

Progress on performance management

An enforced bell curve in Performance Management occurs when a company insists that the performance ratings are forced into predetermined performance distribution approach. This requires a specific percentage for each rating category to be achieved – through ranking techniques that lead to people being moved up/down rating categories – regardless of whether people have achieved the standards expected.

In previous years Unite has received a number of complaints from members about an enforced bell curve. In particular our members in supervisory positions were finding it demoralising as they felt they were being ordered to reduce the performance ratings of their team members to fit such a curve.

During last year's pay negotiations UNITE and the Bank had many robust discussions about an enforced bell curve and performance management.

In October 2013 the Group Executive issued the following statement:-

"we will not 'force' the distribution of a performance curve within Barclays"

This was followed by an excellent email from a Group Exco member which stated:-

"Last week's message from our Group Executive Committee highlighted two important changes to the Performance Management process: we will not 'force' the distribution of a performance curve within Barclays; and no manager will be asked to change the rating of an individual's performance to achieve a 'forced curve.' "

More recently UNITE has had only a small number of managers contacting the union in situations where they have felt they were being pressurised to reduce the ratings of their team to conform to a "Bell Curve", as opposed to altering individual ratings as part of the consistency process. We have responded by pointing them to the statements from the Group Executive and supporting them in arguing their case. Happily they have been successful in challenging the position and maintaining the ratings for their staff. That is why we have re-publicised these statements, to remind all of Barclays continued commitment on this matter.

Any manager who is concerned on these matters should contact either their HR business partner or UNITE or both. Similarly Unite is available to support any member who wishes to discuss the performance system or their individual rating

MARKET PAY FIGURES FOR STAFF IN AVP AND VP ROLES.

As part of the pay agreement with UNITE, the Bank agreed a mechanism for staff in AVP(B5) and VP(B6) roles to find out the market salary figure for their job role. In summary this means that AVP and VP staff are entitled to ask for the market figure during their pay discussions. If they do not receive it, then they should escalate to HR. If after 10 working days they have still not received it, then they are entitled to approach the union and the union is entitled to show them the market figure.

The union believes in transparency and would prefer it if Barclays was more open about their market data for roles in these grades. However, this mechanism effectively guarantees that union members in these grades will find out the market data should they wish to know it. We believe that knowledge of the market data empowers each individual to know whether they have been treated fairly according to the agreed pay principles. See

<http://home.barclays.intranet/sites/myhr/rb/Pages/pay-deal-UK-agreement-uk-14.aspx>

Join unite at www.unitetheunion.org or ask your local rep for a membership form.

Membership Form - GB About You

Surname Mr Mrs Ms Miss Dr Rev Male Female

Forename

NI No. / / / / /

Date of Birth / /

House No./Name

Street

City/Town

Postcode

Home Tel. Mobile

Email

Please tick if you wish to receive the union's magazine.

About Your Job

Employer/Company Name

Department

Job Title

Work Address

Postcode Work Tel.

NMC No.

Tick 1 21 or more hours per week (full time rate) I am an apprentice or on full time training scheme
 box only Less than 21 hours per week (part time rate) Student in full time education Self employed

Equal Opportunities

Unite the Union is committed to the promotion of equal opportunities for all and it is the Union's aim to provide services and support to members that is free of discrimination on the basis of race, gender, religion, sexual orientation or disability. What ethnic group do you belong to?

Mixed White & Black Caribbean Asian or Asian British Pakistani Black or Black British African

White British Mixed White & Black African Asian or Asian British Bangladeshi Black or Black British Other

White Irish Mixed Other Asian or Asian British Other Chinese

White Other Asian or Asian British Indian Black or Black British Caribbean Mixed White & Asian

Other/please specify

Do you regard yourself as disabled? Please tick if you are Lesbian Gay Bisexual Trans

For office use only (Member No.)

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Originators ID Number

9 7 1 4 6 7

Name of bank/building society

Town of the Bank

Sort Code

On the selected day of the month:

Account Number

7th 14th 21st 28th

Name(s) of Account Holder(s)

Instruction to your Bank or Building Society

Please pay Unite the Union Direct Debit monthly from the account detailed in this instruction subject to the safeguards assured by the Direct Debit Guarantee. I understand that this instruction may remain with Unite the Union and, if so, details will be passed electronically to my Bank Building Society.

Authorisation of deduction of your trade union contribution from your pay (check-off)

Note: Not all employers operate check-off. I hereby authorise the deduction of Unite the Union subscriptions from my pay of such amounts as shall be notified to my employer on my behalf from time to time by Unite the Union. I also authorise my employer to inform Unite the Union of any changes of address.

Paid weekly or monthly? Weekly Monthly Payroll No.

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I agree to abide by the union's rules. I authorise the payment above.

Are you or have you been a member of a trade union? (including Unite the Union) Yes No
 If yes, please give the name of the union and date of last payment

When you join Unite, you are also authorising the Union to deduct an additional amount for your subscription to your local branch fund.

Signature(s) Date / /

Recruitment Code Branch Code Workplace Code Job Code