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UNITE

THE UNION IN AXA UK

Have you
got an issue with
your PM rating?

Talk to your local
workplace rep...

PERFORMANCE MYTH-MANAGEMENT

It's that time of the year when your manager assesses your 2011 performance. This year is different from previous ones in that not only has AXA upped the criteria on what it regards as being successful, it has also introduced an element of Developing alongside Partially Successful. It is easy to be complacent with performance management but given the fact it drives your pay award, your bonus and even redundancy selection it is important the rating you receive is correct.



Unfortunately there are a number of myths floating around that could impact the accuracy of your rating if left unchallenged.

First off there is 'forced distribution' or the "*Unfortunately I have to give you this rating as I am only allowed to give so many of each in the department*".

This is rubbish...

AXA has anticipated the spread of performance ratings based on previous years and what is expected in the industry across the thousands of employees employed in the OpCo's. AXA have not set department or section rating distribution targets. Your performance rating is based on **your individual performance** on your targets. After all if it isn't, what is the point in an individual performance review that does not assess your performance?

Second is the "*I have to give out at least one Partially Successful/ Developing rating in my team*".

Again, compete nonsense.

AXA have repeatedly advised that they have not issued any rating distribution targets to departments and clearly this would again undermine the core principle of performance management ie. assessing **your** performance against the targets given to **you**.

A new one we have heard this year is "*Business As Usual and 'just' hitting your targets is no longer Successful*".

No. If you have achieved **all** the targets and behaviours you were set at the start of the year then your rating is **Successful**. You cannot achieve everything you have been asked to then have the goalposts moved at the end of the year.

The one causing the most confusion is the new **Developing** element of the **Partially Successful** rating and this was demonstrated in the mid-year reviews which showed far too many lower grade staff receiving this rating. Just because you are developing in a role you do not automatically warrant a lower rating. Your performance should be assessed against the **achievable performance objectives** you were set at the beginning of the year. You should only receive this rating if you are very new to the role. If you have met all the objectives and behaviours your manager set you, you should be rated **Successful**.

Overall, given the changes being introduced it is important you talk to your local rep about your Review if you have concerns and do not roll over and accept them without challenge.