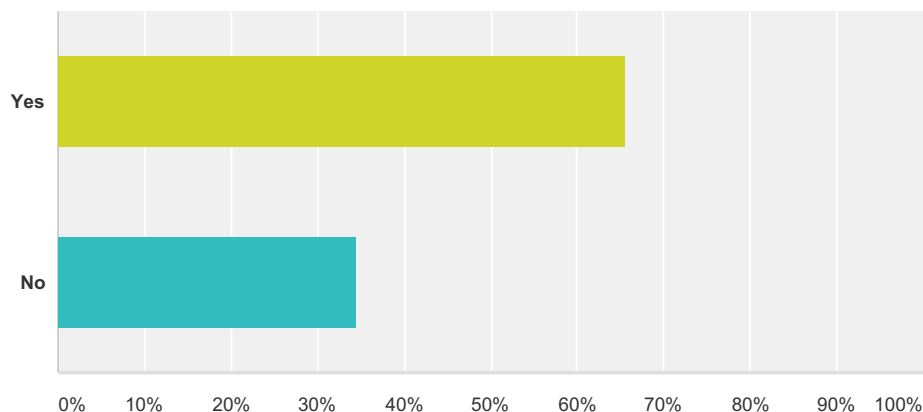


Q1 Do you feel that you were coerced into putting down start or finishing times that weren't your preferences in order that the Team Planning Tool tentpoles were met?

Answered: 275 Skipped: 2



Answer Choices	Responses
Yes	65.45% 180
No	34.55% 95
Total	275

#	Please add any comments	Date
1	i have 3 late fridays out of 5 weeks	3/31/2017 1:52 PM
2	Not enough people for an early start.	3/31/2017 8:41 AM
3	But I was told I could not fix in an 8am start on a 18:30 finish. I have to fix in a 10:30 start.	3/30/2017 7:59 AM
4	I was told what my tent poles were i did not have a choice.	3/28/2017 6:08 PM
5	I am not in operational area, doesnt add any value, no KPI to support TPT for corporate centre	3/28/2017 5:03 PM
6	so so	3/28/2017 3:56 PM
7	the HEO came to my desk to ask for my late night yet others on the team are not doing any late nights and I have children to collect and made other arrangements	3/28/2017 2:31 PM
8	forced to put a minimum of one late per week and one of every four weeks must be a Friday	3/28/2017 1:22 PM
9	was told by team leader what to put but told then my preference and did different	3/28/2017 1:12 PM
10	was led to believe 1 in 4wk but its every week	3/28/2017 1:10 PM
11	WE WERE TOLD OF BUSINESS NEEDS AND WE WORKED IT OUT BETWEEN US ALL.	3/28/2017 12:36 PM
12	I was told I had to input certain times for certain days and this was non negotiable	3/28/2017 12:31 PM
13	Was made to feel like we needed to put a late tent peg for at least one friday	3/28/2017 12:26 PM
14	I was summonsd to my T/L desk and told to choose a 6:30 finish every week. Even though i only work 22hours over 4 days.	3/28/2017 12:26 PM
15	Despite "opting out", still expected to do 2 17.00 hour finishes per week	3/28/2017 12:22 PM
16	as well as 6.30pm, we were told we had to put a couple of 5pm finishes as well	3/28/2017 12:22 PM
17	kept being pushed into changing them several times	3/28/2017 12:17 PM
18	we were told "everyone has to put down a late"	3/28/2017 12:15 PM
19	Forced to populate 3 x 18.30 finishes and 5 x 17.30 finishes	3/28/2017 12:12 PM

20	at the time this came out there was not enough information which later came after the event in what i know now	3/27/2017 9:44 AM
21	I felt bullied, stressed and harrassed but I have already informed the Union of this	3/27/2017 8:54 AM
22	I was a new member of staff and told to enter all fixed finish times. It was not explained that I could enter either fixed start or finish times or that I could vary them.	3/24/2017 4:19 PM
23	Because we were all forced to put one 6:30 finish every week across the wider team we have 30 people or more in every day until 6:30 when the tentpole figure was a third of this	3/23/2017 2:29 PM
24	IT KEPT BEING SENT BACK TO THE TEAM TO MEET THE TENTPOLES AS SOME WERENT MET.	3/23/2017 2:11 PM
25	i opted out and was pushed to put a 5pm finish when this does not work with my family commitments	3/23/2017 2:04 PM
26	Not coerced but asked that everyone do a late every week.	3/22/2017 11:03 AM
27	MOST DEFINATELY	3/21/2017 1:33 PM
28	put in loads of 8ams...t/l told me i shouldn't as I had to think as a team and let other people have 8am starts too...so i put in mixed earlyish starts...then as the tent poles weren't covered I was then able to slide all my earlies back on to 8ams to cover the tent poles...which suited me fine	3/21/2017 12:40 PM
29	Told of HEO's what needed to be put	3/21/2017 12:16 PM
30	Team told that we were expected to add one Friday 6.30pm finish time within 5 week period and failure to do so may result in not meeting expected standards of behaviour.	3/20/2017 9:57 AM
31	I wanted to start earlier than 8.00am as I have work to do, but because I'm on a Project I was told that I must conform to the operational areas. I have since noticed that other members from different project areas are coming into work and allowed to start at 7.30, also ops areas can start at 7.30 am too.... therefore even though we have work to not sure why we are being treated differently?	3/20/2017 9:42 AM
32	only work Saturdays	3/18/2017 10:06 AM
33	The only options presented to me were an 8am or 5pm start, my preferred 9am start wasn't even 'on the table'.	3/17/2017 9:59 AM
34	lots of emphasis on lates needed rather than earlys	3/16/2017 5:23 PM
35	would never choose/prefer to work until 6.30pm	3/16/2017 1:53 PM
36	Was told i had to do 1 late a week as I work 5 days. However, am part time working only 6 hours a day.	3/16/2017 1:12 PM
37	only due to me asking for ALL lates !!	3/16/2017 12:03 PM
38	Message given was that you HAD to commit to one early start and one late finish each week	3/16/2017 10:11 AM
39	we dont have to do Fridays according to the union but they made us	3/16/2017 9:35 AM
40	Although I am part of the NEW EMPLOYEE DEAL -I care for my 86yr old father who is quite fraile and I hve been told I need to have 1 late finish to 6:30 but this is making my father anxious as he gets confused easily and his medication is not being taken on time. This in turn is causing me stress	3/15/2017 6:13 PM
41	led to believe must put lates in. at least 2 other people in our team have never done a late finish	3/15/2017 5:53 PM
42	We were told that we had to do at least 1 late Friday a month when this was not the case.	3/15/2017 4:14 PM
43	but feel i may, whent he next 6 months are required to be input on system	3/15/2017 1:55 PM
44	This seemed a pointless exercise just to fill in a tool that wasnt actually going to be used in individual offices. in reality teams have sorted cover regardless of what the inflexible tool said.	3/15/2017 12:56 PM
45	slightly to help teamleader manage the tentpoles	3/15/2017 8:50 AM
46	I'm part time 4 day week and do either a 17:00 or 18:30 finish every week	3/15/2017 8:40 AM
47	completely mislead into putting unrealistic times	3/14/2017 4:34 PM
48	We weren't coerced - we were told we HAD to, and that one in five Fridays had to be a late finish	3/14/2017 3:33 PM
49	Even though I had opted out	3/14/2017 2:47 PM
50	Because I have opted out of the ED I was told that they could make me work till 5.00 every night.	3/14/2017 2:42 PM
51	i was stood over until i put a mixture of starts and finish times	3/14/2017 2:37 PM
52	a little bit, we were expected to a 18.30 finish eack week	3/14/2017 2:05 PM
53	We were told we had to work one Friday in five to half past 6.	3/14/2017 2:04 PM
54	I WAS TOLD I HAD TO DO 3 OUT OF 5 LATES ON A FRIDAY	3/14/2017 1:59 PM
55	YES, I HAVE OPTED OUT BUT WAS "ASKED" TO DO 2 LATE FRIDAYS	3/14/2017 1:17 PM
56	My team's start and end times were natually spilt so to cover the required times	3/14/2017 1:15 PM

57	we were told it was a 5 week trial only!!! Then our tentpoles were locked in!!!	3/14/2017 1:06 PM
58	ASKED IF I COULD DO A LATE ON A FRIDAY	3/14/2017 12:55 PM
59	Consistently told by line manager we had to fix one 6:30 finish each week.	3/14/2017 12:52 PM
60	My personal preference was 1830 finishes anyway	3/14/2017 12:47 PM
61	the deputy line manager didn't know how I should put it down	3/14/2017 12:29 PM
62	We were told to put down a start and end time and there was on flexibility for if wanted to start later or leave earlier, it took a member of staff to have a meeting with a grade 7 to get this issue clarified. Telephony support still call down to ask why someone isn't in when the start time isn't their fixed point.	3/14/2017 12:04 PM
63	the tentpoles were poorly explained and i was forced to put down times i didnt want to work	3/14/2017 11:48 AM
64	I opted out, but was asked if I was willing to do a 6:30pm on a thurs or fri, I said no	3/14/2017 11:47 AM
65	told to put 1 6.30 per week including 1 Friday...told to put 1 early per week.	3/14/2017 11:42 AM
66	Not consistent across teams very gradest. HEO and above not having to be put on late rota	3/14/2017 11:32 AM
67	We were told we had to work 1 in every 5 days	3/14/2017 11:32 AM
68	had to put a late even though tent poles were exceeded and this was not my preference due to child care - was told they could put me down for 5pms each day if they wanted to if i wasn't being coperative	3/14/2017 11:30 AM
69	we were told that everyone had to do a 6.30 finish, then other people got away without doing a single late by waiting until all the late sloits were filled.	3/14/2017 11:25 AM
70	Were told have to do a 6.30pm every week despite other areas only having to do 1 every 5 weeks	3/14/2017 11:17 AM
71	Childcare and other work ignored by manager	3/14/2017 11:11 AM
72	I stuck to what I could do although made to feel uncomfortable	3/14/2017 11:09 AM
73	Told to put a selection down and that we would only have to do one 6.30 and month. No one else put one down on the same day so I am now stuck with every other week.	3/14/2017 11:08 AM
74	In my particular area people were coerced into putting down more than they wanted to. People who had opted out were pressured to put one 5 o'clock finish. Then they were told that this was not enough and pressured to put 2. People who had opted in were coerced into not only putting a 6.30 finish each week, but also 1 or 2 5 o'clock finishes, despite their prefernce being for an early start.	3/14/2017 10:53 AM
75	I was told i had to do a 6.30 finish every week and 1 in 5 had to be a Thursday or Friday	3/14/2017 10:46 AM
76	We were not informed, prior to the deadline for signing up to the employee deal, that we were relocating. 7 miles does not seem a long way but in the area we are in it will add over an hour to get to the new site. This will have an enormous impact on my working day.	3/14/2017 10:42 AM
77	we were told that we must include one late each week	3/14/2017 10:41 AM
78	I was told that if I didn't do 1 18:30 finish a week including 1 Friday in each 5 week period that it would be reflected in my 121 under behaviours.	3/14/2017 10:36 AM
79	Dispute the fact that all "tent poles" were covered I was told by a member of management that I should but three lates down as this was fair, and if not I may have to do double next time.	3/14/2017 10:35 AM
80	Said everyone had to do at least one Friday late. I work until 6.30 mon & Tues and 5 on Wednesdays and feel this was unfair	3/14/2017 10:34 AM
81	Whether you had were in or out of the ED we were bullied (including one disabled lady who told me she was so tired of being bullied) and told by our HEO that he could make us work late. Endless e mails and meetings with 2 HEO'S and their deputies sat facing us in intimidating circumstances. I have never come across such behaviour by management in my 30+ years. I certainly will not be putting any lates down next time.	3/14/2017 10:33 AM
82	"we need more fridays,everyone shouldput one Friday per 5 week rota"	3/14/2017 10:32 AM
83	Requested to put down late starts 6.30 including a Friday when other members of staff not asked to do the same. And nor did then only found out when planning tool was agreed.	3/14/2017 10:31 AM
84	Had no discussions re Team Planning Tool requirements	3/14/2017 10:30 AM
85	As a team we were threatened with behaviours for our end of year. It was suggested that not doing one late including one Friday in 5 would be a 'Needs improvement' marking.	3/14/2017 10:29 AM
86	Late night finishes for Thursdays and Fridays	3/14/2017 10:28 AM
87	no as I opted out but I am aware of pressure put on other people within the command who felt pressurised into fixing late starts	3/14/2017 10:25 AM
88	We were told we had to put either 8:00 or 6:30 we had no other choice	3/14/2017 10:22 AM

89	i stated my contribution from the beginning and was happy to put one late a week as i had signed up for the pay rises so felt i should contribute to the new working patterns	3/14/2017 10:22 AM
90	N/A in my area	3/14/2017 10:21 AM
91	we were advised if we didn't choose, times would be allotted to us.	3/14/2017 10:21 AM
92	I am not in deal and didnt really want to put lat in every week but was told if I didnt and they needed cover say on a day I couldnt do I could be made to do so felt I had to put late every week to avoid this	3/14/2017 10:20 AM
93	We were told certain things by managers which not only have the union now said were incorrect, management still haven't actually admitted they misled us on.	3/14/2017 10:19 AM
94	there is a lot of conflicting statements from line managers	3/14/2017 10:19 AM
95	NA in my area	3/14/2017 10:19 AM
96	We have been allocated arbitrary late finish times with no consultation and advised to sort it out ourseklves if there is an issue	3/14/2017 10:16 AM
97	Although coerced I stated my preference.	3/14/2017 10:15 AM
98	Told had to work one 18:30 finish	3/14/2017 10:14 AM
99	manager stood over me and made me input a friday evening finish at 6.30pm	3/14/2017 10:11 AM
100	Told that expectation would be to have one 6.30pm finish each week and one of those 6.30pm finishes should be a Friday.	3/14/2017 10:09 AM
101	it was never a preference it was an excercise. my manager at the time made it clear my childcare responsibilities do not matter and indicated I often lie aboyt my responsibilities. I was very angry and upset which led me to nearly requesting a team change but the manager by that time had moved on	3/14/2017 10:07 AM