

## PCS Fylde Members Survey 7

Did you have an end of year appraisal meeting?

Answer Options	Response Percent	Response Count
Yes	80.0%	84
No	20.0%	21

If no how did your manager inform you of your marking?

Answer Options	Response Percent	Response Count
In person	61.1%	33
By email	11.1%	6
In writing	11.1%	6
Had to rely on checking RM	16.7%	9
Other (please specify)		13

When you were informed of the box marking did your marking come as a surprise/ shock to you?

Answer Options	Response Percent	Response Count
Yes	27.5%	28
No, it was what i was expecting	72.5%	74

Did you receive the marking that you believe that your performance warranted?

Answer Options	Response Percent	Response Count
Yes	54.8%	57
No	45.2%	47

If you got a “Must Improve” had you been informed during the year that you were heading for a “Must Improve” and informed how you could improve your performance in order to attain an achieved?

Answer Options	Response Percent	Response Count
Yes	35.7%	10
No	64.3%	18

If you got a “Must Improve” was there a Performance Action and Learning (previously known as a PIP) plan in place?

Answer Options	Response Percent	Response Count
Yes	19.2%	5
No	80.8%	21

If you got a “Must Improve” was there any evidence presented to you during the year end meeting of you not meeting your objectives and/ or not demonstrating satisfactory behaviours?

Answer Options	Response Percent	Response Count
Yes	20.0%	5

No

80.0%

20