

Staff survey on performance related pay (PRP) in Camden Council

About PRP and your appraisal

This is a short survey for all affected Camden Council staff about the introduction and use of performance related pay in the Council, conducted by Camden Unison. We would really appreciate you taking a few moments to give us your feedback about the scheme. Please answer all the questions. All your information is anonymous and completely confidential.

* 1. Are you on the new contract (with PRP), or the old contract (without PRP)?

- New contract
- Old contract
- Don't know

2. What performance rating were you given for this year (2012-13)?

- 1
- 2
- 3
- 4
- 5

Other (please specify)

3. Would you say you agree with this rating?

- Strongly agree
- Somewhat agree
- Neither agree nor disagree
- Somewhat disagree
- Strongly disagree

4. What performance rating were you given for last year (2011-12)?

- 1
- 2
- 3
- 4
- 5

Other (please specify)

5. Do you feel motivated or demotivated by performance related pay?

- Strongly motivated
- Somewhat motivated
- Neither motivated nor demotivated
- Somewhat demotivated
- Strongly demotivated

6. Does the introduction of performance related pay in Camden make you more or less likely to want to leave?

- Much more likely
- Somewhat more likely
- Neither more nor less likely
- Somewhat less likely
- Much less likely

7. Would you support Camden abolishing PRP and instead revert back to incremental progression?

- Strongly support it
- Somewhat support it
- Neither support nor oppose it
- Somewhat oppose it
- Strongly oppose it

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8. If you have any more thoughts on the introduction of PRP in Camden, please let us know here:

About you

Please give us a little information about yourself

9. What directorate do you work in?

- Children, schools and families
- Culture and environment
- Housing and adult social care
- Central services

10. What grade or pay segment are you on?

- Service Provider (scale 6 and below on the old contracts)
- Practitioner & Manager (SO1 and above on the old contract)
- Senior Manager (SM grades)
- Don't know

Other (please specify)

11. Are you full-time or part-time?

- Full-time
- Part-time (including term time only)

Other (please specify)

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12. What is your full-time equivalent salary?

(I.e. if you are full-time what is your annual salary, and if you are part-time, what would your salary be if you worked full-time)

- £0-10,000
- £10-20,000
- £20-30,000
- £30-40,000
- £40-50,000
- £50-60,000
- £60,000+

13. How long have you worked for Camden Council?

- 0-2 years
- 3-6 years
- 7-10 years
- 11-20 years
- 21 years+

14. How would you describe your gender?

- Female
- Male
- Other

15. How would you describe your ethnic origin?

- | | |
|-------------------------------------|---------------------------------------|
| <input type="radio"/> Bangladeshi | <input type="radio"/> Black Caribbean |
| <input type="radio"/> Chinese | <input type="radio"/> Black UK |
| <input type="radio"/> Indian | <input type="radio"/> Black other |
| <input type="radio"/> Pakistani | <input type="radio"/> White UK |
| <input type="radio"/> Asian UK | <input type="radio"/> Irish |
| <input type="radio"/> Asian other | <input type="radio"/> White other |
| <input type="radio"/> Black African | |

Other (please specify)

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16. What is your age?

- 11-20
- 21-30
- 31-40
- 41-50
- 51-60
- 61+

17. Do you have a disability?

(By "disability" we mean do you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.)

- Yes
- No

Other (please specify)

18. At home do you have caring responsibilities?

- Yes
- No

Other (please specify)

19. Are you a union representative?

- Yes
- No

20. Are you a member of a trade union?

- Yes: UNISON
- Yes: other
- No

Thank you for completing our survey

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21. If you are not a member of Unison but you are interested in joining you can give us your e-mail address in the box below and we will contact you to give you more information. Alternately you can visit our website at camdenunison.org.uk or talk to your local rep. Please note your e-mail address will not be connected in any way with your other survey answers, which remain completely anonymous.