

Q7 Please state any comments you have on the 2016/2017 Appraisal process

Answered: 31 Skipped: 20

#	Responses	Date
1	far too formal, 1hr a month meeting but having to complete 1-2-1 template with evidence and then write up the meeting, surely a chat would be better use of time	5/26/2017 1:22 PM
2	I was not given my box marking at my end of year appraisal - it was 2 weeks later and my evidence for my EOY was not even looked at	5/26/2017 9:18 AM
3	i have had top box markings fro the last 6 years. nothing has changed .I still work hard and on my apparaisal it said as such. counting signing officer even said an excellent year but still got a 2	5/26/2017 8:53 AM
4	I was marked down to an achieved due to my behaviours - which was acknowledged as my challenging my line manager from time to time, even though in a restructure a large part of my work had been moved and divided between two colleagues .	5/26/2017 7:47 AM
5	Impossible to get Exceeded despite all my additional duties, as well as mentoring duties for months and holding my own in individual DM output. Very demoralising.	5/25/2017 6:15 PM
6	i was told that although my performance was exemplary , i may not receive exceeded marking due to the high number of agent being recomended for the upper teir marking. i believe that my performance and marking should be on MY performance not on how many other people have achieved or exceeded.	5/25/2017 2:59 PM
7	I was told at mid year that I 'must improve' and told at the end that I had improved but still got the must improve marking. No guidance was given to address why.	5/25/2017 12:58 PM
8	Q2 is TWO questions and my answers are: 1) Yes, I did receive my box marking 2) No, it was not a shock!	5/25/2017 12:16 PM
9	My box marking 3 was purely on staistics, and all other criteria was excelled, and complimented. As part time (3 days on phone) and psychological barriers are not taken into consideration, where someone has a certain limit and way of working.	5/25/2017 12:11 PM
10	Too long winded, validation/peer group meetings still took place with a view to meeting the curve, despite the advice that it was to be "light touch"	5/25/2017 11:33 AM
11	I have not yet been informed of my box marking. I have since started in a new directorate where the management are much more supportive and invest in their staff.	5/25/2017 10:36 AM
12	Pointless	5/25/2017 10:34 AM
13	Nothing to say as I haven't had my box marking or my End of Year. Both of which should have been given to me before I moved section.	5/25/2017 10:19 AM
14	NO INDICATION GIVEN AS TO WHAT MY BOX MARKING MIGHT BE-& STILL HAVE NOT BEEN INFORMED OF MY MARKING	5/25/2017 9:52 AM
15	other colleagues received the same mark as myself yet have half the skills set I do	5/25/2017 9:51 AM
16	I did not get a 'must improved' marking.	5/25/2017 9:51 AM
17	I believe the box markings in are not granular enough to recognise actual performance - the gap between must improve/acheived/exceeded is so wide, there is no scope to truly recognise actual performance. I have been given a copy of my review, but it has not been signed by any countersigning management. I was asked to sign a copy to go for final sign off. Is this the correct process? If my manager and I have agreed, what is the purpose of a countersigning manager who has not worked with me or discussed my performance?	5/25/2017 9:34 AM
18	I've not had a final marking	5/25/2017 9:33 AM
19	Feels like we have to "play a game" totally meaningless to majority of people.	5/25/2017 9:22 AM
20	The system is morally corrupt	5/25/2017 9:20 AM
21	Finally because there are no quotas, I finally got the box marking & recognition my work deserves	5/25/2017 9:19 AM
22	ALL WENT WELL T/L WAS VERY HELPFUL.	5/25/2017 9:15 AM
23	ON MY YEAR ENDING REPORT IT STATES THE BOX MARKING BUT SAYS IT COULD CHANGE, I HAVENT BEEN TOLD FACE TO FACE WHAT MY BOX MARKING IS WHICH WOULD HAVE BEEN BETTER. THE BOSSES SEEM TO LOVE TO HOLD THIS OVER YOU INSTEAD OF HOW IT USED TO BE THE MEETINGS ARE VERY NEGATIVE WHEREAS THEY ALWAYS USED TO END ON A POSITIVE, THIS SEEMS TO BE GREATLY LACKING IN ATTENDANCE ALLOWANCE.	5/25/2017 9:12 AM

24	Personally I beleive it is a waste of time and resources.If you are doing a good job you are paid to do this. If you are having problems meeting the demands of the job it should be addressed at the time. The appraisal system is devisive and outcomes depend on you manager	5/25/2017 9:06 AM
25	told end of year peer groups would be light touch - better than mid year which was tortorous (four meetings for HEO grade, one over three hrs long to get an outcome deemed acceptable to snr mgt !) but still timeconsuming and at last check two days ago (22.5), still no permission to disclose markings to people!!!!	5/25/2017 9:05 AM
26	I received an indicated box marking at my appraisal meeting on 11th April but have still not had this confirmed or a signed off EOY report some six weeks later. Not the fault of my line manager I hasten to add but problems lie further up the line, which suggests to me that some forced distribution is still in place.	5/25/2017 8:56 AM
27	I had an EOY appraisal meeting and was not given a box marking. Final markings have not yet been given to any of our staff	5/25/2017 8:54 AM
28	waste of time	5/25/2017 8:51 AM
29	We need to spend less time doing reports . Imagine what the public would say if they learnt we spent £10 mill of their money on mandays doing our reports! You should only need a report of length if you have evidence to indicate a box 1 marking	5/25/2017 8:51 AM
30	Feel like its an unfair process	5/25/2017 8:48 AM
31	Still haven't had my marking!	5/25/2017 8:46 AM