

**Performance Management Schemes for Chief Officers
Feedback from Staff Briefing Sessions (28 January & 4 February 2015):**

Appendix B

Questions/Comments from Staff Briefing Sessions - 28 Jan & 4 Feb 2015		
	Questions/Comments	Response
1	Why are we not consolidating an increment?	It is too costly as it occurs on-going costs.
2	Will staff on lower spinal points get the same money as those on higher spinal points? If so, why?	Yes, because we wanted the approach to be as consistent and fair as possible.
3	How will we receive performance increments going forward? And what is your timeline to review Senior Managers Pay?	We will be reviewing the Senior Managers pay and grading arrangements soon as part of the Modern Reward Strategy project and hope to have this done by September 2015. However, it is unlikely that we will consider performance related pay at this stage as we want to consider it alongside the rest of the workforces pay and grading review which is also part of the the Modern Reward Strategy and could take up to two years to complete. The Modern Reward Strategy was agreed at the Staffing and Remuneration Committee meeting on 16 December 2014. There are also further details in the Workforce Plan. Both documents can be found on the Council's website. The National Pay award has not been agreed yet but the proposal is a 2% increase on salaries less than £100k w.e.f 1 January 2015.
4	Which Scheme are you ceasing?	Both the 2004 & 2011 Performance Management Schemes for Chief Officers.
5	Is there a gap between ceasing the scheme and a new scheme being introduced?	Yes. The Schemes will cease on 1 April 2015 and there will not be a scheme at that time to replace it. Any scheme, if any, will be considered as part of the Modern Reward Strategy Project.
6	Why is the scheme being ceased before a new one is in place? Consultation would be more meaningful?	Because we do not want to consider a PRP Scheme for Senior Managers in isolation of the rest of the organisation/workforce.
7	Do we continue with performance appraisal as normal?	Yes and there is likely to be a new performance appraisal process soon.
8	What happens if people do not sign?	Each case will be dealt with on an individual basis and I am not pre-empting that people will/will not sign. If you are considering not agreeing to the proposal then please come and talk to us so I can consider your concerns.
9	So if people do not sign then they will remain on their same contract with the same PRP Scheme?	No we do intend to cease the scheme.
10	You would have to vary our contract wouldn't you?	That is one for our legal team and we will pose that question to them and get back to you.
11	Will the review of the Senior Managers pay and grading arrangements mean my pay will reduce?	I don't know that at this stage, but I can say that there is not a savings target attached to the Modern Reward Strategy Project and salaries will be benchmarked