for many years - there is nothing of benefit for me at all	5/20/2016 10:31 AM
15	THE CHANGE OF CONDITIONS TO SERV ICE IMPACTS VASTLY ON WORK/HOMELIFE BALANCE AND CARING RESPONSIBILITIES	5/20/2016 10:30 AM

16	Having calculated the amount extra over the four years it is little to compensate for such life-altering changes	5/20/2016 10:22 AM
17	Slight change in flexi saturday working and later finishing times etc	5/20/2016 10:21 AM
18	It is just a money saving scheme by the Government.	5/20/2016 10:13 AM
19	I think it should be a pay increase without changes to conditions	5/20/2016 10:12 AM
20	There is no saturday premium for working the 1 in 4 Saturday (unsocial hours) like other public organisations such Blackpool Council	5/20/2016 10:03 AM
21	As already on max, there is no incentive for me to vote yes.	5/20/2016 9:47 AM
22	Using the tool to obtain a rough idea of my pay award I will receive approximately £270 increase. However, as I currently work part-time I don't have to pay for childcare. If the changes go ahead and I have to work late one night a week it will cost £530 per year for after school provision. This equates to a financial loss of £260 per year.	5/20/2016 9:46 AM
23	I am on the maximum in my pay grade so the increase, although more than received in the last 10 years, is still not a fair increase in my eyes.	5/20/2016 9:34 AM
24	it feels as if the employee deal has put us between a rock and a hard place. I don't want to work Saturdays and am part time for a reason so i don't want to change my NWDs regularly as it will affect my health and work/life balance and other commitments. I think it's not fair to say employees will have to work evenings/saturdays to get a decent pay rise and then abolish overtime on these times too.	5/20/2016 9:33 AM
25	The alternative to accepting the rise and change of conditions is a derisory %. Additionally, the rise is being funded in part by removal of pay bonuses.	5/20/2016 9:24 AM
26	I am already on the pay band maximum.	5/20/2016 9:23 AM
27	The pay rise isn't much over 1% for me, so obviously I'd rather not have to work til 8 and on Saturdays, and lose out on normal flexi arrangements for it. If it'd have been higher, I might not have minded.	5/20/2016 9:21 AM
28	EWHA constitutes 11% of my salary. In effect I am taking a pay cut. Although EWHA is promised for 4 years my department will 'no longer have a presence in Peel Park' from 2017. So I will lose it on transfer next year. In principle I agree that those who will have to work evenings and weekends should have more money for doing so, those of us (22%) who already are contracted to do these hours will be taking a pay cut.	5/20/2016 9:20 AM
29	with being on maximum it doesn't offer much incentive to move to new conditions	5/20/2016 9:20 AM
30	As I am on maximum pay I will potentially lose out on this deal over the 4 year period, I don't feel people get valued for loyal service and experience	5/20/2016 9:12 AM
31	Expect too much for amount of pay increase	5/20/2016 9:12 AM
32	THE GOVT JUST WANT TO CHANGE OUR CONDITIONS OF SERVICE AND FOR THOSE ALREADY ON MAX WE ARE GETTING LITTLE COMPANSATION FOR THE CHANGE	5/20/2016 9:12 AM
33	The resulting increased pay is ours anyway - why should those not at the top of their pay scales who have been unfairly duped out of pay progression, now have to change their TS&Cs to get back what is theirs? It is likely that those at the top of the pay scales won't sign up to this.	5/20/2016 9:10 AM
34	Too rigid	5/20/2016 9:08 AM
35	I'm an SEO and whilst the deal offers a number of colleagues at AA - to HEO incentives to accept change to certain aspects of their role, there's nothing for my grade - and yet we will be asked to manage the in/out teams. Will I be working til 8pm - officially no as it's not a requirement of my conditions - but if members of my team are in the office will I be expected to be there to support / manage????????	5/20/2016 9:08 AM
36	I'm on fixed hours as I'm a single parent of a child with a disability and my working hours fit around when he's at school.	5/20/2016 9:06 AM
37	It's a cheap sell of my weekends and family life, what happened to work life balance?	5/20/2016 9:02 AM
38	understand change will happen, but with this being country wide, will not fit in with everyone. when I started working, the job I do offered the hours I work, so this suited us both, I have adapted over 13 years now working a few more hours. the caring needs I do at home is the reason I do these hours. but seems sign up or opt out. my future hours are going to change - and for no extra real money to get the carers in to cover the time I will now need to work	5/20/2016 9:00 AM
39	why would I give up my Saturdays and work until 8pm 1 day a week for £350 per year?	5/20/2016 8:59 AM
40	I'm on max and it's a rubbish offer and will not force me to change my working patterns, I'm voting no	5/20/2016 8:55 AM
41	Because I am on bottom scale for HEO and have never had a pay rise since promotion 3 yrs ago, this highlights how poorly paid I am in my grade to my peers, but the fact I will not reach max at the end still makes me feel unfairly treated.	5/20/2016 8:53 AM

42	Changing our contract to 8am-8pm and Saturdays; in addition to the frequent changes in the pension scheme and the redundancy packages is not in any way fairly compensated by a 1.1% pay rise each year. And while I'm at it, why is that AOs, the grade that are under the most pressure, do the widest range of duties and have the broadest skill set, are getting the lowest pay rise in the deal. Insulting and degrading !!	5/20/2016 8:53 AM
43	We've had a paycut last few years, MP's get 10% & & hundreds of thousands in expenses. We've lost Flexi, going to get a massive change to our contracts changed, doing completely different work; should get a large bonus for all the changes	5/20/2016 8:39 AM
44	I believe we should have had a substantial pay rise before now to bring us in to line with other Government Departments such as the Tax Office. The effect on my life/work balance due to working until 8pm cannot be compensated.	5/20/2016 8:37 AM
45	If we accept these changes this will lead to even more changes until the original conditions we signed up for are non existant.	5/20/2016 8:36 AM
46	Still only get 1% national insurance has gone up. No diffent to any year.	5/20/2016 8:36 AM
47	i feel the pay rise does not equate correctly, we hold a skilled job, and the detrimental implications of not being suficiently trained are huge. we need a wage rise accordingly. also the restrictions on our flexi and to give up a saturday are unessasary, many people have caring responsibilities and require and non working non contracted day. this may not be possible, also saying no extra hours will be worked. does mean that they can make us work a 10 hr day on a certain day of their choosing. the whole thing is too wishy washy. too many loop holes and not in our favour	5/20/2016 8:35 AM
48	We deserved a pay rise anyway without any conditions attached to it.	5/20/2016 8:33 AM
49	Pay rise is funded from loss of bonus. Compensation for change in terms and conditions is purely a return of pay progression which we should have had for years.	5/20/2016 8:30 AM
50	For someone on almost their grade max, it equates to being paid £250 which over a year is peanuts. It basically means that a Saturdays work is £20. My Saturdays are work more than that!	5/20/2016 8:29 AM
51	There should never have been pay scales. Our contracts are not worth the paper they are written on.	5/20/2016 8:24 AM
52	wages should have been equalised accross board by now to stop all the "you get more than me for doing same job". seem to be penalised if on max, used to count if you were classed as someone with more experience over the years and for want of a word loyalty.	5/20/2016 8:23 AM
53	SEO and above face changes to working patterns, and will probably be expected to work some Saturdays, without a proper pay rise (with HEO's set to overtake SEO pay scales).	5/20/2016 8:21 AM
54	FLEXI TIME IS BEING ERODED WHICH IMPACTS ON FAMILY LIFE & WORK/LIFE BALANCE.	5/20/2016 8:19 AM
55	I am already on the maximum payscale so the increase is not worth the massive changes in my conditions of service. I have a daughter of school age and we have no one who will be able to help with school drop off and pick up. Also I want to spend the weekend with my family not at work!	5/20/2016 8:13 AM
56	It is ok if you are already on less than the max payscale, but (taking into account the lack of payrise over the last few years, and the increase in pension contributions), it does not amount to that much. I work part time (every day), and I do not like the extra hours that are being forced on to us (despite the promise of a bit of extra money).	5/20/2016 8:13 AM
57	I actually dont mind working Saturdays. Having young children and other commitments means I am unable to work after 4. i find this an unreasonable ask. Also they are taking away the one thing that attracts people to the civil service - flexi. If you limit this, we may as well get a job in a call centre or insurance company and they get better pay. Additionally. I think the Government is being very short sighted. I for one would like to ring the department when I get up in the morning ie- from 7AM. I can ring my GP at this time why cant I get through to DWP? I have to wait until Im home when I am busy with other jobs.	5/20/2016 8:11 AM
58	we have not had a proper pay rise for 4 years so this is money that we should have been having anyway and we shouldnt have to agree to such severe changes in our contract teams to get a fair pay rise that is well overdue. in it together...I think not!	5/20/2016 8:09 AM
59	What is the difference between the pay rise and if i chose to work 13 Saturdays a year and got paid the overtime for it?	5/20/2016 8:06 AM
60	I started in CS in 2010; I was base line AA for 5 years and have been base line AO for 1. The pay rise is the equivalent of me doing just 5 Saturdays overtime in a year. Flexi time as we have it is a lifeline for me as I have disabilities. I am annoyed that not only are PCS supporting the 'deal' (aka rip-off!) but are recommending it too! To me the union is not supporting management and not the workers, and has lost its way. I shall be voting against the deal in the ballot and then leaving PCS in disgust! Be prepared for a backlash because many of my colleagues feel the same way. PCS is losing the workers confidence.	5/20/2016 8:05 AM
61	The proposed increase in pay merely compensates for the many years of low annual increases and pay freezes. The trade-off of potential change to working hours could mean a significant impact on work-life balance for some members, particularly those with young families. However, on balance, I do not expect a better deal and am personally in a position to accept the deal and be more flexible in my hours of work.	5/20/2016 8:04 AM

62	Pay increase not significant enough to cover the extra hours/days being asked. Caring responsibilities cannot be predicted so far in advance	5/20/2016 8:02 AM
63	Saturday working should not be at plain time. It will cause a lot of disruption to family life ect for very little reward. Only a minority of staff choose to work at weekends for double time let alone plain time.	5/20/2016 8:02 AM
64	Yes in broader terms. The finer details need to be resolved.	5/20/2016 8:01 AM
65	People on pay band maximum are receiving the lowest pay rise. These people have been in the department the longest and have therefore 'paid their dues' in terms of service. A consolidated 'bonus' may have been a more palatable 'sweetener' as well as the meagre pay rise for these people.	5/20/2016 8:01 AM
66	I am already on my max, and would not get much increase as those who are below the max	5/20/2016 7:56 AM
67	3% is just what a reasonable payrise should be.	5/20/2016 7:56 AM
68	There is a large percentage of the workforce that will receive very little in terms of a pay rise..... it is not enough to compensate for the lack of worklife balance.... HANDS OFF OUR WEEKENDS!	5/20/2016 7:55 AM
69	Im on max. so no real pay rise and also loss of the bonus with for myself is a loss of about500.I also like t start at 7.00 becuse im partime and do a 8.30 day. if i start at 8.00 i wil have to work until 4.30 just to get my day in	5/20/2016 7:54 AM
70	IT'S NOT WORTH THE DISRUPTION FOR THE AMOUNT OF RISE.	5/20/2016 7:54 AM
71	No because I was proted several years ago and then pay freeze came in. If I dont sign people who have recently been proted will be on a higher wage-DISCRIMINATION	5/20/2016 7:53 AM
72	The pay increase is only equal to reasonable annual pay rise - pre-austerity we got increases like this every year. By comparison, the changes to conditions are far greater. The whole concept of the working week is intended to be overturned and the further ramifications of this could be huge for everyone who works.	5/20/2016 7:51 AM
73	The main stumbling block for me is losing the ability to start at 7:00 or even earlier.	5/20/2016 7:51 AM
74	I'm a part-time worker on Max, i'll get roughly £18 a month ( £400 prorata and deductions ), for that I have to give up one Saturday a month and one evening a week with my family. I know i'll get a day off in the week but I don't need or want that.	5/20/2016 7:50 AM
75	If progression had not been removed we should already be on a fair salary	5/20/2016 7:49 AM
76	Penalising members who have given long standing service, with no issues,	5/20/2016 7:48 AM
77	over the 4 years it is not a fair pay deal and I dont beleive what management say as everything in the end comes down to buisness needs so the rules regarding one late shift per week and one saturday every 4 weeks will go out the window	5/20/2016 7:46 AM
78	We shoud have had these pay rises over the last 7 years anyway without any effect on T&Cs.	5/20/2016 7:37 AM
79	Getting an extra £10 per month is an insult when they want us to work up to 8pm and Saturdays	5/19/2016 10:02 AM
80	I calculate I'd have to work unsocial hours for approx £20 per month before tax and pro -rata'd.	5/19/2016 9:15 AM
81	As I have a fixed hours part time contract and I am also nearing the top of the pay scale I do not feel the changes to my contractual hours warrant the change to the new employee deal. My work life balance will be thrown into disarray and I do not feel I will be able to spend quality time with my husband who us already retired. Older members of staff have not been given due consideration when this deal has been agreed!	5/18/2016 6:14 PM
82	changes to working hours/days/times seem unreasonable	5/18/2016 2:48 PM
83	My time, flexibility and freedom of choice as to when I come to work and the hours I work are more important to me than the dangling of the carrot....If the department has the extra money to increase our pay then just increase our pay....Robbing Peter to pay Paul....It's absolutely outrageous.	5/18/2016 9:11 AM
84	I'm very concerned about loosing my Mobility with the impending office closures if DWP goes the same way as the Inland revenue i.e. hubs rather than more local offices.	5/17/2016 1:13 PM
85	The deal does not account for members of staff that are restricted by childcare. I have continued to work for the DWP because of the flexibility and accommodation of family life. No amounth of pay rise would compensate for me having to arrange childcare for after school, evening meal and putting my children to bed....not that the increase for me would cover it.	5/17/2016 9:49 AM
86	i am on max, there is no benefits to me at all in this deal, i am being 'done to'.	5/16/2016 3:21 PM
87	no con	5/16/2016 1:40 PM
88	I am on max and the deal would only give me a pay rise of £7 per month. I will opt out to retain my current conditions as they are of more value to me than £7 per month.	5/16/2016 12:31 PM

89	The changes will affect everyone's family life and some people will have to make huge changes to arrangements in place now to try to fit around new office hours etc. this could be changes to childcare arrangements, changes to care arrangements etc, means there will not be as much family friendly policy. some colleagues will also lose the ability to make flexi up which is sometimes used in emergency situations.	5/16/2016 12:26 PM
90	Not going to be much more than the last few years but it means I would have to work unsociable hours that I cannot do, therefore, if I turn it down, I get very little increase. I am on partial retirement with a decrease of one fifth hours (now work only 4 days) with the hours agreed. Still 4 years to work	5/16/2016 11:26 AM
91	Cannot trust the employer and the money involved does not compensate for the late nights and Saturday working.	5/16/2016 10:57 AM
92	If you are on your max there is very little benefit and no incentive to change. All public workers seem to get a 1% pay rise so you would only benefit by 0.25% to have to come in on a Saturday once a month and work a late night.	5/16/2016 9:50 AM
93	I'm on maximum so the 1% increase does not seem fair in terms of the loss of flexibility and the amount of forward planning and working Saturday. It will affect my work life balance immensely	5/16/2016 9:16 AM
94	I feel as though I am being bullied / blackmailed into accepting the deal in order to get a pay rise. Working a Saturday or until 8pm was never on my horizon	5/16/2016 8:51 AM
95	It is not good enough.	5/16/2016 8:15 AM
96	Certain issues still unclear	5/16/2016 8:10 AM
97	Minimal pay rise for a huge change in conditions and pay rise is mainly paid from non consolidated bonuses	5/16/2016 7:50 AM
98	I don't think pay increases should affect our conditions of service. They should be separate.	5/14/2016 12:25 PM
99	It outweighs the good. I'm on my max so it's rubbish for me	5/14/2016 12:06 PM
100	The rights being relinquished are not adequately compensated for in the increases. Moreover, there are insufficient safeguards within the provisions of the employee deal. I shall be voting against the acceptance of the employee deal, and intend to 'opt out' should it be approved.	5/14/2016 9:43 AM
101	We should be paid that amount already without the changes and offered extra for unsociable hours.	5/13/2016 9:27 PM
102	AO's are poorly treated and end up worse off of all grades might as well get demoted to AA and end up only 700 pounds below and AO	5/13/2016 3:17 PM
103	I am on max so works out at approx £20 a week extra to work late and on Saturdays. I don't live near work so won't get home till about 8:15pm if we close at 7:30pm, 8:45pm if we close at 8pm. My partner doesn't have a day off during the week and it will affect our work life balance. Not getting a lot back for what they are asking from me.	5/13/2016 2:26 PM
104	As a person on max the pay rise over 4 years is very small particularly when you look at the changes I have to make to achieve it. I will also have to pay out quite a bit of money to cover my domestic responsibilities to work the new hours and the pay rise less than £30 per month it may not fully cover these expenses. This taken with the poor pay rises of the last several years means that I will still be taking a pay cut overall.	5/13/2016 1:51 PM
105	I have worked out how much extra this deal means to me - as I am part time part year this does not equate to much of a monetary increase. The new proposed hours of having to stay late and working 1 sat in 4 will cause me more problems and the increase in money does not compensate for this.	5/13/2016 1:35 PM
106	Pay progression was initially agreed in all of our contracts and there has been little progression over many years. The Union should NOT have agreed to this shortfall in pay progression as a bargaining tool for the employer to lynch us over working conditions.	5/13/2016 1:18 PM
107	I am already on max.	5/13/2016 12:32 PM
108	There will only be a pay rise of £310 pa according to the calculator	5/13/2016 12:21 PM
109	Whilst the department are keen to market this as them doing us a favour by increasing pay, have they not had their hands forced by the introduction of the national living wage (which just so happens to come into full effect in the final year of this deal)? As some members of staff in the AA grade will receive over a 20% increase over this period this would indicate that they are massively underpaid and therefore deserve the increase without being expected to give more and not "expect something for nothing" (I've paraphrased, but essentially this is what the department are saying). As the current pay structure has clear pay scales for each grade, should this increase, clearly deserved by the AAs, not simply have the effect of increasing all the bands above in proportion with this. Surely this would be needed to maintain the pay structure and not undermine it by having some AAs on more money than AOs without this? This whole thing smacks to me of spinning something that has been previously denied (a fair pay increase) and the national living wage forcing the department to increase wages, into a story whereby the department/government are making a very gracious offer that we should be grateful for. I understand the need to provide a modern service and extending the working day, but I don't agree that the pay increase is justification for this. The pay increase is deserved without conditions of service being changed. The change in conditions of service should be a separate issue.	5/13/2016 12:12 PM
110	Don't agree with the small increase if you opt out.	5/13/2016 11:42 AM

111	After being underpaid for years this is just blackmail to cut terms & conditions and force staff in to a position where work life balance is unattainable and flexi opportunities are minimised. The government ideal would seem to be built on the concept of Victorian workhouses.	5/13/2016 11:29 AM
112	The pay rise on a monthly basis for me is minimal even though I am currently just above band minimum. By the time my NI, tax and pension contributions increase and pro rata'd for part time the loss to my time does not in any way compensate for rearranging my whole life. It is not always possible due to my partners working pattern and the commitments I have to work the pattern proposed and if accepted this new pattern can be imposed upon me, leaving me in a difficult situation. An across the board contract does not work.	5/13/2016 10:37 AM
113	not enough pay rise for people on their max to compensate the change in conditions. It is unfair to people with caring responsibilities, they may be ok not working 8am/8pm with one manager/team but if that changes life could be made difficult. It should be able to be written into their contract for x number of years (no 8am/8pm) just like for part year	5/13/2016 10:35 AM
114	I am on max. sacrifice my flexi. No 7 o'clock start.	5/13/2016 10:31 AM
115	0.6% more than usual does not make up for the impact on my personal life of having to work late and work Saturdays as I have a routine and other family members are dependent on me maintaining that routine.	5/13/2016 10:29 AM
116	when extrapolated, the rise given is not really fair for the 'sale' of Saturdays and different working patterns which were part of a binding contract	5/13/2016 10:15 AM
117	I think the people on max have not got a fair deal	5/13/2016 10:09 AM
118	pay rise is inadequate compared to private sector equivalent. Weekend working and new operating hours will be unmanageable and inconsistent. We are getting draconian private sector conditions without the pay	5/13/2016 10:06 AM
119	Caring responsibilities dictates that to change my day off would cause huge issues as would Saturday working. No amount of money would compensate for this. Also many of us have been unfairly paid for years so if we are close to retiring-what's a few more years to be treated badly? We are used to it after all!	5/13/2016 10:03 AM
120	As usual the pay rise is more beneficial to those on lower pay and full time. Part time and longer serving staff have more to lose in contract changes. New staff know what they are signing up for as all do when they join the job but other staff's conditions are being sacrificed to improve new conditions.	5/13/2016 9:54 AM
121	My pay rise equates to around £1 a day to compensate for inflation/no pay rise for several years and to now work a Saturday/late night. Laughable	5/13/2016 9:52 AM
122	my pay rise is 1.3 percent which is a pittance to ask me to work Saturdays and till 8pm at night.	5/13/2016 9:50 AM
123	bot for people already on the maximum but I agree that it is fair for those lower down the pay scale	5/13/2016 9:46 AM
124	PAY OFFER TOO LOW & EXTRA WORKING SHIFTS DO NOT Warrant SUCH A PATHETIC & MISERLY PAY AWARD WHICH DOES NOT COMPENSATE FOR PREVIOUS POOR PAY AWARDS.	5/13/2016 9:46 AM
125	AO on max. 1.3%	5/13/2016 9:45 AM
126	After all the years of pay restraint we had and the unfairness of not being able to reach our max this pay rise should not be linked to any changes in conditions of service. Shame on the union for agreeing to this. The union is giving away hard fought terms and conditions on the cheap.	5/13/2016 9:36 AM
127	i do not trust that management will not move the goalposts if staff sign the agreement	5/13/2016 9:35 AM
128	We have been due a pay rise for several years now; whilst it is a good increase, it is no more than we deserve. Despite being an HEO for over 7 years, I will still be well short of max by 2019 so I don't understand how it can be called a single spot. I will be on different terms and conditions to my managers which could be an issue should they need staff to work less popular hours etc	5/13/2016 9:29 AM
129	I think some of us that have worked here for a number of years feel as though this is a sell out.	5/13/2016 9:28 AM
130	On the face of it the increase in pay appears generous, until you consider that this has been preceded by 7-8 years of pay restraint with rises below inflation between 0 and 1%. Also, the pay increases will be part funded by the removal of non-consolidated bonus payments. All considered, major changes to mobility, working patterns and flexi are not compensated. The alternative for those opting out is an insult.	5/13/2016 9:26 AM
131	They are reducing my choice of flexi available. Not worth the price to give up my Saturday.	5/13/2016 9:26 AM
132	the changes to me would mean a whole lifestyle change for my family and myself, I joined the civil service as it was a Mon-Fri job and hours to suit my needs, had I wanted to work unsociable hours I would have taken a job in a bar or a shop!!	5/13/2016 9:23 AM
133	It is very unfair for staff on maximum. Is there any way the reduction in performance pay can be tapered more favourably for staff on max.	5/13/2016 9:20 AM

134	The DWP needs to be able to look at part time contracts, especially the part time term time contracts where children are grown but now any application for part time working will leave us with a very uncertain future as our contractual days off can be changed albeit after consultation. I do not work in a Job Centre or customer facing so there is work to do at 7am. I am willing to work late and to work on Saturdays but why can't I continue to start at 7am on other days? I was part of a forced move which increased my journey time from 20 minutes a day to 75 minutes. When I have to come in at 8 and need to stay until 4 to get a full day in my journey time will increase as there are more cars on the road. Will people who currently work from 7 to 3 and leave to pick up children from school be expected to pay for child care? If a part timer has Monday off to look after grandchildren while parents are at college or hospital etc... will that family now have extra child care costs? I know there is provision to refer such cases to a board but I simply do not trust local managers to balance our interests with the business. This is not in keeping with a family friendly employer. In any case this is causing a lot of concern/stress already. I don't agree with the 8am start, this puts added pressure on the public transport network with increased cars on the road and passengers on train/buses/trams just before 8am and just after 4pm. This Department is supposed to environment friendly policies. There are a lot of changes, even though they are to be phased in I think it is too much to agree to all at once. I don't like how the opt out staff are being treated - is almost like a punishment for refusing to accept the DWP's offer while still having certain T&Cs imposed anyway Finally - not everyone is getting as big a pay rise as I am and I don't think it is fair that they have to accept these T&C for such a small rise.	5/13/2016 9:18 AM
135	Because if they are increasing our pay in line with other government departments, and also changing our conditions of service to be in line with other government departments, the change in pay should be immediate and not gradual, as the change in conditions of service is immediate.	5/13/2016 9:16 AM
136	The union has sold out on Saturday working. Some staff have Saturday jobs they will no longer be able to do. Overtime will now be done at a lower rate as staff will be expected to work Saturday's and do any overtime during the week. As an early starter I will now have to start later and work later. When they want me to travel I won't be starting at 7 as usual and therefore meeting will be later starting (they can't have it both ways). Do you really think this right wing money grabbing government would offer us more money if they weren't going to save in the long term?	5/13/2016 9:11 AM
137	Being on max means I won't get much in the way of an increase but yet I'm still expected to change my conditions of service	5/13/2016 9:11 AM
138	I am on Max - need I say more?	5/13/2016 9:08 AM
139	Because i am on max and it is not worth giving up my current working conditions for the pitence I will get	5/13/2016 9:07 AM
140	no	5/13/2016 9:03 AM
141	The money that is being "offered" is only the money they have denied us in past years...and the changes in conditions are of a major detriment to all members but are disproportionately so to members who are disabled or have caring responsibilities. The legal protection in terms of "contracts" mean nothing to an employer who will change the law to suit their own ends!	5/13/2016 9:03 AM
142	Its an embarrassing offer especially for staff that have been with civil service for a good many years.	5/13/2016 9:03 AM
143	My current flexible working arrangements are worth more to me than the £249 a year, before tax, offered by the Employee Deal.	5/13/2016 9:00 AM
144	the only reason we have a reasonable offer on pay is some staff will be in danger of dropping below minimum wage in the next 5 years	5/13/2016 9:00 AM
145	because I am on max and it is totally unfair...I spent 15 plus years getting to max..although I agree there should not be such a big difference in pay from min to max, I was paid less than colleagues for that time like many other loyal hardworking staff. It seems we have, as always, been disadvantaged to accommodate the pay progression etc.	5/13/2016 8:58 AM
146	insufficient financial renumeration for changes to terms/hours	5/13/2016 8:56 AM
147	As I was already close to the top of my grade, the £1500 a year increase..taking 4 years...was nowhere near enough given the impositions of late nights and Saturday working.	5/13/2016 8:55 AM
148	Its Bribery, the pay deal should be the pay deal. Changes to terms and conditions should not be linked	5/13/2016 8:50 AM
149	very poor, not even a pay rise when you consider they are taking away bonus and just redistributing it to 'pay rise' to give a false figure	5/13/2016 8:47 AM
150	I have worked every Saturday since 1998 and as I only work 2 days a week, (16 hours) I am concerned that I will be expected to work an evening as well.	5/13/2016 8:46 AM
151	It took me 13 years to reach max and now I am having my conditions changed whilst being offered only a 1.6% rise.	5/13/2016 8:46 AM

152	The actual rises are only what we have missed out on over the last 5 years so they are giving us nothing we shouldn't have had anyway. There is no reason to change the conditions as it has been found by your own research that customers do not use our services during these extended hours and of course everything is going online which requires different support. Management are more likely to use the mobility clause to offer us work so far away as to cause us to leave and therefore save money. I don't trust them I can't believe they have any intention of paying us this money.	5/13/2016 8:46 AM
153	£45 extra a month for 1 Saturday in 4, and 1 late a week. There has been no pay progression for years and we are still poorly paid compared to the private sector.	5/13/2016 8:45 AM
154	being on max 0.3% extra is an insult for people who have remained loyal to the department for decades.	5/13/2016 8:44 AM
155	1.5% pay-rise for giving up week-ends doesn't feel like a good deal to me. I could work at Bargain Booze for more money if I had wanted to work week-ends....	5/13/2016 8:42 AM
156	Entitled to a fair pay rise without having to change contract to work Saturdays	5/13/2016 8:35 AM
157	Small pay rise (am on max) and virtually no incentive to opt out given the very poor alternative deal offered	5/13/2016 8:34 AM
158	For me, personally, it does not go far enough to bring us in line with HMRC who we are closely linked to since UC. Too much to give up for an extra 0.6% in my case.	5/13/2016 8:32 AM
159	Does not take into account people who rely on public transport to get to work and how far away they live.	5/13/2016 8:27 AM
160	Whilst the new 'Deal' addresses Pay Progression it really lets down anyone who's been here any length of time, perhaps reaching max in four-years whilst good for the new starters, but what about longevity!!?	5/13/2016 8:25 AM