



## Serco Update.

### 6 Monthly Staff reviews.

The ASU have been contacted by several staff members in relation to the 6 monthly reviews currently being conducted at Serco.

Concerns raised have been in relation to the setting of targets and the subsequent meeting of targets in the workplace. It is vital that staff have a set of clearly defined expectations and that they are achievable.

Some staff have expressed that they are not aware of what their targets are and also of how they are tracking in the lead up to the 6 monthly review. Your Manager/Team Leader should be providing feedback on a monthly basis to give you an understanding of where you are at and the things you are doing well and also any areas for improvement. This feedback is vital in ensuring staff have the maximum opportunity to excel during their performance reviews and as such either progress up the band levels or receive a bonus for their hard work.

The ASU now seeks your feed in a short survey so that we can get a clear picture of how staff feel about their performance reviews and what opportunities you see for improving the system.

***Your responses will be kept confidential and is for the purpose of providing you Union with feedback in relation to this issue.***

Name: \_\_\_\_\_ Department: \_\_\_\_\_

Contact Number (Mobile or home): \_\_\_\_\_

1. Do you have clear targets? (Y/N) \_\_\_\_\_
2. Are you aware of what those targets are? (Y/N) \_\_\_\_\_
3. Do you know if you are meeting your targets? (Y/N) \_\_\_\_\_
4. Do you feel the targets are fairly set? \_\_\_\_\_
5. Were you involved in the setting of your targets? (Y/N) \_\_\_\_\_
6. Are you provided with monthly feedback on your performance? \_\_\_\_\_

Finally do you have any suggestions for improvements for the performance review system in your Team? \_\_\_\_\_

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**If you have any comments or would like to raise any concerns please feel free to speak with ASU Delegate Ray Page or contact ASU Organiser Rachel Takats on 0419 312 328.**

