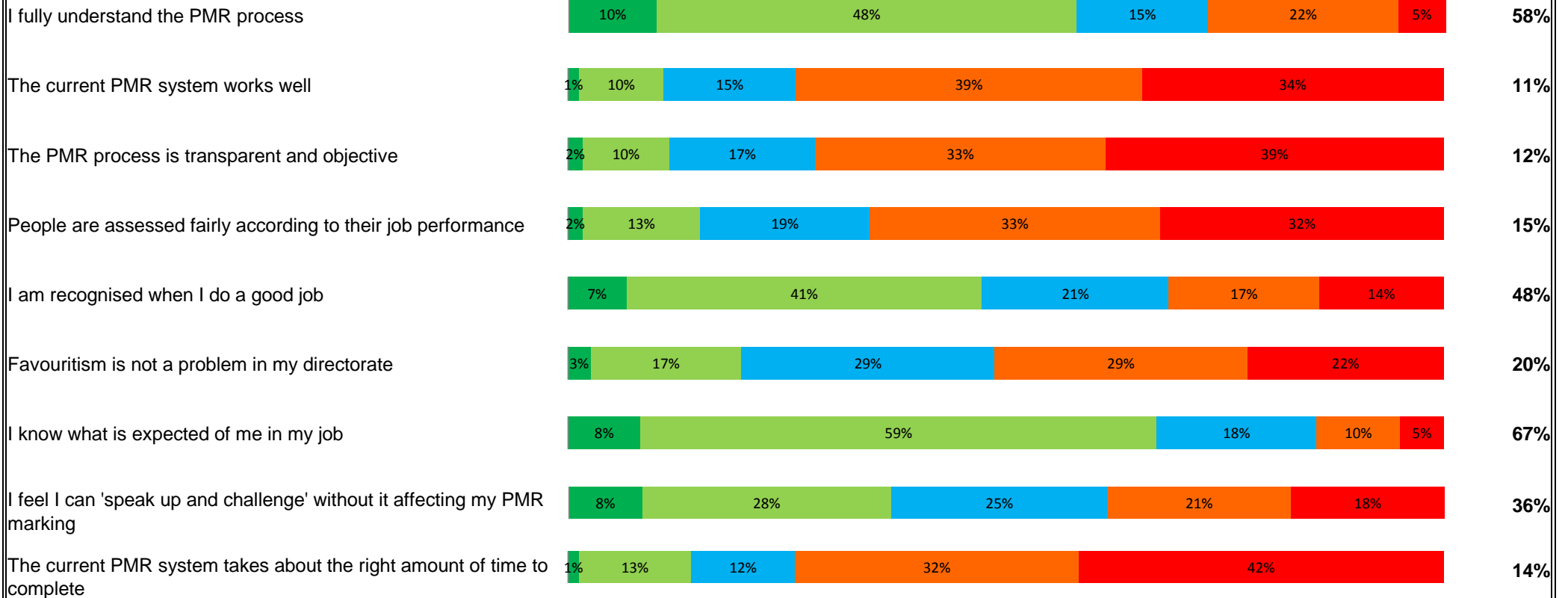


# PCS PMR SURVEY 2015 RESULTS

This document sets out the full analysis of responses received from PCS members to a wide range of questions about the DCLG performance management system. All responses have been included and the results have been presented according to the civil service standard.



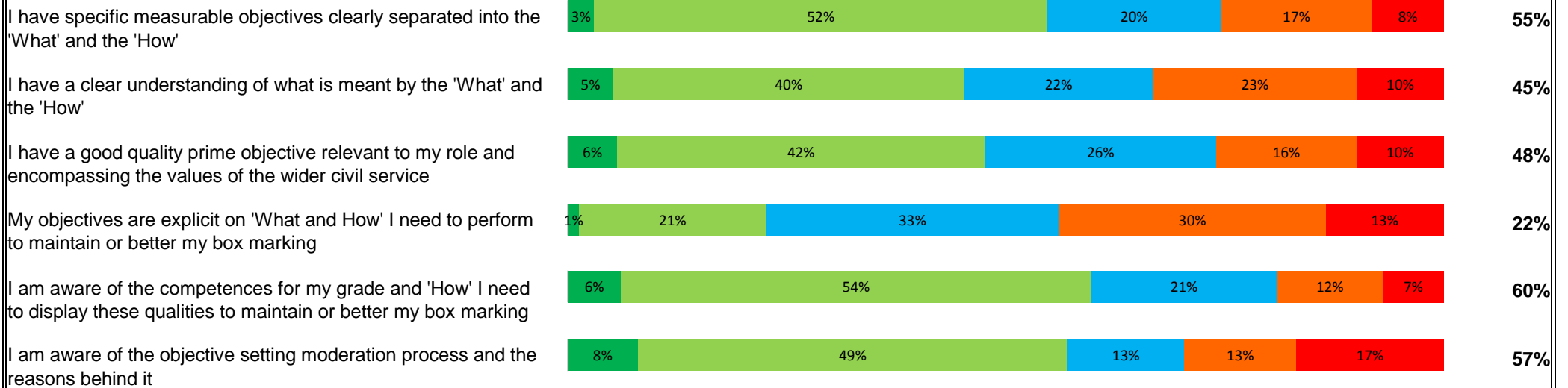
## Section 1 - General 'The PMR Process'



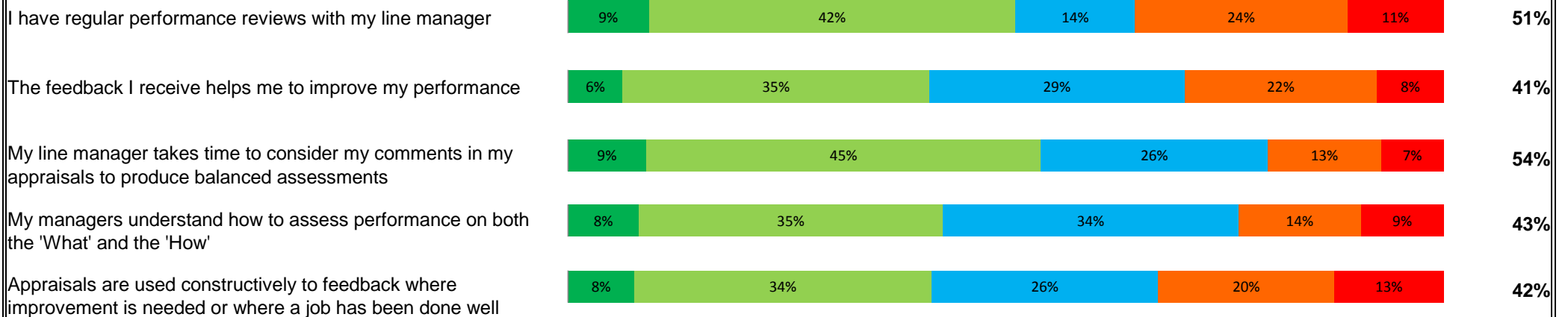


Percentage of positive responses

### Section 2 - Objective Setting



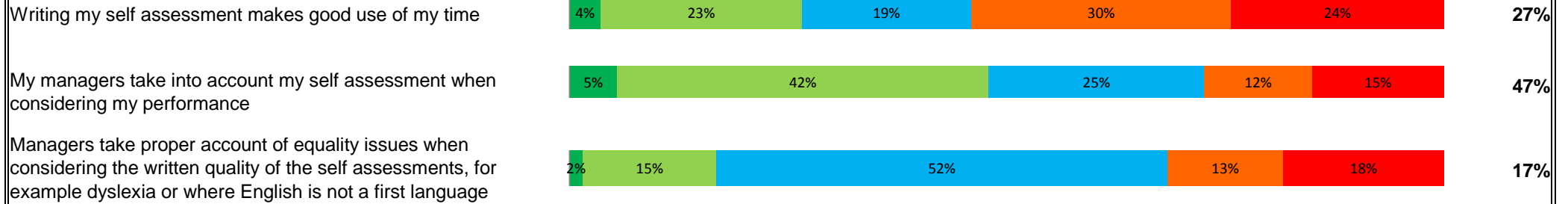
### Section 3 - Regular Appraisals



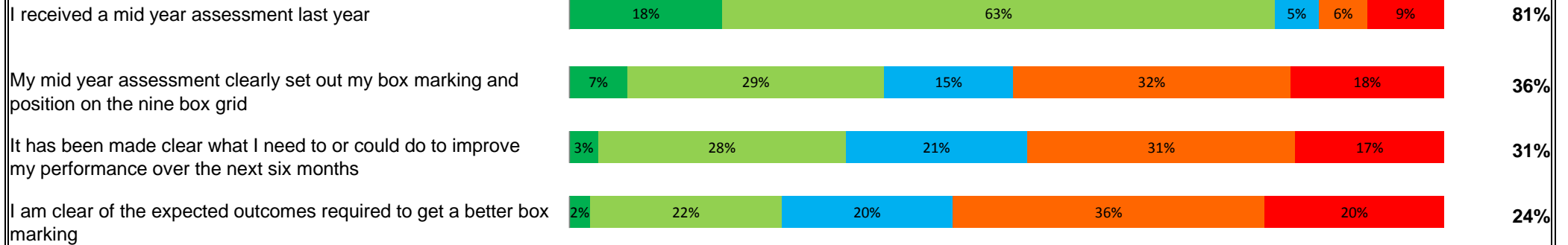


Percentage of positive responses

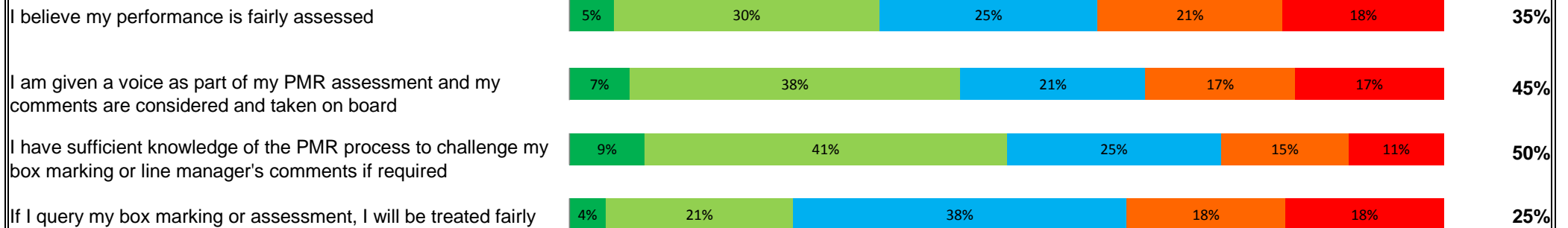
### Section 4 - Self Assessment



### Section 5 - Mid Year Review



### Section 6 - End of Year Report





Strongly Agree



Agree



Neither Agree or Disagree



Disagree



Strongly Disagree

Percentage of positive responses

I am aware of the grievance process that can be used to dispute my box marking or assessment



48%

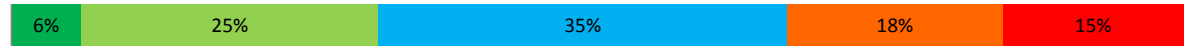
**Section 7 - Development Needed**

I am confident that managers understand that the Development Needed box marking is a performance assessment and does not merely relate to training needs



26%

Employees do not get Development Needed box markings simply because they are new to the job or the role



31%

I am not aware of anyone receiving a Development Needed box marking without warning



25%

**Section 8 - Development Needed (answers provided by staff who have received a DN box marking only)**

I have been provided with objective evidence supporting my box marking



21%

I know what I need to do to improve my box marking



30%

I was offered support or training by my manager to support my development



29%

I am aware what was discussed at the moderation meeting and/or I have received the section of the moderation record that related to my performance



5%

I was put on a Personal Improvement Plan (PIP) after I was assessed as Development Needed



33%

Discrimination was not a factor in my box marking

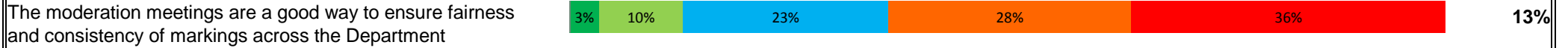


28%

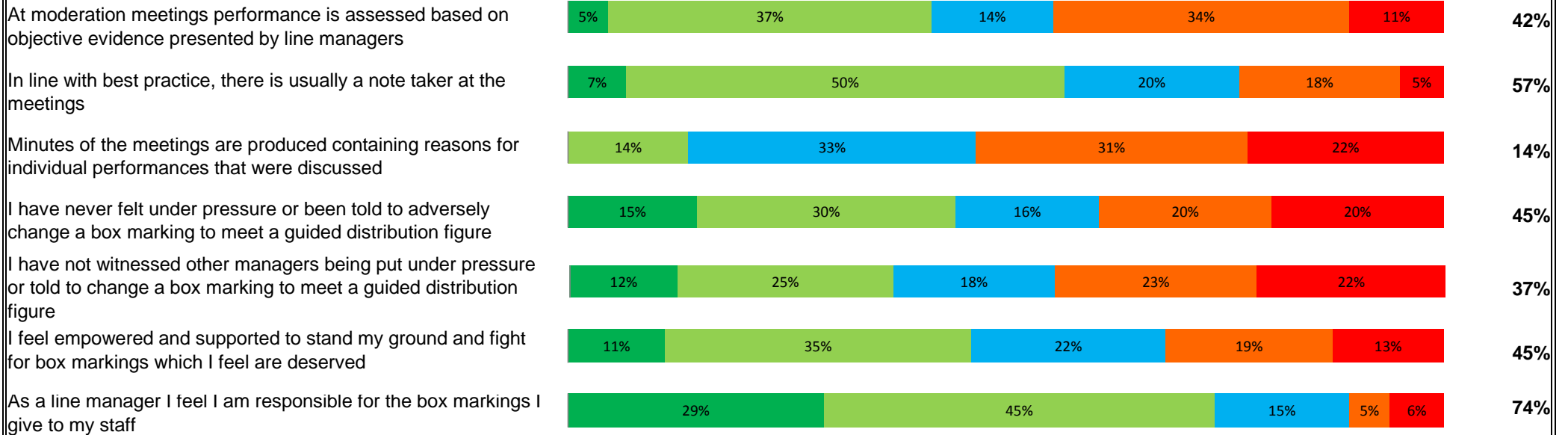


Percentage of positive responses

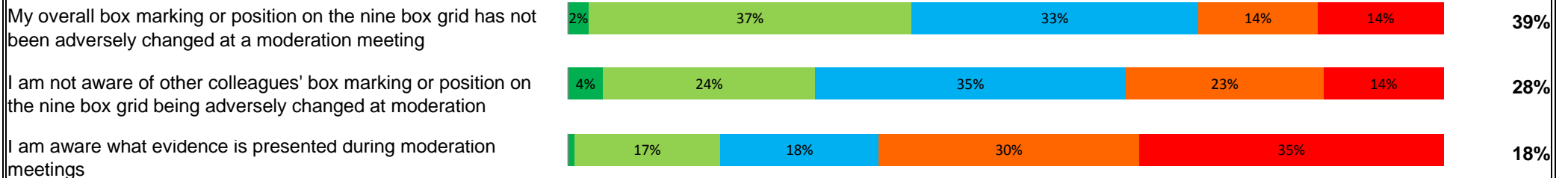
**Section 9 - Moderation Meetings General**



**Section 10 - Moderation Meetings (answered by line/senior managers who have attended the meetings)**



**Section 11 - Moderation Meetings (Answered by staff not directly involved in Moderation Meetings)**





Strongly Agree



Agree



Neither Agree or Disagree



Disagree



Strongly Disagree

Percentage of positive responses

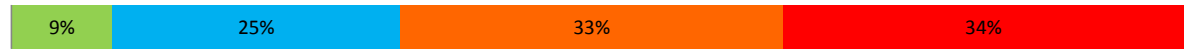
I have sufficient knowledge of the moderation process to challenge adverse or unfair decisions



14%

### Section 12 - Performance Bonuses and Vouchers

People are rewarded fairly according to their contribution



9%

The exceptional performance bonus and vouchers are a good way of rewarding performance



22%

Everyone has an equal chance of receiving an exceptional performance bonus or voucher



5%

The exceptional performance bonus and vouchers are a transparent system with awards and achievements clearly set out



9%

The exceptional performance bonus and vouchers are a better use of money than an annual pay rise for all employees



1%

There are no equality related issues in the distribution of performance bonuses and vouchers



7%

Favouritism or bias is not a major issue



8%



**Section 13 - Bullying/Discrimination**



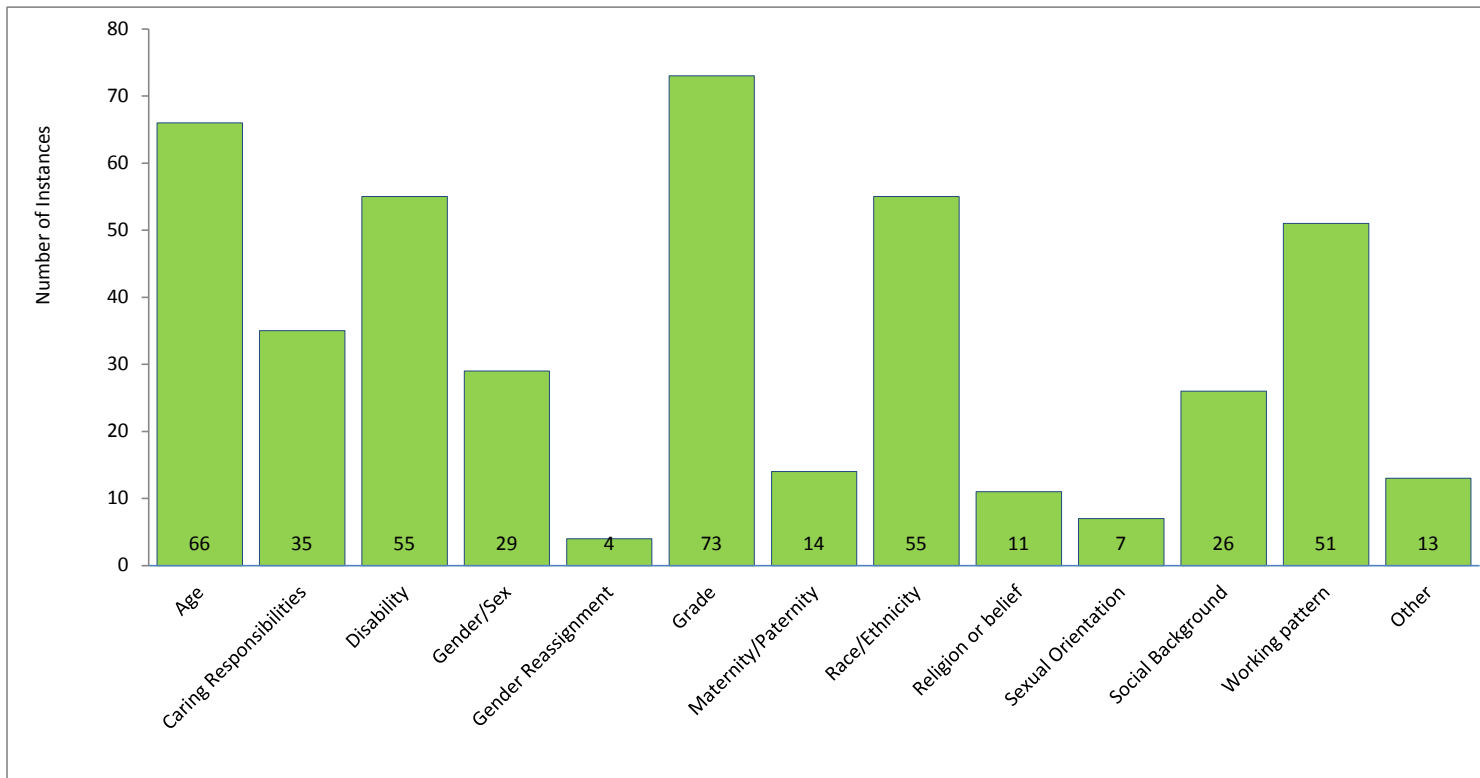
Have you ever felt bullied or witnessed bullying behaviour as part of the PMR process?



Do you feel the PMR system discriminates against certain groups of staff?



Grounds indicated (response optional)





**Section 13 - Bullying/Discrimination cont**



Have you ever felt discriminated against as part of the PMR system?



Grounds Indicated (response optional)

