

Dear members

Herewith the message on performance management referred to in the previous member message.

This message reports on these issues:

- 1) Moderation of 2019 pm outcomes;
- 2) Performance based pay PbP - PM awards;
- 3) Performance pay progression PpP - PM awards;
- 4) Performance management 2020.

Attached is a copy of the message sent to the EDHR on the issues contained in this message.

Moderation of 2019 performance management outcomes

As is known, before PM scores are used for any process (PbP and PpP), moderation is first conducted. This usually starts in April or May. UKSU provides the union representatives for all moderation committees. Nothing was heard until early last week when HR management called the unions to discuss moderation. Management proposed what they referred to as a “new simplified way in which to do moderation”. After listening to the presentation and discussions, NEHAWU, NTEU & UKSU do not support this so called *new simplified way* in which to do moderation. The attached message lists the areas of concern.

Performance based pay - PbP

This refers to what are commonly called PM bonuses.

Management says that it cannot afford to make these payments now. The payments in 2020 would be for the 2019 performance cycle, budgeted to be paid in 2020. Reference has been made previously to the precarious financial state of the University and the unplanned and unexpected additional COVID-19 related expenses. A revised 2020 budget was provided by management, which showed that the budget for this had been reduced by 100%, referred to as performance incentives, i.e. including progression. You will see from the attached that the unions have requested information that has not yet been provided. These unions need assurance that it is not only staff that are expected to make sacrifices in the name of sustainability.

There are various issues to take into considerations, some of which are:

- unbudgeted and unexpected expenditure;
- staff have been paid in full since March;
- focus on retaining salaries and jobs;
- participation in performance management is a condition of service (a collective agreement);
- bonuses and progression are policy issues.

Once the requested information is made available, consideration will be given as to whether that expenditure, together with the COVID-19 related challenges are sufficient to substantiate the non-payment of PM awards.

Ideas and suggestions for non-financial rewards are welcome.

Performance pay progression - PpP

You will see from the attached letter, this is considered non-negotiable due to the ongoing long-term effect if not applied in 2020.

Performance management 2020

The year 2020 has been unique and management cannot simply ignore this and expect PM 2020 to be an *as usual* process.

NEHAWU, NTEU & UKSU hold the strong view that contracting in the current environment should be abandoned, more so because at this time there remains substantial confusion and not all have contracted. These unions hold the view that the current PM system is certainly not the only way in which performance can be assessed, should such be required for any other process.

Linked to PM is academic workloads. UKSU also holds the view that this cannot be entered into in the current situation as management has been unable to confirm whether the changes in 2020 have been accommodated and it certainly appears there is no change for this changed context, especially all of the additional workload that has accompanied the changes and which remain ongoing.

Regards
UKSU Executive