

**Performance Management System Review**

Purpose

- 1) The purpose of this paper is to raise the concerns of the FCTU regarding the current position of performance management within the FC.

Background

- 2) For several years the FCTU have been inundated with complaints from members about the current PMS system. This disquiet was also reflected in the Staff Survey results and eventually resulted in a review of PMS initiated at the end of last year. The news that the PMS system was being reviewed was received with enthusiasm from most of the FC staff as the failings of the old system were recognised at all levels.
- 3) The review group put a great deal of work into researching not only the systems in place in other Government departments, but also by surveying staff to find out what they required from a new system. The FCTU also vigorously canvassed its membership urging them both to fill in the online survey instigated by the review group and also to contact their reps to make their views known on what they wanted from a new system so that the representative on the review group could accurately reflect the views of the membership. All this resulted in a very high level of responses, which left the group in no doubt that staff required a completely new system as the old one was totally discredited.
- 4) The review group completed its review early this year and finalised its recommendations. Unfortunately having built up hopes and expectations among the FC staff there has not been any activity since, neither has there been any announcement of why no action has been taken. We understand that finance is a major issue for all Government departments and if this is the reason for delay this should be explained to staff and there should be a statement of intent from management on how they intend to proceed with the review and when.

The Proposal

- 5) The lack of information is proving to be frustrating for those that had hopes of seeing a change for the better and the FCTU would ask the Staff Council to issue an explanation of the current position regarding the recommendations of the PMS review group.

Action

- 6) The Council is asked to agree the proposal in paragraph 5.

**Robert Beaney**

*FCTU Chair*

21<sup>st</sup> October 2009