

UNITE IS THE NEW UNION FORMED BY THE MERGER OF AMICUS & T&GWU

PERFORMANCE MANAGEMENT – ARE YOU PERFORMING?

Most members would have now seen the LTSB AFD Managing Director's note on 2007 mid-year performance reviews.

The note details the process behind the mid-year review period, as well as providing details of the expected ratings distribution at both mid year and year end, based upon current company performance.

Underperforming Organisation?

AFD have indicated that due to the on-going difficult trading conditions of the company, current performance of AFD would be deemed under performing.

This level of performance would deliver a performance distribution where 65% of staff are rated 'Met' and as many as 25% of staff either 'partially met' or 'not met'.

Amicus have continued to argue that it is not AFD staff that are underperforming, but that the business areas that AFD operate within are proving more competitive.

It is Amicus' view that staff and members should not be penalised for this greater competition and welcome David Oldfield's comments that "Forced distribution" will not operate and staff will not be given "an

inappropriate rating just to fit the distribution".

Performance Management Principles

Mid-year and full year ratings will continue to be governed by performance management principles such as:-

- No Surprises, issues of underperformance should be raised without delay.
- Issues of underperformance must be supported with objective examples.
- Individual underperformance should be supported with an appropriate coaching/training plan, to get performance "back on-track".
- Targets and objectives must be realistic and achievable.

If any members receive a performance rating either at the mid or full year which they disagree with, it is important that the rating is challenged via the grievance procedure.

Remember performance ratings drive pay and bonuses, therefore if any members are unhappy with their rating they should either contact the LTSB helpline on 08081 449595 or one of the AFD union Reps.

Indicative Ratings

Once members receive their mid-year rating, it should be remembered that ratings can still go up or down come year end; however any change would have to be subjected to the outlined performance management principles.

Feedback

If any members have any feedback regarding performance management or the current re-organisations being driven by the current trading difficulties, please either contact one of your union Reps or e-mail stuart.davies@amicustheunion.org.

Not A Member

Join Unite Amicus section today for the unbeatable amount of £5.77 per month for full time staff or £3.17 for part-time staff; in addition you will receive the first three months membership completely free. Contact the helpline for further details or one of the AFD union Reps.

E-Mail Updates

If you would like to receive Unite Amicus section updates via e-mail, please e-mail us on LTSB@amicustheunion.org



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