

** Email sent by CPSU on 26 October 2009 **

Dear Antoinette and Trevor,

CPSU understands that the current deadline for completion of Performance Management plans is the end of October.

As CPSU has previously expressed verbally and via email, we are concerned that DOT did not advise us of the changes to the DOT Performance Management Scheme prior to its implementation.

It is our view that the speed at which the new PMS is being implemented has not allowed for sufficient time to consult with staff, and CPSU requests that an extension be granted for completion of individual plans.

We feel that a completion deadline set for at least one month after divisional and branch objectives are set would be more appropriate.

We request that DOT communicate this extension to all staff to help to allay their concerns regarding the scheme.

This delay would also allow time for DOT and CPSU to meet to discuss some of our concerns with the proposed PMS.

CPSU has a number of significant concerns regarding the PMS including the subjectivity of some of the listed criteria; the increased length and complexity of the new PMS, with no time release provided to staff to enable completion; and the fact that many branches and divisions have not yet finalised their corporate objectives, meaning that the plans cannot yet be completed.

We are also concerned that the option to “opt-out of progression” is misleading, and have had reports that some staff are being encouraged to opt out of progression, despite being eligible to progress.

CPSU understands that there have been a number of problems with the format of the electronic version, and this is likely having an impact on the level of frustration staff are having with the new PMS.

We seek clarification on when the “Development Matrix” will be ready for staff, and would like further information on what kind of evaluation framework is being used to assess the scheme.

Please contact me if you have comments or questions.

Thanks,
Katie

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