

BARNET UNISON

Performance Reviews Update



NEED ADVICE?

If you are unhappy with your Performance rating please contact the Barnet UNISON office on 0208 359 2088 or email contactus@barnetunison.org.uk

This has been the first year of the new Performance Review regime whereby performance has been **directly linked to pay.**

Performance Review Ratings:

Development Needs	0%
Satisfactory	0.5%
Good	2.25%
Outstanding	3%

Every Council worker (excluding school staff) should have had their Performance Review by March 2017.

Every Council worker (excluding school staff) should have had confirmation in July as to their final rating.

In the July payroll every Council worker (excluding school staff) with a Performance rating of Satisfactory/Good or Outstanding should have an **increase in basic pay** and a **one off backdated** payment to the 1 April.

* Please note any Council worker at the top of the grade will not see an increase in pay. This issue has been raised with the Council and we will report back on these discussions.

** Please note the **1% Pay Award** has been awarded from 1 April 2017 and is separate to the Performance Review payments.



Here are the tables of scores for each service delivery unit for the last two years:

Adults & Communities:

	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2016/17
Management Unit Description	Red	Red	Amber	Amber	Green	Green	Gold	Gold	Unrated
ADULTS & COMMUNITIES	24%	4.68%	12%	19.57%	53%	58.72%	11%	8.94%	8.09%

Comments:

There has been a **reduction** in the number of staff receiving **Development needs rating** from **24% to 4.68%**.
 There has been an **increase** in the number of staff receiving a **Satisfactory rating** from **12% to 19.57%**.
 There has been a **slight increase** in the number of staff receiving a **Good rating** from **53% to 58.72%**.
 There has been a **reduction** in the number of staff receiving an **Outstanding rating** from **11% to 8.94%**.

Commissioning Group:

	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2016/17
Management Unit Description	Red	Red	Amber	Amber	Green	Green	Gold	Gold	Unrated
COMMISSIONING GROUP	46%	3.20%	11%	18.30%	31%	64.71%	11%	9.80%	3.99%

Comments:

There has been a **reduction** in the number of staff receiving **Development needs rating** from **46% to 3.20%**.
 There has been an **increase** in the number of staff receiving a **Satisfactory rating** from **11% to 18.30%**.
 There has been a **slight increase** in the number of staff receiving a **Good rating** from **33% to 64.71%**.
 There has been a **reduction** in the number of staff receiving an **Outstanding rating** from **11% to 9.80%**.

Family Services

	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2016/17
Management Unit Description	Red	Red	Amber	Amber	Green	Green	Gold	Gold	Unrated
FAMILY SERVICES	14%	1.62%	16%	33.87%	62%	53.13%	8%	3.48%	7.89%

Comments:

There has been a **reduction** in the number of staff receiving **Development needs rating** from **14% to 1.62%**.
 There has been an **increase** in the number of staff receiving a **Satisfactory rating** from **16% to 33.87%**.
 There has been a **slight reduction** in the number of staff receiving a **Good rating** from **62% to 53.13%**.
 There has been a **reduction** in the number of staff receiving an **Outstanding rating** from **8% to 3.48 %**.

Streetscene

	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2016/17
Management Unit Description	Red	Red	Amber	Amber	Green	Green	Gold	Gold	Unrated
STREETSCENE	20%	4.30%	16%	26.43%	57%	59.55%	7%	4.30%	5.43%

Comments:

There has been a **reduction** in the number of staff receiving **Development needs rating** from **20% to 4.30%**
 There has been an **increase** in the number of staff receiving a **Satisfactory rating** from **16% to 26.43%**.
 There has been a **slight reduction** in the number of staff receiving a **Good rating** from **57% to 59.55%**.
 There has been a **reduction** in the number of staff receiving an **Outstanding rating** from **7% to 4.30 %**.

Total Staffing figures across the Council workforce (excluding school staff)

	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2015/16	2016/17	2016/17
Management Unit Description	Red	Red	Amber	Amber	Green	Green	Gold	Gold	Unrated
TOTAL	24%	3.33%	14%	30.31%	53%	54.11%	9%	5.61%	6.64%