



APPALLING INEQUALITIES IN DCLG PMR SYSTEM

Dreadful Mid-Year PMR Assessment Outcomes

- 18% of DCLG's staff, *nearly one in five*, rated as Development Needed
- Black, Asian, Disabled, Older & Lower Graded colleagues fare worst by far

% of staff receiving top & bottom marks

Category	Exceptional	Development Needed
All staff	10%	18%
Black	1%	37%
Asian	5%	31%
Disabled	3%	32%
Age 60+	8%	28%
Age 50 to 59	5%	24%
EO	10%	23%
HEO	7%	17%
White	12%	14%
Non-Disabled	11%	17%
Age 30 to 39	14%	11%
Age 20 to 29	28%	7%
Grade 6	20%	13%
Fast Stream	30%	9%



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PCS is calling upon DCLG management to

- Commit to a joint and fundamental review of the PMR system
- Suspend the “guideline” distribution for box marks
- Step back from the commitment to PMR related pay
- Suspend the PIP process and review it jointly with the trade unions
- Halt all current cases of staff being dealt with under PIP procedures
- Jointly review all poor performance procedure cases with the unions

These actions are essential on precautionary and in principle grounds and would reduce the adverse and disproportionate impact on particular groups of staff. They do not require management to abandon its faith in a backward looking, ranking, non-developmental PMR system - or even to admit to woeful inequalities (although that would be a good and refreshing development).

It is neither sufficient nor safe for management to **at best** hope that unconscious bias training will address the profound year on year inequalities in PMR outcomes whilst continuing to press people through the PIP process - which is directly linked to the Poor Performance **dismissal** Procedures.

PCS membership makes a difference

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